



CARL J. KENNEDY BRANCH 704

THE LETTER CARRIER REPORTER

PROUDLY SERVING

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WEBSITE: www.nalcbranch704.org

2022 NALC “STAMP OUT HUNGER” FOOD DRIVE WAS A WONDERFUL SUCCESS FOR BRANCH 704!



NATIONAL ASSOCIATION OF LETTER CARRIERS

Stamp Out Hunger

FOOD DRIVE

WOW!!

BRANCH 704

COLLECTED A

TOTAL OF 312,858

POUNDS OF FOOD &

\$10,199.72!



Monthly Branch 704 Meeting is Thursday, July 7, 2022, and begins promptly at 7:00 p.m.

Please call the Branch Office with your email address for reservations to attend remotely via the Web-Ex

President's Report

Brothers and Sisters,

I was asked to write an article in the newsletter informing the members that do not attend branch meetings about the branch's liability regarding the Western State Pension Fund. I will start from the beginning.....

NALC Branch 704 hired a part-time Secretary, Alice Leon, in 1994. She was a member of the Office Professional Employees International Union (OPEIU). This part-time position was covered under a negotiated contract with OPEIU. Pension contributions were collected by OPEIU and were directed to the Western States Pension Fund. In 2005, the OPEIU By-laws were changed and stated that covered employees under an agreement will have the option to choose Western States Pension Fund or another fund which would be completely employer paid. Since no other plan was provided, OPEIU and many of their represented members stayed with Western States Pension Fund and continued to negotiate the same in each succeeding contract. In 2009, the Western States Pension Fund was downgraded to a critical red status. Simply put, the fund was not healthy and could not sustain the liabilities for those employees that were part of the plan. As a result, a Rehabilitation Plan was put in place that affected all collective bargaining agreements expiring on or after 11/25/2009. The Western States Pension Fund falls under the Pension Protection Act, Employee Retirement Income Security Act of 1974 as amended, Common Law, applicable employer participation agreement and the Trust Agreement for the Western States Fund. Western States Pension Fund went into critical red status because they either made risky investments that lost their value, or had questionable management of the fund or, possibly, both. Our Branch did not have any say or control

in what or how investments were made or managed. This fell squarely on the Western States Pension Fund and those who had control over their policies and procedures for investment. The Rehabilitation Plan continued to change and add additional liabilities to each employer that made contributions to the plan. In 2021, the Branch received notice that an audit was being conducted on the Branch by Western States Pension Fund actuaries.

What our membership should know is this issue was not the fault of the branch, nor the fault of our part-time Secretary, but rather the fault of the individuals that managed the Pension Fund and the effects of the 2008 economic crash. Fortunately for those who were invested in Western States Pension Fund, the US Government has put laws into effect to protect their hard-earned pensions. Unfortunately, the burden falls upon the employers, who with every good intention, provided a retirement benefit for their employees. Currently, the Branch is responsible for approximately \$127, 272 paid out to Western States Pension Fund over the next 20 years. Those payments are broken down to \$5,076.00 each year, paid quarterly in the amount of \$1,269.00 each quarter for the next 80 quarters. Apparently, it is a very complicated formula. In the simplest terms, the funds, and those funds collected from all other employers who participated in the plan, will be used to pay pension benefits for those remaining in the plan amortized over 20 years. The lawyer the Branch members approved to have on retainer for the audit, will inform the Branch when the results of the audit are final. I hope this explains to the members why the branch is held responsible for having an employee from the OPEIU.

Tucson managers are instructing

carriers to be out the door in 60 minutes each and every day. Some have said that if carriers make office time of 60 minutes, the start time will stay 8:00am and not change to 8:30am or later. Some are telling carriers they can volunteer to take their office break on the street if they want and others have said they can take the office break in conjunction with their street break having a 20-minute street break.

The M-41 and M-39 have not changed and you are the professional on the route. The 18-8 office standard time has not changed in the M-41. The flow chart negotiated with management has not changed. If a Letter Carrier has no mail volume, by all means, try to leave the office as soon as possible. After working 37 years at the Post Office, I know the mail volume has never been the same each and every day making it impossible to leave at the same time each day, much less under 60 minutes. During the summer months, start times will be changed to a later start time, as this has happened for years. The reason given is because of lower mail volume during the summer. Heat is not a consideration for starting later in the morning, otherwise managers would not be trying to have carriers do two street breaks IN the heat instead of what has been negotiated and in place for years...ONE office break and ONE street break. Please do not combine them into TWO street breaks! This is not allowed and will be flagged and questioned. The job of a Letter Carrier has not changed. The manuals have not been changed or updated with new rules. The Letter Carrier is the professional on the route. Do the job you were hired for in accordance with the handbooks and manuals and if you have questions ask for union time and speak with your steward or call the branch office.

M-01664 The Delivery Operations Information System (DOIS) is a management tool for estimating a carrier's daily workload. DOIS does not change the Letter Carrier's reporting requirements (outlined in Section 131.4 of Handbook M-41), the supervisor's scheduling responsibilities (outlined in Section 122 of Handbook M-39), or the letter carrier's and supervisor's responsibilities (contained in Section 28 of Handbook M-41). DOIS projections are not the sole determinant of a carriers leaving or return time, or their daily workload. As such, the projections cannot be used as the sole basis for corrective action. A five-minute time credit for lines 8-13 will be added or when route inspection data is available for lines 8-13, the actual average information will be used for daily workload projections.

The M-41 states:

131.33 Unless otherwise instructed by a unit manager, deliver all mail distributed to your route prior to the leaving time for that trip and complete delivery within scheduled time. It is your responsibility to inform management when this cannot be done.

131.41 It is your responsibility to

verbally inform management when you are of the opinion that you will be unable to case all mail distributed to the route, perform other required duties, and leave on schedule or when you will be unable to complete delivery of all mail.

131.42 Inform management of this well in advance of the scheduled leaving time and not later than immediately following the final receipt of mail. Management will instruct you what to do.

131.43 Complete applicable items on PS Form 3996, Carrier-Auxiliary Control, if overtime or auxiliary assistance is authorized in the office or on the street.

131.44 Report on PS Form 1571 all mail undelivered - including all mail distributed to the route but not cased and taken out for delivery. Estimate the number of pieces of mail.

131.45 Do not curtail or eliminate any scheduled delivery or collection trip unless authorized by a manager, in which case you must record all facts on PS Form 1571.

131.46 Before you leave the office, enter on PS Form 1571 the mail curtailed; when you return, add any mail which was not delivered and which was returned to the office.

Follow any special local procedures

set up to identify errors and corrective actions for mail returned because it was out of sequence.

922.51e e. Line 18, Break (Local Option). Enter the scheduled office break period, if applicable. **Note:** At the option of the local union, the carriers at the delivery unit will receive one 10-minute break period in the office (rather than two such 10-minute breaks on the street). Such break will be scheduled by the employer.

The M-39 states:

242.341 242.341 The carriers at the delivery unit will receive two 10-minute break periods. The local union may, annually, opt to have either (a) both breaks on the street or (b) one of the 10-minute breaks in the office and one break on the street. If two 10-minute breaks are taken on the street, they will be separate from each other. Breaks must be separate from the lunch period. The carrier shall record on PS Form 1564-A, Delivery Instructions, the approximate location of the break(s). Reasonable comfort stops will not be deducted from the carrier's actual time.

In Solidarity,

Kathy Walter
President

Vice President Article

Hope all Mothers had a great Mother's Day! Hope all Mothers, received plenty of gifts and cards, were taken out for dinner or given nice flowers to show how special and important she and motherhood are!

Hope everyone had a good Memorial Day! I would like to thank all Active and Retire military and all Veterans who have or are serving this great nation! I want to especially honor those U.S. military personnel who have died in the performance of their military duties! Without them we would not have the freedoms that we have!

Update from last month's article

about a possible alternate route evaluation and adjustment process.

It is official. The NALC and the Postal Service agreed, on May 10, 2022, to several memorandums of understanding (MOUs) to establish an alternate route evaluation and adjustment process for the remainder of 2022 and 2023. The new alternate route inspection is called Technology Integrated Alternate Route Evaluation and Adjustment Process 2022 - 2023 or TIAREAP. TIAREAP uses a process that utilizes information made available using Digital Street Review (DSR/our current scanners) technology as the primary means to

evaluate and adjust city delivery routes. As in previous alternate route evaluation and adjustment processes, TIAREAP will involve multiple teams established throughout the country. Teams are comprised of one NALC representative and one USPS representative. They will, jointly, evaluate and adjust routes in selected zip codes. The overall lead evaluator for the state of Arizona is Bill Lamb. Bill once served as our Branch Treasurer. Once the joint teams have been selected, trained, and zip codes selected, the evaluations will then begin this September.

The USPS Board of Governors have

two new members. The Senate, on May 12, approved the nomination of Dan Tangherlini and Dorek Kan to serve on the USPS Board of Governors (BOG). Tangherlini, who will serve as a Democratic BOG member, is the managing director of Emerson Collective, a private philanthropic firm. Tangherlini's term will expire on December 8, 2027. Kan, who will serve as a Republican BOG member, is an executive with "Deliver," a California-based, e-commerce fulfillment startup company. Kan's term will expire on December 8, 2028. President Biden nominated Tangherlini and Kan in November 2021 to replace John Barger and Ron Bloom on the BOG.

Big changes are coming on how letter carriers interact with the Thrift Savings Plan (TSP) online. In June, TSP will have a new interface to make transactions on Letter Carriers' mobile devices easier - including the introduction of a smart phone app - as well as new ways to invest. The TSP Mobile App will allow Letter Carriers to monitor their TSP accounts and complete transactions from anywhere. Users can check their account balance, track fund performance, make

transaction requests, submit documents, manage payment information, scan checks and more.

There is an upgraded record-keeping system available from the TSP website. Letter Carriers' account summaries will display their investments clearly and the navigation menu will make it easy for them to find and use account management tools. It will have all the tools users are used to, plus several new ones.

In addition to investing in TSP funds, Letter Carriers who meet certain eligibility requirements will have the option to invest some of their TSP savings in a Mutual Fund Window (MFW). The minimum balance and transfer requirements are:

1. You can invest up to 25% of your savings plan into your MFW account.
2. Your initial transfer into a MFW account must be \$10,000 or more.
3. This means that you are required to have a balance of \$40,000 or more in your savings plan to open a MFW account.
4. After your initial investment, there is no minimum for each individual transfer.

You will be charged an annual maintenance fee of \$95 and an annual

administrative fee of \$55 for a total of \$150 per year. Annual fees are deducted at the time of your initial transfer, and then annually after that. The MFW is designed for the TSP participant who is interested in greater investment flexibility. Participants will have access to thousands of low-cost mutual funds. Also, you have a comprehensive information service, Mutual fund research and information from Morningstar, including the ability to search for ESG (Environment Social Governance) funds and other categories of interest. Knowledgeable investment representatives are available from 7:00 AM to 9:00 PM, Eastern Time Zone, Monday through Friday by calling Thifline at 877-968-3778 and choosing Mutual Fund Window Account from the menu.

Keep in mind that the Thrift Savings Plan is designed to help you save for retirement savings goals.

Please stay safe while at work and make sure that you go home safe and healthy to your family and loved ones. Drink plenty of water!

In Solidarity,
Mark Follet, Vice President

Congratulations! Our New Conversions!

<u>John Cook</u>	<u>Ft Lowell</u>
<u>Austin Hoagland</u>	<u>Ft. Lowell</u>
<u>Jose Gonzalez</u>	<u>San Xavier</u>



Meeting Dates

E-Board Meeting- Thursday, June 30, 2022
Branch meeting- Thursday, July 7, 2022
Stewards Meeting- Thursday, July 21, 2022
E-Board Meeting- Thursday, July 28, 2022

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 2022-07, Issue #07. Organization: National Association of Letter Carriers, 2950 N. Country Club Road, Tucson, AZ 85716-1912
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Retiree Representative Report

The annual Retiree Luncheon is scheduled for Sunday December 4th, 2022, starting at 11:30 AM at the Desert Diamond Casino conference center located at 7350 S. Old Nogales Highway.

All retired branch members are welcome to attend along with one guest without charge. If you wish to invite additional guests, the cost will be \$25.00 per person. Menu choices are: Slow Roasted Pot Roast, Prosciutto Wrapped Stuffed Chicken, or Herb Roasted Salmon. All entrees come with a salad and a Duo Dessert of Turtle Cheesecake and Carrot Cake Squares. Please call the Branch office at 520-323-2117 to inform us if you are planning to attend, number of guests, and menu choice for each individual. Also, if you haven't already done so, when you make your reservation please let us know if you are due a membership pin so we can order them from national headquarters and receive them in time to be presented to you at the luncheon.

We thank all the retirees who volunteer their valuable time helping out at the Branch office and assisting with the preparation of the mailing of the monthly newsletter. Wishing all members and their families a safe and happy 4th of July. In Solidarity,
Art Higven 520-304-4196

Douglas Sierra Vista Green Valley

 Douglas Dispatch
15h • 

DOUGLAS – Once again Douglas residents stepped up when asked, donating just less than a ton and a half of food during Saturday's Stamp Out Hunger Food Drive sponsored by the United States Postal Service.



myheraldreview.com

Douglas residents donate almost a ton of food

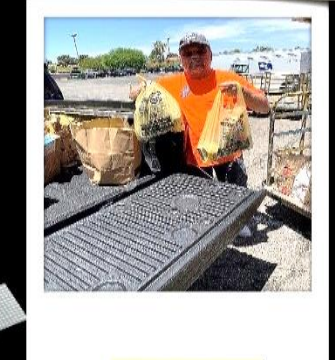


**Food Drive Captain,
Dan Turrentine, lends a
helping hand to Laura
Tupper at Cherrybell.**





**FROM THE STATIONS TO THE FOOD BANK!
VOLUNTEERS AT EVERY STEP ARE
SORTING ALL OF THAT DONATED FOOD.
IT IS NO SMALL TASK!**



Chaplain's Corner

Reaching Out

Life can be such a struggle...busy, and even hectic at times. We can feel overwhelmed with work, obligations, responsibilities, family, and health issues or even the time we take to volunteer or serve others. It's important to take the time to care for ourselves. No one can do it all and do it well alone. We all need help at different times in our life. It's good to get insight, support, wisdom and even encouragement from family and friends when needed. The best source is to reach out to God in prayer. He wants us to come to him when we are struggling and hurting.

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."

Blessings to All,

Rick Evans 520-248-9643

Chaplain

Health Benefits Report

UP YOUR SPF

Everyone should wear sunscreen year-round, but dermatologists agree that it's even more important during the warmer months. "Not only are you spending more time outside, but also the UVA/UVB rays can be more intense, and the damage accumulates over your lifetime," says Dendy Engelman, MD, a New York city-based dermatologist. Incidental sun exposure, even for only 10 to 15 minutes a day, adds up over time and can cause significant sun damage and accelerated photoaging, hyperpigmentation, and wrinkles. Using a high SPF sunscreen- 30 SPF at minimum, and 50 SPF ideally- can reduce the accumulation of chronic UV damage that's linked to non-melanoma skin cancer and aging.

Reprinted from Readers Digest May 2022

Make your health a priority.

Amber Underwood 520-323-2117

Contract Talk

ARTICLE 29 LIMITATION ON REVOCATION OF DRIVING PRIVILEGES

Can an employee's driving privileges be revoked or suspended?

An employee's driving privileges may be revoked or suspended when the on-duty record shows that the employee is an unsafe driver.

What is used to determine an employee's on-duty record to revoke or suspend driving privileges?

The employee's on-duty record which may be used to determine whether the employees is an unsafe driver include but are not limited to, traffic law violations, accidents or failure to meet required physical or operation standards. When a revocation, suspension, or reissuance of an employee's driving privileges is under consideration, only the on-duty record will be considered in making a final determination.

I received a DUI and got my state driving privileges suspended. Will this affect my USPS driving privileges?

Yes, an employee's driving privileges will be automatically revoked or suspended concurrently with any revocation or suspension of State driver's license and restored upon reinstatement.

Is there any exemptions that will allow me to still retain my USPS driving privileges?

Yes, in the event such revocation or suspension of the State driver's license has the conditional statement that the employee may operate a vehicle for employment purposes, the employee's driving privileges will not be automatically revoked.

If my revocation or suspension of my State driver's license does not contain the conditional prevision that the "employee may operate a vehicle for employee purposes. Will I be still permitted to work for the USPS?

Every reasonable effort will be made to reassign such

employee to non-driving duties in the city letter carriers craft or if needed in other crafts. For example, if a carrier has a large apartment complex on his/her route or an open route Management could drop the carrier off so he/she can work or if there is a route where the carrier can walk it and deliver. The carrier can still case their routes! The carrier can complete the work day by doing UBBM or working the phones, etc.

Should I tell my supervisor that my State driver's license was revoke or suspended?

Yes, an employee must inform the supervisor immediately of the revocation or suspension of such employee's State driver's license



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 JULY 2022



NON-PROFIT ORGANIZATION
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