



CARL J. KENNEDY BRANCH 704

THE LETTER CARRIER REPORTER

PROUDLY SERVING

TUCSON • GREEN VALLEY • SIERRA VISTA • CASA GRANDE • SAFFORD • DOUGLAS • GLOBE •
WILLCOX • COOLIDGE • SAN MANUEL • MIAMI • BISBEE

January 2020

Email Address: nalcbranch704@outlook.com

Printed by Branch 704

Congratulations...

On Your Retirement

Victor Bagley-Casas Adobes Station



Outstanding NALC Br.

704 Member -Dan Versluis.



On Your Conversion to Full Time City Carrier.

Edgar Dominguez

Martin Garcia, Jr.

Giovanny Gastelum

Jesse Hunter

Pete Mendibles

WEBSITE: www.nalcbranch704.org

**Branch Meeting Thursday January 2, 2020 is to
begin promptly at 7:00 pm.**

President's Report

Dear Brothers and Sisters,

The holiday season is upon us and with it holiday mail including more SPRs and parcels to deliver daily. Customers are expecting to receive packages from family and friends, or they have ordered all their holiday gifts through the mail. Making sure all mail gets to the proper house with the least amount of damage goes a long way to a customer's image of the letter carrier; take the time to deliver the mail or parcels properly. I would like to remind everyone that customers have cameras at their homes to see who comes to their door and what happens to their packages. Don't be the carrier on YouTube throwing parcels over the fence or tossing it to the door. Take the time necessary to deliver the mail as we are required to in the M-41.

In Tucson we have improved the Backing of the LLV over 50 feet significantly from when we started. I would like to remind everyone to only back up in the LLV when it's absolutely necessary and avoid backing up whenever possible. If you can, park where you will not have to back up to pull away from a parking place. If you must back up, first walk around your vehicle to make sure there are no pedestrians, children, obstructions, etc., in your way. If you miss a parcel or mail piece stop the LLV, turn the engine off, and dismount from the vehicle and walk back to deliver the mail piece or parcel. If you are called to an investigative meeting with management request for your steward to be present. We are receiving grievances at the Formal-A and they are being settled. Providing a statement of what happened or did not happen concerning the backing is important to be able to argue your case at Formal-A, so write a statement for your steward.

At the December branch meeting, Dan Versluis was awarded the Outstanding Member of NALC Branch 704. This is awarded to members that have distinguished themselves with work done for the branch and its members. Dan has been doing work for us since 1994 when he became the shop steward and has continued to the present. Now that he has become the National Business Agent for Region 4, he is still involved in providing the branch with help and information with a class for CCAs and a class for carriers interested in Retirement. Because of Dan's hard work, the branch is in a good

financial position to continue providing members with the representation the Union is known for, and the education Dan has made a priority to give to stewards and its members. Because of this and all the time and effort he has given to the members, he is the Outstanding Member of NALC Branch 704. Congratulations Dan!!!

Branch 576 in Phoenix will have a Retirement Seminar January 26, 2020 for those members that were not able to attend the October Retirement Seminar we had at the branch; this is your chance to attend. Branch 576 will provide breakfast, so if you want to attend, please call us and let the Union know so we can give them a count of individuals that will be attending.

The Retiree Luncheon was great! We had 105 retirees attend the luncheon and our guest speaker was NBA, Dan Versluis. I was very pleased to visit with our retirees and have the opportunity to present the pins for their years as a union member and Gold Cards to members that have reached 50 years. It's because of their membership and activism throughout the years that we active members enjoy the benefits we have. Without them working in the union and providing support to our issues we would not have the best union in the Post Office. I also want to acknowledge all the retirees that help in the branch whether it's helping with the newsletter or picketing for US Mail Not For Sale, without your participation our branch would not be as successful as it is. Thank you for all your work and support to the branch office.

As letter carriers know, repealing the mandate to pre-fund retiree health remains at the top of NALC's legislative agenda. The mandate, which no other company faces, is responsible for 90 percent of the financial losses incurred by the Postal Service since 2007.

In the House, H.R. 2382 continues to gain bipartisan momentum and has surpassed the "House Consensus Calendar" threshold of 290 cosponsors, which means that the bill can now be placed in the queue for a House floor vote. Under House rules, once a bill is placed in this queue, the Committee of jurisdiction (in this case the Committee on Oversight and Reform) has 25 legislative days to take action on the measure. If no action

President's Article (Continued on page 3)

President's Article (Continued from page 2)

is taken, the bill becomes eligible for a floor vote. As of today, the House bill officially has 294 cosponsors (including 233 Democrats and 61 Republicans), though in actuality that number is 292 cosponsors (232 Democrats and 60 Republicans) due to the resignations of Reps. Chris Collins (R-NY) and Katie Hill (D-CA). This is the time to encourage the House leadership to enact

legislation into law. The union will continue to focus on in-creasing the number of cosponsors on the House bill.

I want to wish everyone Happy Holidays and a Happy New Year; stay safe delivering the mail.

In Solidarity,
Kathy Walter
President

Vice President Article

I hope everyone has a happy safe and healthy holiday season. Hoping we all have a little time to relax and enjoy some time with the ones we love. Every year this seems to be a time where we reflect and are thankful for what we have. I want to thank my family, friends and loved ones for their continued understanding and support.

Looking back on the year it's amazing that we have been able to accomplish as much as we have with so many changes, not only with the Postal Service, the elections and everything else that has been going on. It truly is incredible with such a small group of activists we have been able to be successful in so many different areas.

In the coming year there will most likely be many more changes to the way that we do things in the Postal Service. I can only hope that the New Year will bring more stability to our jobs and ensure that we keep our rights, benefits and our way of life. Many of the things we do as a Union is not an easy task. We always seem to be the underdog and must fight for every inch. It's absolutely sad and disappointing that the Postal Service does not recognize the value that City Letter Carriers bring to the service and to our customers.

I want to thank all of our Branch Officers, Stewards and Union Activists who have gone above and beyond the call of duty this past year in supporting this Branch and its members. Please take a moment to thank your Stewards, Officers and those Activists in the stations as well as our active Retirees, as they certainly deserve our sincere appreciation and gratitude for their efforts. I encourage all members to continue to uphold the ideals on which our Union was built.

On December 8, 2019 I had the honor of attending the 2019 Retiree Luncheon held at the Desert Diamond Casino. I want to thank Brother **Gene Kelley**, our Retiree Representative for the Branch, for planning the event which was a huge success.

I must thank all of our Officers, Stewards and members for having the faith, fortitude and support to plan for today and the future. While we have many challenges ahead of us, I am extremely confident that with your continued support we will succeed in accomplishing many of our goals while upholding the rights of our members.

Once again, I hope that each and every one of you has a happy, joyous, and safe holiday season. I hope to see you at a Union Meeting in the very near future.

Fraternally,
Stuart Love
Vice President



President Walter thanks our Retirees & Spouses for their support to the Branch!

Formal Step-A Report

During the month of November, 13 grievances were resolved at the Formal Step-A level.

A summary of the settled grievances is listed below:

FORMAL STEP-A:

- Settled **3** Letters of Warning by getting 1 reduced to a 3-month Letter of Warning, 1 reduced to a 4-month Letter of Warning, and 1 reduced to a 6-month Letter of Warning.
- Settled **2** 7-Day Suspensions by getting one reduced to a 6 month 7-day suspension and 1 rescinded.
- Settled **3** 14-Day Suspensions by 1 getting reduced to an 8-month 7-day suspension and 2 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 **1** grievance where management worked a carrier outside his regular schedule by getting that carrier paid out of schedule premium. **(Total \$576.99)**

- Settled **1** grievance where management was performing bargaining unit work by getting a carrier who should have done the work paid **(Total \$48.78)**
- Settled **1** grievance where management failed to allow a CCA to work the scheduled day of the opt by getting that CCA paid **(\$128.00)**.

During the month of November 7 grievances were appealed to Step B

Management's failure to follow the contract cost the USPS **\$1503.77** this month.

In Solidarity,
Stuart Love
Formal Step-A Representative

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 2020-01 Issue #01
Organization: National Association of Letter Carriers, 2950 N. Country Club Road, Tucson, AZ 85716-1912

Chaplain's Corner The Joy of Christmas

Matthew 2:10 When they saw the star, they rejoiced with exceedingly great joy.

Every year people write me saying how much they dread Christmas. Often their complaint stems from how busy they will be, or how much money they will spend. Did those wise men who journeyed hundreds of miles across the desert to seek out the infant Jesus ever feel that way? After all, it took months to make the arduous trip, and they had gone to great expense to provide gifts of gold, frankincense, and myrrh for the new child. I doubt it. In fact, as their journey neared its end, we read they had "exceedingly great joy." What made the difference?

Their focus was totally on Jesus, the One who would be called "Immanuel, ... God with us." Matthew 1:23.

Don't let this Christmas season overwhelm you. Don't feel you have to do everything or go into debt just to impress other people. Focus instead on Jesus. Take time every day to read the prophecies of His coming,

and the wonderful story of his birth. Make this Christmas one of "exceedingly great joy"!

Taken from Hope for Each Day
By Billy Graham

Merry Christmas
Chaplain Rick Evans
Rick7evans@gmail.com 520-248-9643

Condolences
Edie Valenzuela on the loss
of your Grandmother.

Get Well
Jug Harvey
Elma Dulay
Mark Schumaker

Contract Talk

Vacation Bidding

The 2020 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, 2020 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/CCA's** 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, 2020.

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 Union Solidarity,
JC Mena
Sun Union 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 the employer of individuals whose contributions exceed \$200 in a calendar year.

Retiree Luncheon

The 2019 Retirement Luncheon is in the books. The members of Branch 704 hope that everyone enjoyed meeting with long lost friends for a few hours to catch up and share a meal. This event keeps growing every year.

As this event is ending, we are beginning to plan for next year's luncheon. If you are expecting a NALC membership pin, please contact Alice at the union office to request your membership status. Currently we have no way of knowing who should receive a pin. We need your input to ensure that the pins are ordered in time for presentation at the luncheon. Thank you for your cooperation.

As always, we want to pass along our gratitude to our Business Agent, Dan Versluis for being in attendance at our event even though he had prior obligations in Washington, D.C. A special thanks to our secretary, Alice Leon for her dedicated assistance each year to make these luncheons such a pleasant event to attend.

Looking forward to seeing everyone at next year's event. Till then God's blessings on you and your families.

In Solidarity,
Gene Kelley
Retiree Representative

25 Year Members



Mario Monzon, Joyce Brownrigg and David Gnuschke.

30 Year Members



Terri Harrington and David Moreno.

35 Year Members



Debbie Webster, Gene Kelley, Darla Hunt and Earle Bennish.

45 Year Members



Don Hicok and Lynn Munroe

50 Year Members



Art Martinez and Ramon Vega

NBA Region 4



Dan Versluis

Chaplain's Corner

The Joy of Christmas

Matthew 2:10

When they saw the star, they rejoiced with exceedingly great joy.

Every year people write me saying how much they dread Christmas. Often their complaint stems from how busy they will be, or how much money they will spend. Did those wise men who journeyed hundreds of miles across the desert to seek out the infant Jesus ever feel that way? After all, it took months to make the arduous trip, and they had gone to great expense to provide gifts of gold, frankincense, and myrrh for the new child. I doubt it. In fact, as their journey neared its end, we read they had "exceedingly great joy." What made the difference?

Their focus was totally on Jesus, the One who would be called "Immanuel, ... God with us." Matthew 1:23.

Don't let this Christmas season overwhelm you. Don't feel you have to do everything or go into debt just to impress other people. Focus instead on Jesus. Take time every day to read the prophecies of His coming, and the wonderful story of his birth. Make this Christmas one of "exceedingly great joy"!

Taken from Hope for Each Day
By Billy Graham

Merry Christmas
Chaplain Rick Evans
Rick7evans@gmail.com
520-248-9643

Health Benefit Report

Steroids May Hurt Joints

Steroid injections for an aching knee or hip joint may ease pain, but a recent report says the treatment could trigger or speed up osteoarthritis progression and contribute to joint destruction and bone loss. If you're considering the shots, researchers recommend discussing the possible risks with your doctor.

Source: Radiology, Oct. 15, 2019, online

Healthier Gums, Better Blood Pressure

Here's another reason to take care of your gums. A recent British review of 81 studies found that in several of them, people with moderate to severe gum disease had 22 to 49 percent higher odds of having high blood pressure than people with healthy gums. If you have gum disease, getting it treated may lower your numbers, researchers say. In 5 of 12 studies, doing so reduced systolic blood pressure (the top number) by three to 12 points and diastolic pressure by up to 10 points. Gum-disease bacteria may increase inflammation, which can reduce blood vessel flexibility. That in turn may boost blood pressure.

Source: Cardiovascular Research, Sept. 24, 2019, online

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

Meeting Dates

**Branch Meeting-Thursday,
Jan 02, 2020 @ 7:00 pm**

**Stewards Meeting-Thursday,
Jan 16, 2020 @ 5:30 pm**

**Exec Board Meeting-Tuesday,
Jan 30, 2020 @ 6:00 pm**

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

NON-PROFIT ORGANIZATION
 U.S. POSTAGE
 TUCSON, AZ
 PERMIT 982

ADDRESS SERVICE REQUESTED

BRANCH OFFICERS

KATHY WALTER	PRESIDENT
STUART LOVE	VICE PRESIDENT
DON HICOK	RECORDING SECRETARY
AMBER UNDERWOOD	FINANCIAL SECRETARY
BILL LAMB	TREASURER
RAY ROOT	HBA REPRESENTATIVE
GENE KELLEY	RETIREE REPRESENTATIVE
MARK FOLLET	SERGEANT-AT-ARMS



TRUSTEES

PETE TADEO	
VACANT	BRUCE JENKINS
CATHY POULIN	VACANT

CHAPLAIN
 RICK EVANS

FORMAL A REPRESENTATIVE

STUART LOVE		323-2117
SHOP STEWARDS		
VACANT	BISBEE	520-432-2626
WADE ALFORD	CASA GRANDE	520-836-7221
KIMBERLY DAVIS	CASAS ADOBES	531-0693
VINCE TRUJILLO	CHERRYBELL	388-5182
GEORGE DALEY	COOLIDGE	520-723-3011
MARK FOLLET	CORONADO	571-7245
DIMAS GONZALEZ	CORONADO	571-7279
MIKE DONNELLY	DESERT FOOTHILLS	615-9032
BARBARA MADDUX	DOUGLAS	520-634-3631
TIFFANY EGGERT	FT LOWELL	290-9723
JUSTIN BRANDT	GLOBE	928-425-2381
VACANT	GREEN VALLEY	648-0095
LILLIAN VALDEZ	MISSION	889-8828
CATHY POULIN	MOUNTAIN VIEW	744-7097
PATRICK TOMS	RINCON	296-2816
VACANT	RINCON	296-1279
VACANT	SAFFORD	928-428-0220
ROSE BUNKER	SAN MANUEL	520-385-9341
ALEXIS PADILLA	SAN XAVIER	883-3284
AL MARTINEZ	SIERRA VISTA	520-458-0554
VACANT	SILVERBELL	388-9257
VACANT	SILVERBELL	388-9572
JC MENA	SUN	881-1276
JOE SCARAMELLA	SUN	881-1254
VACANT	WILLCOX	520-384-2689