

THE LETTER CARRIER REPORTER



CARL J KENNEDY BRANCH PROUDLY SERVING

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JAN/FEB 2023

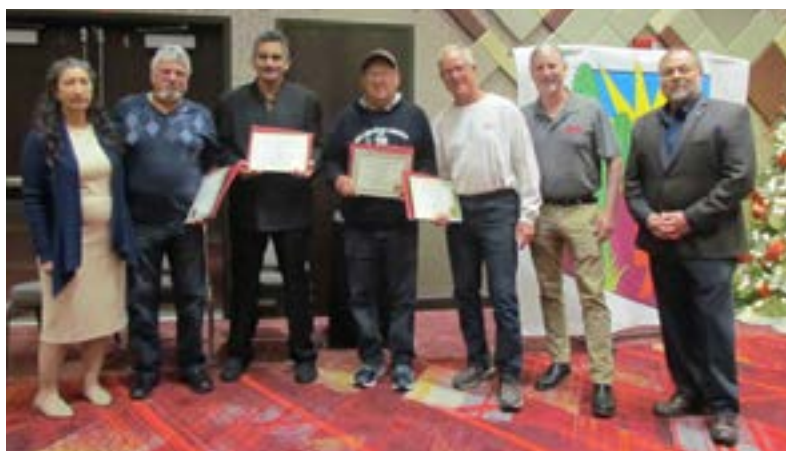
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Printed by Branch 704

December 2022 Retiree Luncheon



Stuart Love receives Branch Outstanding Member of the Year Award



30 year pin members



40 year pin members

35 year pin members



NEXT UNION MEETING FIRST THURSDAY OF THE MONTH: FEBRUARY 2nd
Meeting will begin promptly at 7:00PM
Call the Branch Office to attend meeting via Web-Ex

PRESIDENT'S REPORT

Dear Brothers and sisters,

Guest speaker Paul Barner, NALC Assistant Secretary-Treasurer, Executive Vice President Elect and Region 4 Business Agent, Dan Versluis both spoke at the retirement luncheon on 12/4/2022. We had an outstanding turnout and almost everyone received pins for their years in the NALC as we hadn't had any luncheons since before the pandemic hit. Outstanding Member award was presented to Stuart Love for his many contributions and activism throughout his 25 year career in the NALC. It was really nice to see a lot of friends since they retired and catch up with those that we haven't seen since the last luncheon in 2019. I want to thank everyone that helped make this event a success and express my appreciation for our guest speakers time and effort to keep our retirees informed on topics affecting them.

We had four (4) 50 Year Life Members Art Macomber Jr, Eddie Bruffett, Eddie Luna, and Art Mann. Each deserve to be recognized for the extraordinary contributions to the NALC by being union members for so many years and being an example to all members of their commitment and service. While only one of the gold cards and pins came in we will acknowledge the present the remaining three members their Gold Cards and Pins once they are received at the branch office.

At the 12-1-2022 branch meeting the members voted to accept the branch budget proposal for 2023 presented at the November branch meeting allowing the Branch to continue its fiduciary responsibility to the branch members.

While this year Covid-19

restrictions have been relaxed, I would be remiss if I didn't encourage you to protect yourselves in the wake of the Coronavirus resurgence in the state of Arizona. I hear of employees getting sick either from Covid, RSV, or the flu and in each case it is hitting employees pretty strong. Make sure you are wearing a mask when around large crowds and you are also washing your hands. At work supplies are still available regarding masks and sanitizers. I would be using them if it was me and if my LLV was being used by other employees. I also would be cleaning the inside each morning to ensure I am in an environment that is as safe as possible. If you do get Covid, you will have to take either annual or sick leave as there is no Covid relief at this time. If you get Covid through contact with another postal employee, in the postal service you can file a CA-1 with ECOMP.gov for this reason. If you need help, contact the branch office so we can help you thru the process.

Route Inspections have been selected for the following offices:

1. **Tucson Mountain View**
(85741)- Live week: Feb25-Mar 3
2. **Green Valley Main Office**
(85614)- Live week: Mar 18-24
3. **Tucson Desert Foothills**
(85718)- Live week: Apr 29-May 5
4. **Tucson Sun Station** (85716)-
Live week: Apr 29-May 5

It is important that all employees have their scanner with them at all times while out delivering mail as the information downloaded

will be used to determine the time allowance for the routes using this information. Management will not be following you on the street. Instead the scanner will virtually follow you thru the day and reflect what you are doing on a daily basis on the route. The Edit books are also important. Ensure they are as accurate as possible each time they come back from AMS. If there is a discrepancy you may end up shorting yourself of time due to incorrect delivery codes on the edit books.

Office Assistant, Marty has resigned for personal reasons and the branch office finds itself with an opening for this position. It is 20 hours a week to work in the office on projects, 18.00 dollars an hour negotiable, paid annual leave, if you are interested call the branch office 323-2117.

I have asked for proposed By-Laws and changes read at the 12/1/2022 branch meeting to the members to also be printed. Members then vote on them at the February 2nd , 2023 branch meeting. If you have any questions call the branch office.

I will hope that everyone had Happy Holidays. Also, I want to say thank you to all the stewards and retirees that are involved at the branch and for all they do to help either the members or the branch office, Please stay safe and may the New Year bring you Prosperity, Happiness, and Good Health.

In Solidarity

Kathy Walter
President

FROM THE DESK OF THE VICE-PRESIDENT

It is hard to believe we are into a brand-New Year! I hope the New Year finds you and your family healthy, safe and happy. While this year, like many others, start out with personal resolutions, it also reminds us all that if we are to be successful in providing for ourselves, our family and our loved ones, we must work hard and work together to overcome the obstacles that we face. If you care about your way of life you do everything you can to protect it. We all have to make sure we continue to protect our rights, benefits, and our way of life.

City Letter Carriers need to safeguard their routes. This is even more important since Technology Integrated Alternate Route Evaluation Adjustment Process is now a reality! TIAREAP is a program to jointly evaluate city letter carrier routes and to make them as close to eight hours as possible. In order to make this process work, we as carriers must start to do our jobs correctly! There are things we have stopped doing because we are either in a hurry or because we are being rushed.

A few years ago, the USPS introduced an initiative called "Load Truck" on your MDD for carriers to place parcels in their vehicles in "zones". The Postal Service placed numbers 1 through 6 on the inside the cargo area in the LLVs. These numbers represent a carrier's route divided into six equal sections. The Mobile Delivery Device (MDD) handheld scanner has been updated to include a "Load Truck" menu option. Using this feature while loading involves scanning each package before placing it in the vehicle into the appropriate "zone". The MDD will visually and audibly provide the zone of the truck where the package should be placed for delivery. This feature, along with the package "Look Ahead" feature of the MDD, will help carriers unfamiliar with certain routes keep track of the packages along their assigned routes. Through the MDD screen, Package "Look Ahead" provides carriers with a manifest of all packages assigned to their route for the day, and as each package is delivered the manifest is updated providing which packages have yet to be delivered for the rest of the route and when.

If management tells you that you cannot separate the parcels in delivery sequence as allowed by and provided for in Section 322.31 of Handbook M-41, City Delivery Carriers Duties

and Responsibilities, please see your steward and ask for a grievance to be filed.

Section 322.3 Parcel Post, M-41: Load parcel post directly into the vehicle from hampers or sacks. Normally separate the parcels in delivery sequence. Make a mental note of the first parcel in delivery sequence. Make a mental note of the first parcel delivery point. When this parcel has been delivered, make mental note of the next, and so on, until all parcels have been delivered. For any parcel that does not fit into the customer's mailbox or parcel locker (when available), an attempt to deliver must be made at the customer's door.

The scanner feature did not replace the handbook and manuals. According to the M41, Section 322, carriers must load their parcels into delivery order. You may be required to use the feature but still must comply with the handbook provisions.

Also, if management is not allowing you to reverse a letter in their letter separation, to indicate where they have a SPR too large to be cased, as provided for in section 225.22 of Handbook M-41 that reads:

Section 225.2 modified on-bundle system, M-41: Sort stiff cardboard articles, X-ray pictures, etc., and large newspapers and magazines on ledge, usually by relays on foot routes, and then route them in sequence of delivery. A letter may be reversed in the letter separation for a customer receiving a parcel or odd-sized article which cannot be routed in the letter separations. This will serve as a reminder when on the route that there is a large or odd-sized piece for customers.

Instead of reversing a letter, carriers may be told to only use the Package Look Ahead feature instead. If this instruction is given, as with the previous scenario, see a steward. If letter carriers are instructed to load or deliver parcels in a manner inconsistent with the procedures outlined in Handbook M-41, carriers should follow those instructions but inform a steward to investigate and file a grievance(s). These procedures are important as they are the rules and are done for service and efficiency reasons for the customer as well as delivery continuity. The regulations for parcel delivery

are found in Section 32 of the M-41, a copy of which should be at every carrier case. For foot routes, M-39, Section 321.4 states in part:

Section 321.4, M-39: ... If a parcel does not fit completely within the mail receptacle or parcel locker (when available), determine if someone is available at the address by ringing the doorbell or knocking on the door. If no one is available to receive the parcel, follow the procedures in 322.311 and 322.312. For motorized routes, M-39, Section 322.31 has virtually the same language. These instructions make it very clear that when a parcel is too large for the mailbox (or parcel locker), delivery must be attempted at the customer's door. Only when no one is available to receive the parcel are carriers authorized to leave the parcel in a protected location or leave a notice.

Some carriers may not be happy with this, as it could add delivery time to their already overburdened route. It also, could make some of their customers unhappy if they have to request re-delivery or go to the post office to retrieve parcels that the carrier used to leave on their doorstep. However, Article 28, Section 2 of the National Agreement provides:

Article 28, Section 2 JCAM: Loss or damage of the Mails: An employee is responsible for the protection of the mails entrusted to the employee. Such employee shall not be financially liable for any loss, rifling, damage, wrong delivery of, or depredation on, the mails or failure to collect or remit C.O.D. funds unless the employee failed to exercise reasonable care.

Since postal regulations prohibit it, leaving a non-carrier-release parcel on the doorstep could be considered a failure to exercise reasonable care and the carrier could be held financially liable if the parcel is stolen or damaged. Be a professional. Don't take that chance. If it takes longer and you are on the OTDL or work assignment, enjoy the extra overtime. If you are not, take this into account when you fill out your PS Form 3996 to request auxiliary assistance.

Another issue that we deal with these days is the lack of time carriers are given to update their edit books. Some of our carriers with years of experience still do not know how to input addresses in the edit book or change a line of delivery. TIAREAP is a technology-based route adjustment.

...Continued pg 4

FROM THE DESK OF THE VICE-PRESIDENT.....continued

It is imperative that the edit books are up to date for all the routes that are in the selected zone. If you have a new house, business, condos, whatever, ask for time to input the data and if you do not know how, ask to be trained. It is not the supervisor's job to update your edit book. In fact, they might not even know how to update an edit book!

Also, always keep your scanner with you when performing your assigned duties. This means don't leave your scanner in the truck when delivering parcels or walking into a business. This prevents the team inspecting your route from seeing how long delivering a particular business takes; instead, it makes it appear that you are stationary.

Your scanner pings every second. A program called DSR (Digital Street Review) analyzes one second breadcrumbs to break down everything a city carrier does on the street from the time he or she leaves the office to their return to the office.

The TIAREAP process is not going anywhere, and only us as carriers can manage and safeguard our routes.

It is getting darker sooner and the kids are still on their holiday break so please be careful when delivering. I hope to see you soon at a Branch Meeting. Until next month. Be safe.

Fraternally,
Mark Follet
Vice President

A December message from the **Chaplains Corner**

This time of year can be hectic and busy, with family, friends in town visiting, and shopping for Christmas gifts. It's also a wonderful time to be together sharing great meals and exchanging of gifts. It's so exciting to see our young ones opening their gifts. This is a time of year for many who celebrate the birth of Jesus, a gift from God. Probably the most well-known scripture in the bible says in John 3:16 "For God so loved the world that he gave his one and only Son, that whoever believes in him shall not perish but have eternal life." If anyone reads this and desires to know more, you are welcome to contact me. Merry Christmas to you all and may God bless.

Blessings to All
Rick Evans
520-248-9643
Chaplain

Congratulations

to Vice-President **Mike Follet**
on your retirement

Condolences

for **Jeremy Ulibarri** and his family on the loss
of his Father-in-law.

Retiree Report

On Sunday December 4th, retirees from our branch were able to gather at the Desert Diamond Casino Conference Center on South Nogales Highway for the 2022 Branch 704 Retiree Luncheon. Thankfully, it was an indoor event as the weather outside was a bit damp. The majority of the retirees in attendance were awarded a service pin and certificate for the appropriate years of membership. **Eddie Bruffett, Eddie Luna, Art Macomber,** and **Art Mann** became NALC Life Members upon completion of 50 years of service to our union. We have quite a few volunteer retirees that were also recognized for their assistance at the branch office

HBP Aetna Medicare Advantage Option for those participants who have medicare part b. Looking ahead he alerted us about Health Benefits Open Season 2024 and how the new PSHBP will affect all current postal annuitants, current postal employees, and future postal retirees. Enrollment codes will change and everyone will need to make the appropriate adjustments to ensure they are properly enrolled in the chosen health plan. A lot of information will be forthcoming.

I want to thank all the members who helped in making the luncheon a success, specially our Chaplain **Rick Evans, Ken Bertschy, Letty Ramos, Alexis Padilla,** and **Roczanne Chavez.** The luncheon helped usher in the Holiday sea-

son and made us appreciate how blessed and lucky we are to be NALC members and retired letter carriers. Thank you to our branch president Kathy Walter, branch officers, shop stewards and all our active membership.

Wishing all members and their families the best of the Holidays and a Happy New Year! Be well.

In Solidarity,
Art Higven 520-304-4196

50 year pin awardees



Eddie Luna



Eddie Bruffet



Art Mann



Art Macomber Jr. receives his 50 year pin.

HEALTH BENEFITS REPORT

Getting preventative care and recommended screenings can help detect health issues earlier, when they're often easier and less costly to treat. Your health is worth it. Here is some general information on when you should get health screenings. If you have a higher risk for a disease because of your health history, you may need to get a test earlier or more often. Talk to your doctor.

Important screenings for men:
Blood pressure- start at age 18.
Colon cancer- starting at age 50. Cholesterol- talk with your doctor about when and how often it should be checked. Prostrate cancer- talk to your doctor at age 50 or earlier if you have risk factors.

Depression- ask for a screening if you feel sad, hopeless or lose interest in activities you used to enjoy. Diabetes- get blood glucose checked as part of your cardiovascular assessment when you are age 40 or older and are overweight or obese. Overweight- keep track of your body mass index. Women need to

be screened for blood pressure, colon cancer, cholesterol, depression, and diabetes as recommended above for men.

Additional important screenings for women: Breast cancer- starting at age 40, talk with your doctor about when and how often to get a mammogram. Cervical cancer- get a Pap test starting at age 21. HPV testing should begin at age 30. If results are normal, you can wait 3 years before testing again.

We all need to be physically active and make healthy food choices, maintain a healthyweight, get recommended vaccinations, and be tobacco free. If you drink alcohol, limit it to two drinks or fewer per day. Start the new year off right by making your health a Priority.

-excerpted from NALC Health Benefit Plan HBR Report October 2020

Amber Underwood
(520) 323-211

CALENDAR DATES

Steward's Meeting
Thursday, Jan 19, 5:30pm

E-Board Meeting
Thursday, Jan 26, 6pm

—————
Branch Meeting
Thursday, Feb 2, 7pm

Steward's Meeting
Thursday, Feb 16, 5:30pm

E-Board Meeting
Thursday, Feb 23, 6pm

THE LETTER CARRIER REPORTER

Proposed Bylaws changes For Feb Mtng

The following proposed changes to our current bylaws will be voted on at the February Branch meeting.

Article VI Section 1 C

Current language:

The Executive Board shall be empowered to act for the branch between meetings and oversee the operations of the branch. Seven members shall constitute a quorum. No business shall be conducted without a quorum.

Proposed new language:

The Executive Board shall be empowered to act for the branch between meetings and oversee the operations of the branch. Seven members present and in-person virtual shall constitute a quorum. No business shall be conducted without a quorum.

Article III Section 2

Current language

At special or regular meetings, thirty (30) members shall constitute a quorum. No business shall be conducted without a quorum. No more than 15 minute grace period will be established prior to terminating said meeting.

Proposed new language:

At special or regular meetings, thirty (30) members, in-person or by invite of the president or the branch, to attend by virtual means, shall constitute a quorum. No business shall be conducted without a quorum. No more than 15 minute grace period will be established prior to terminating said meeting.

Article V, Section 4C

Current language:

No delegate or alternate delegate elected to the State Convention shall receive financial assistance for expenses unless he/she is in good standing in the branch and has attended at least seventy-five (75%) of regular meetings during the 12 month period preceding election of delegates and shall have attended at least seventy-five (75%) percent of branch meetings following the election. Transferred or newly hired members must have attended seventy-five (75%) percent or more of the regular meetings since their date of transfer, or the membership date, to be eligible for delegate assistance. Members may be excused from the above requirements in accordance with Article V Section 5 of these bylaws.

Proposed new language:

No delegate or alternate delegate elected to the State Convention shall receive financial assistance for expenses unless he/she is in good standing in the branch and has attended at least seventy-five (75%) of regular meetings, in-person or by invite of the president or the branch, to attend by virtual means, following the election. Transferred or newly hired members must have attended seventy-five (75%) percent or more of the Branch meetings since their date of transfer, or the membership date, to be eligible for delegate assistance. Members may be excused from the above requirements in accordance with Article V Section 5 of these bylaws.

Article V Section 5

Current language:

A record of attendance, shall be kept on the custody of an officer and same will be turned over to the Sargeant-At-Arms during the regular meeting. It shall be the duty of each member to sign the attendance book, within thirty (30) minutes of the start of the meeting, as proof of attendance. Each member shall sign the book personally. Illness, or death in the family, organizational work for the NALC, or annual leave, all to be attested to in writing following the meeting concer-



25 year pin members



35 year pin members

Proposed Bylaws changes For Feb Mtng *continued*

ned and prior to the meeting, shall be considered the only valid reasons for non-attendance.

Proposed new language:

A record of attendance, in-person or by invite of the president or the branch, to attend by virtual means, shall be kept on the custody of an officer and same will be turned over to the Sargeant-At-Arms during the regular meeting. It shall be the duty of each member to sign the attendance book, within thirty (30) minutes of the start of the meeting, as proof of attendance. Each member shall sign the book personally. Illness, or death in the family, organizational work for the NALC, or annual leave, all to be attested to in writing following the meeting concerned and prior to the meeting, shall be considered the only valid reasons for non-attendance.

Article VI Section 11A (1)

Current language:

President: \$9,500 per annum more than a top step City Letter Carrier, payable weekly.

Proposed new language:

President: \$9,500 per annum more than a top step City Letter Carrier, **Grade two (2) payable biweekly.**

Article V Section 3

Current language:

President: \$9,500 per annum more than a top step City Letter Carrier, payable weekly.

Proposed new language:

President: \$9,500 per annum more than a top step City Letter Carrier, **Grade two (2) payable biweekly.**

Article VI Section 3

Current language:

No delegate or alternate delegate to any National Convention shall receive financial assistance for expenses unless he/she is in good standing in the branch and has attended seventy-five (75%) or more of regular meetings during the twenty-four (24) month period immediately preceding election of delegates. Election delegates must attend at least seventy-five (75%) of regular meetings following election to remain eligible for assistance. Transferred or newly hired members must have attended seventy-five (75%) or more of the regular meetings since their date of transfer, or membership date, to be eligible for delegate assistance. embers may be excused from the above requirements in accordance with Article V section 5 of these by-laws.

Proposed new language:

No delegate or alternate delegate to any National Convention shall receive financial assistance for expenses unless he/she is in good standing in the branch and has attended seventy-five (75%) or more of regular meetings during the twenty-four (24) month period immediately preceding election of delegates. Election delegates must attend at least seventy-five (75%) of regular meetings following election to remain eligible for assistance. Transferred or newly hired members must have attended seventy-five (75%) or more of the regular meetings since their date of transfer, or membership date, to be eligible for delegate assistance. embers may be excused from the above requirements in accordance with Article V section 5 of these by-laws.

Article VI Section 2

Current language:

The President shall perform all duties as outlined in the National Constitution for Subordinate Branches. The President shall be the Chief Steward of the Branch. The President shall appoint any permanent or other committees he/she deems necessary. The President may remove any committee member(s) or persons appointed to other positions. The President may arrange for the services of a part-time secretary and shall supervise that employee. The President shall keep the Vice President informed of the current condition of all Stations/ associate offices of the branch and shall train the Vice President on the performance of the President's duties.

Proposed new language:

The President shall perform all duties as outlined in the National Constitution for Subordinate Branches. The President shall be the Chief Steward of the Branch. The President shall appoint any permanent or other committees he/she deems necessary. The President may remove any committee member(s) or persons appointed to

other positions. The President may arrange for the services of an **Administrative Assistant** and shall supervise that employee. The President shall keep the Vice President informed of the current condition of all Stations/ associate offices of the branch and shall train the Vice President on the performance of the President's duties.



Members who volunteered in 2022 recognized for their outstanding contribution to Branch 704.

