



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 2022 Email Address: nalcbranch704@outlook.com Printed Branch 704

CONGRATULATIONS ON YOUR RETIREMENT!!!



Tim Rapp-Ft. Lowell



John Bellio-Rincon



NEW CAREER CONVERSIONS

Robert Gallo-Ft. Lowell

Isaiah Pesqueira-Silverbell

Walter Neer III-Cherrybell

Check out our WEBSITE: www.nalcbranch704.org

Branch 704 Meeting Thursday, January 6, 2022, begins promptly at 7:00 p.m.

Please call the Office with your email address information for reservations to attend remotely via the Web-Ex. You may attend In Person without a reservation, but we are social distancing & wearing masks at meetings, so a call to us would be appreciated.

Reservations must be made EVERY month

President's Report

Dear Brothers and Sisters,

The holiday season is upon us. With it, comes holiday mail volume and 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 in the customer's image of the letter carrier. Take the time to deliver the mail or parcels properly. I would like to remind all carriers that customers have more cameras at their homes to see who comes to their door and watch 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 mandated in the M-41.

Last year during this same time, I had hoped that the Covid virus would be under control or eliminated. That has not happened. In fact, Covid is affecting more employees this year than last year. Many members have lost loved ones either due to Covid or other conditions. I send my sincere condolences to all our members who have lost a loved one. I ask you to help make sure we all stay as safe as possible during these uncertain times by wearing masks while in the stations working with your fellow brothers and sisters. Some of the stations are so crowded that it is very hard to maintain 6 feet distance from each other. Wearing masks does help to keep the transmission of the virus lower than not wearing masks at all. This last month has hit Tucson and Associate Offices extremely hard by averaging one person with Covid per day. We have lost a carrier from Sierra Vista, Kevin Ramos, to Covid this week. Please take precautions for yourselves, your co-workers, and your families.

At the December Branch meeting, the yearly Branch Budget was voted on and passed by the members present, in person and by WebEx. Thank you.

This is a reminder to carriers that management has scheduled route inspections for Fort Lowell on 1/29/2022 thru 2/4/2022 and Desert Foothills on 2/5/2022 thru 2/11/2022. I have

requested the Business Agent to conduct the route inspection training for these stations. As soon as I have the date of the training, I will make sure it is posted so you can sign up. If you are at any other station and wish to attend, please call the branch office...the more the better.

Tucson will be hosting the AZ Steward College on February 15, 16, 17, 2022. National Business Agent Dan Versluis has arranged for the following in-person and via WebEx trainings for Officers and Stewards.

Basic Shop Steward College is designed to familiarize the steward with the Joint Contract Administration Manual, the Grievance –Arbitration process (article 15), assisting carriers with Investigative Interviews, Investigating, Presenting and Adjusting Grievances at the Informal A level. The class also will teach you how to handle resolved grievances and how to make appeals to the Formal A level if not resolved.

Intermediate Shop Steward College is training for Stewards/Grievance Handlers that will process a grievance that is not resolved at the Informal A level and Investigate, Present and Adjust grievance at the Formal A level. If the grievance is not resolved at Formal A, the class will show the Steward how to appeal to Step B. If you have any questions, call the branch office.

I want to recognize all the retirees that come in each month and volunteer to put the newsletter together. Without their help each month, getting this out would be extremely hard. We also have retirees that help with the uniforms. They help make sure all our donated uniforms are in good condition to be used by new CCAs coming into the post office. I also want to acknowledge our E-Board officers, who make sure the branch is running at its best, and the stewards in all our offices both in Tucson and in the Associate Offices. Thank you for all you do for this branch and its members. To all the members that have come to the branch meetings in person or on the WebEx, thank you. Wishing you a happy holiday season! We couldn't do it without you.

In Solidarity,

Kathy Walter

Vice President Article

I hope everyone had a great Thanksgiving! I also hope everyone had plenty of football, basketball and turkey with family and friends. Thanksgiving is also the kick-off to the holiday season!

Management, in all of its wisdom, decided to kick the holiday season off by forcing work assignment and eight hours only into out-of-schedule pay and what I call forced overtime!

Thus, the holidays aren't always a happy time for everyone! These last couple of years, especially, have been hard for a lot of people, being distanced from family due to COVID and many have experienced the loss of loved ones. EAP, the Employee Assistance Program, is a free counseling program for all postal employees and their family members who live in their homes. The counseling is available 24 hours a day, 7 days a week and can be done via text, phone, computer, video, or in person. They have crisis counseling, family counseling, help with childcare issues, elder care issues and many other topics too numerous to mention here. Please contact me or your steward or supervisor if you would like more information. You can also call 1-800-EAP-4-YOU or get on the website EAP-4-YOU.com to see everything that is available. It is a free service provided by the Postal Service. Management will not be notified if you are using it. *It is completely confidential!* I can say from personal experience that the counselors are very good, and you get to choose which one you would like to use. *There is also crisis counseling that will come into the workplace if something tragic happens, like the loss of a co-worker.* Please don't ever think you have to work through your problems alone. There is help out there. And if you see a co-worker that needs help, please mention EAP to them or have them come speak with a steward about the options available to them.

UPDATE ON JUNETEENTH HOLIDAY:

President Biden signed into law the Juneteenth National Independence Day Act on June 17, 2021, making June 19 a federal holiday commemorating the end of slavery in the United States. However, the law did not apply to the Postal Service.

NALC is aware of an Internal Postal Service communication indicating that the holiday will be observed beginning in 2022 for full-time and part-time career employees. NALC has had informal discussions about the Juneteenth holiday with the Postal Service and will continue to discuss additional issues related to the observance of this holiday for all city letter carriers.

President Biden, on November 19, announced two new nominees to the Postal Service Board of Governors to replace outgoing governors John Barger and Ron Bloom, the current BOG Chairman. The President nominated Dan Tangherlino, who served as Administrator of the General Services Administration in the Obama Administration and has worked in various roles in the District of Columbia government. He also nominated Derek Kan, who worked in the Trump Administration's Office of Management and Budget and the Department of Transportation. Hopefully these nominees will be pro-worker. If confirmed by the Senate, Tangherlino and Kan would serve on the BOG until 2028.

As required by the Postal Reorganization Act, the President nominates the nine-member BOG, which is responsible for overseeing the executive management of USPS. By law, no more than five members can be affiliated with the President's political party. The Senate's Homeland Security and Governmental Affairs Committee will hold confirmation hearings on the two nominees, most likely in early 2022. Before serving, board members must be confirmed by a majority in the Senate.

President Biden, on Nov 15th, signed H.R. 3684, the Infrastructure Investment and Jobs, into law. This bi-partisan, \$1.2 Trillion package will make long-overdue investments in our nation's infrastructure, providing the funding to finally repair our decaying roads, bridges, and public transportation systems. Remarkably, the law represents the most significant investment in bridges since the creation of the interstate highway

system. Congress was supposed to vote on both HR 3684 and Build Back Better Act (HR 5376) only to change their minds at the last minute. The decision not to vote on the BBB package put it in danger of being watered down and jeopardizing the much-needed pro-worker provisions contained with the package. Congress is expected to take up the Build Back Better Act before the year ends. If passed as currently written the BBB would: Provide universal preschool for 3 and 4-year olds; Extend the child tax credit, a Biden era program that lifted over 3 million children out of poverty and cut poverty and cut poverty in America by 25%; provide hearing benefits to Medicare recipients; Potentially provide paid family leave to every American; Incorporate many provisions of the Pro Act so that corporations that engage in illegal union-busting are held accountable; and allocate \$6 billion for the electrification of the new postal delivery vehicles.

Please contact your elected officials and tell them to get their act together and pass this much needed legislation.

The Postal Service anticipates that between 850 million and 950 million packages will be delivered for the holidays. The total number of letters, cards and packages processed and delivered between Thanksgiving and New Year's Day is estimated to be more than 12 billion. Therefore, it is going to be a very busy holiday season. Be extremely careful out there. Plus, it is getting darker sooner so make sure that parcel deliveries are made correctly and safely.

I would like to wish everyone a Merry Christmas and Happy Holidays. Our busy season is upon us and with it is increased work hours with decreased rest. Make sure to take some time out to take care of yourself as that often gets lost in the mix. We all have family and friends who rely on us so make sure you are working safely and driving safely.

In Solidarity,

Mark Follet
Vice-President

MEETING DATES



**Branch Meeting-Thursday,
January 6, 2022**

**Stewards' Meeting-Thursday,
January 20, 2022**

**E-Board Meeting-Thursday,
January 27, 2022**

Chaplain's Corner

Family, Friends and Gifts

Christmas is a great time for celebration. We gather together with friends and family to enjoy great food and wonderful gifts. It's so much fun to experience the excitement of our children and grandchildren at Christmas. We take time to decorate, listen to Christmas music, enjoy a meal together and open up gifts. This is also a time of year some celebrate the birth of Jesus, God's gift to us. The bible says in 2 Corinthians 9:15, "Thanks be to God for his inexpressible Gift!" I hope you all have a Merry Christmas.

Blessings to all
Rick Evans
520-248-9643
Chaplain

Health Benefits Report

MAKE SURE HOLIDAY STRESS DOES NOT GET TO YOU!

It is only a couple of weeks away from Christmas. How is your holiday stress? "Are you ready for the holidays?" This is the question that you hear daily at the grocery store, the post office and as you meet your colleagues while at work. Some people ask because they want to feel like they aren't the only ones struggling with holiday stress to get things done before the big day. Others ask, because they are concerned about us, as we may look haggard.

TOP TIPS TO BUILDING RESILIENCY AND HAVING A STRESSLESS HOLIDAY

1. Get back to basics and simplify. Are you spending all day cleaning up from the holiday feast -use paper plates.
2. Avoid 'holiday perfectionism'. Thinking,

saying, or planning for the best holiday ever can lead to certain disappointment.

3. Stop and be in the moment. Have you noticed the wonderful sights, sounds, and smells around you or have you been too caught up in the to-do's to notice?

4. Acknowledge your feelings. Take into account the losses that you have experienced but remember to keep your perspective and to talk positively to yourself about the past challenges that you have overcome.

Source: Beverly Beuermann-King,
WorkSmartLiveSmart.com 2021

HAPPY HOLIDAYS! The best of health to you and yours!

BRUCE D JENKINS
Health Benefits Representative (520) 273 4798



- ~The Family of Active Member Ron Bertschy
- ~The Family of Active Member Kevin Ramos
- ~Retiree Member Melvin Lancaster on the loss of your Wife
- ~Active Member Stephanie Walker on the loss of your Parents
- ~Active Member Bill Mendiola of the loss of your Son
- ~Retiree Member Ken Bertschy on the loss of your Son
- ~Active Member Alexis Padilla on the loss of your Uncle

wishing
you
a
Speedy
recovery

Mark Follet
John Thome
Terri Harrington

Retiree Representative Report

We are truly blessed to be in December and still enjoying cool and sunny days. Lots to look forward to in 2022. Higher fuel prices and inflation on the horizon. Being retired, we hope to get some relief from cost-of-living adjustments. In January civil service retirees and social security recipients will receive a 5.9 percent increase in payments. FERS retirees 62 years and older will get an additional 4.9 percent on their basic annuity. For those who pay for Medicare Part B, most premiums will increase to a minimum of \$170.10.

For those active carriers considering or close to retirement, December 31 seems to be a popular date of choice. As we approach the end of the year, OPM has been overwhelmed, thus a backlog of retirement cases to process. For those interested in seeing the monthly numbers of cases received and processed, they are available on the [OPM.gov/retire](https://www.opm.gov/retire) website.

Much thanks and appreciation for our Branch 704 officers and shop stewards. They have led us thru a very challenging year. We are incredibly grateful to our retiree volunteers who help out at the branch and assist in putting together the monthly newsletter. A special thanks to Marty Hicok, our Branch Office Assistant. Wishing all the members and their families a joyous and safe Holiday Season. Be well.

In Solidarity,
Art Higven (520) 304-4196



CONGRATULATIONS TO MARIO MONZON!

**IN RECOGNITION OF YOUR
SERVICE AS AN ARIZONA
LETTER CARRIER
CONGRESSSIONAL LIAIZON
AZ/CD2**

If there is anyone interested in purchasing a 2022 NALC CARRIER COLOR CODED ROTATING-DAY-OFF CALENDAR, you may contact the Branch Office @ 520-323-2117. We still have limited amounts available. Cost is \$3.50 for members.



© Happy Holidays ©

Contract Talk

My supervisor told me that I have tomorrow off, but I must be on standby for a possible call-in. Can my supervisor do this?

Your supervisor can not require you to remain on standby or remain at home for a call-in on days you are not scheduled to work.

How many breaks do I get if I work less than eight hours?

When a CCA works only a portion of a day (6 hours or less), they receive one 10-minute break. If the employee works more than six hours, they receive two 10-minute breaks and a 30-minute lunch

What is penalty overtime rate and how is it calculated?

The penalty overtime rate is two times the employee's base straight-time hourly rate. Article 8.4.E provides that excluding December, CCAs are paid at the penalty overtime rate for all work in excess of ten hours in a service day or fifty-six hours in a service week. Article 8.4.D provides that full-time regular employees will be paid at the penalty overtime rate for any overtime work in contravention of the restrictions in Article 8.5.F. December consists of four consecutive service weeks which are identified each year in the Postal Bulletin and are referred to as the penalty overtime exclusion period (December).

I transferred in from another installation (i.e., Trenton, New Jersey). Can I sign the overtime desired list or any list?

Yes, you can sign the overtime desired list or the work assignment list or eight hours only list.

I was just converted to full-time. Can I sign the overtime desired list even though it is the middle of the quarter?

Yes, you can sign the overtime desired list or the work assignment list or eight hours only list.

What is considered auxiliary assistance?

The overtime desired list and CCAs are considered auxiliary assistance. Accordingly, management must seek to use the overtime desired list and CCAs prior to forcing work assignment off their routes or working eight hours only over eight hours on their route on a regularly scheduled day.

I am a new CCA and I will be working on Sunday. I heard that I may get Sunday premium is this true?

CCAs do not receive Sunday premium pay as defined to Article 8.6 of the National Agreement.

I am a OTDL and will be working on Sunday. Will I get the Sunday premium and overtime?

Since Sunday is your non-schedule day, you will only get overtime and not the Sunday premium

In Solidarity,
Mark Follet
Vice President/Coronado Steward

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 Tucson, AZ 85716-1912
 Telephone: 520-323-2117
JANUARY 2022



ADDRESS SERVICE REQUESTED

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U.S. POSTAGE
TUCSON, AZ
PERMIT 982

BRANCH OFFICERS

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MARK FOLLET	VICE PRESIDENT
DON HICOK	RECORDING SECRETARY
LETTY RAMOS	FINANCIAL SECRETARY
ALEXIS PADILLA	TREASURER
BRUCE JENKINS	HBA REPRESENTATIVE
ART HIGVEN	RETIREE REPRESENTATIVE
JOHN THOME	SERGEANT-AT-ARMS



TRUSTEES

PETE TADEO

MIKE DONNELLY	VACANT
TIFFANY EGGERT	JC MENA

CHAPLAIN

RICK EVANS

STEP A REPRESENTATIVE

ALEXIS PADILLA 520-323-2117

SHOP STEWARDS

ELVIA MOLINA	BISBEE	520-432-2626
MATT GUY	CASA GRANDE	520-836-7221
KIMBERLY DAVIS	CASAS ADOBES	531-0693
VINCE TRUJILLO	CHERRYBELL	388-5182
VACANT	COOLIDGE	520-723-3011
MARK FOLLET	CORONADO	571-7245
DIMAS GONZALEZ	CORONADO	571-7279
JOHN THOME	CORONADO-ALT.	847-702-7233
JOE SCARAMELLA	DESERT FOOTHILLS	615-9032
BARBARA MADDUX	DOUGLAS	520-634-3631
TIFFANY EGGERT	FT. LOWELL	290-9723
VACANT	GLOBE	928-425-2381
VACANT	GREEN VALLEY	648-0095
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