



CARL J. KENNEDY BRANCH 704

THE LETTER CARRIER REPORTER

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July 2018

Email Address: nalcbranch704@outlook.com

Printed by Branch 704

Congratulations On Your Retirement!

Clarence Harper
Sun Station

Gary Hammonds
San Manuel Steward

Memo Teran
Desert Foothills Steward



Countless Letter Carriers and Volunteers throughout the country spent Saturday, May 12th helping to restock food pantry shelves.

Volunteers at Rincon Station

Francisco Lopez

Tom Rhoads

Christopher Ault



**Next Union Meeting Thursday July 5, 2018, to begin promptly at 7:00 pm
2950 N. Country Club Road, Tucson, AZ 85716-1912**

President's Report

26th Annual Stamp Out Hunger Letter Carrier Food Drive

The numbers are in! 273,652 pounds of food was collected this year along with \$25,377. I know that your efforts will go a long way helping those who need it most for many months to come. Thank you for doing another awesome job.

Safety

Ask yourself this question; Am I taking short cuts that could compromise my safety or the safety of others doing my job as a letter carrier? If the answer is No, that's great. If it's Yes, then you may want to reevaluate the way you do things to get the job done. What so many carriers echo is that if they spend the time to practice safety then management and sometimes their co-workers will ridicule them.

With that in mind ask yourself another question; Am I given enough time to complete my duties as a letter carrier the way I was trained? The answer that I get from almost every carrier is simply No. Some carriers have learned to ignore hasty and aggressive management while others try to figure out how to get it done breaking the least amount of rules. If you're the type that takes it on the chin when management shows their ignorance toward the time it takes to do your job safe, please report the issue to your steward or call the office immediately. You should never be put in a situation where you have to compromise safety just to be treated decently.

Unfortunately, we work for an employer that continues to operate with a high level of hypocrisy when it comes to safety. One has to question their real commitment to safety when you're told to avoid or try to limit exposure to direct sun but then in the same breath order you to stand in the direct sun for an extra 20 minutes scanning parcels while you load your truck. How about starting 30 minutes later in the day when the temperature is fast on the rise and your ET on a regular day is at the peak of the days heat. You are told it's your fault for the later start time because you're not making "office time". Putting carriers at even more risk to heat

exposure just doesn't make any sense if there is truly a concern about your safety.

Make it a solid rule to live by that you will not take shortcuts that could compromise your safety or the safety of others. Document and report abusive and ignorant supervisors who continue to push you to unreasonable limits and watch out for each other. We are all in this together.

In Solidarity,
Dan Versluis

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Mon-Thurs. 9 am to 5 pm

Friday 9 am to 6 pm, Sat 9 am to 1 pm

7740 E Speedway Blvd.

Mon-Thurs. 9 am to 5 pm

Friday 9 am to 6 pm

5280 E Grant Rd.

Mon, Tues, Thurs. 730 am to 4 pm

Wed 9 am to 4 pm, Fri 730 am to 5 pm

*APR= Annual Percentage Rate. Rate current as of 8/1/2017.
Subject to change. Based on credit history.

Vice President Article

Dear Brothers and Sisters,

As you're probably aware, it looks like everyone is being forced; it doesn't matter if you're 8 hours, work assignment or ODL. Let's not forget the CCAs. In my opinion, the reason they are forcing is because management is not posting bid assignments up for bid like they're required to do. Since last year, they have not hired as many people as they need to. They are just trickling them in and not keeping up with all the employees that have retired.

It appears as if they have been trying to fix this by hiring more CCAs lately. Unfortunately, this doesn't fix the problem of the forcing. It takes a couple of months for the new employees to get trained and proficient in carrying mail despite management believing that they should know how to do everything in 3 days on top of getting acclimated to the heat. We all know that it takes 90 days for most employees to be comfortable in doing a route and it takes more time to develop their own flow or rhythm. This is made harder with the heat.

I encourage senior carriers (I'm not calling you old!) to help new carriers be able to have more options, to learn new ways to carry mail and deal with the heat. As for the forcing, if you're an 8 hours or work assignment employee and you are told to come in on your NS day or asked to switch your NS day, call or tell your Steward. It is a grievance unless it's for your own personal convenience. An example would be if you have an appointment or family event to attend. Management cannot make you switch your NS day for their convenience such as, to avoid paying overtime. You are not required to agree with changing NS days and working on your NS day if you are 8 hour or work assignment per the National Agreement. If we do not keep up with grieving this issue, you are encouraging management to keep forcing as it is cheaper to force than to hire an employee.

I want everyone to check out our new web site at www.nalcbranch704.org. NALC webmaster, Jude Candelaria, has been putting time and effort to keep you informed. He is also posting pictures you should

check out. You can also access NALC information to learn your rights and links to the NALC's web page.

I want to say, Thank You, to all our volunteers who help us at the branch; we would be in a deep puddle without your activism. Your efforts are very appreciated.

The heat is deadly so make sure you are taking care of yourself. Please be extra careful if you're taking medications that make you feel thirsty or have dry mouth. This can make you drink excessive water and cause you to lose your sodium. Low sodium is deadly; this can also cause seizures. I'm not a doctor but, I just want everyone to be aware that this can happen. Have water, but also have Gatorade to get the electrolytes. Please be careful with your health.

In Solidarity
Kathy Walter

Meeting Dates

**Branch Meeting-Thursday,
July 5, 2018 @ 7:00 pm**

**Stewards Meeting-Thursday,
July 19, 2018 @ 5:30 pm**

**Executive Board Meeting-
Thursday, July 26, 2018
@ 6:00 pm**

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 2018-07
Issue #07; Organization:
National Association of Letter Carriers,
2950 N. Country Club Road,
Tucson, AZ 85716-1912

Formal Step-A Report

During the month of May, 23 grievances were resolved at the Formal Step-A level. A summary of the settled grievances is listed below:

FORMAL STEP-A:

- Settled **5** Letters of Warning by getting 1 reduced to an Official Discussion, 1 reduced to a 3-month LOW and 3 reduced to 6-month LOWs.
- Settled **1** 7-Day Suspension getting it reduced to a 1-year LOW.
- Settled **2** grievances where management improperly forced non-ODL carriers to work overtime by getting them paid appropriate premium payment and ODL carriers paid for the missed opportunities (**Total: \$3875.60**).
- Settled **3** grievances where management was performing bargaining unit work by paying those carriers who should have done the work (**Total: \$397.66**).
- Settled **12** grievances where management failed to clear carriers from Red Room after they

returned from street by getting those carriers paid 8 units apiece (**Total: \$847.22**)

We appealed 1 grievance to Step B during the month of May. We received 1 Arbitration award in May. The Arbitrator ruled management did not have just cause to issue the carrier a Notice of Removal and reduced the removal to a 7-day Suspension. The Arbitrator further awarded the carrier full back pay and benefits for time in a non-pay status.

Management's failure to follow the contract cost the USPS \$5,120.48 this month.

There are 21 grievances outstanding at Formal Step-A.

In Solidarity,
Stuart Love
Formal Step-A Representative

From the Community Food Bank: A HUGE Thank You!

The Community Food Bank of Southern Arizona is so grateful for our continued partnership with the National Association of Letter Carriers. This year's **26th Annual** "Stamp Out Hunger" food drive was another incredible success. You collected **254,748 pounds of food** year! *(Does not include some of our Associate Offices.)*

This is our largest food drive of the year, and the food collected is essential to keeping our community healthy and hunger-free. The food that you personally collected from our neighborhoods will stock our shelves for the summer, feeding kids and families who would otherwise go hungry.

And your work does even more than that. The Stamp Out Hunger food drive is an opportunity for local kids to learn about giving back, for neighbors to come together for a good cause, and for everyone to build a better community.

We can't thank you enough for being the driving force behind an incredible event. It takes hard work to change the world, and you're doing it.

The Stamp Out Hunger food drive is only possible because of you: your hard work, your extra commitments, and your time spent helping our community. Your work makes a difference every single day. **Thank you!**

2018 NALC Food Drive Pictures

Branch 704

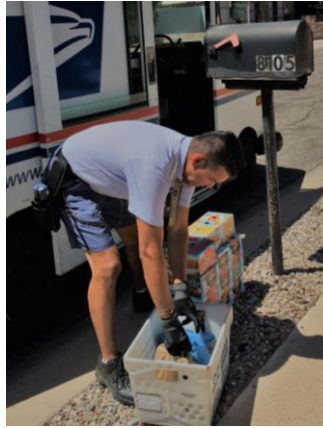
Pat Toms



Steph Gomez



Edmund Varelas



John Mora



Rincon Volunteers



Bobbi Short



Tom Gilbert



President Dan Versluis Picks Up Food from VFW, Chapter 549

Rick Rapp



Michael Valdez



Health Benefit Report

“June is Men's Health Month”

Currently, men are dying an average of 5 years younger than women and lead 9 out of the 10 top causes of death. Focusing on prostate cancer, testicular cancer (testicular cancer is the most common cancer in men aged 25-49), and poor mental health and physical inactivity. The NALC HBP covers the Prostate Specific Antigen (PSA) test—one annually for men, age 40 and older at 100%.

Hearing—Loss Hazards

There's a good reason to get a hearing check if you have concerns. In a study by the University of California, Irvine and Harvard Medical School, people with a lot of trouble hearing had nearly twice the odds of an accident that resulted in injury (like falling or a car crash) compared with those with normal hearing. Even minor problems increased the odds of driving and leisure time accidents with injuries. Source: JAMA Otolaryngology—Head & Neck Surgery, March 22, 2018

Good News About Older Brains

Healthy older adults appear to produce as many new brain cells as younger adults do, according to a Columbia University study. When researchers examined 28 people 14 to 79 years of age, they found that the production of new brain cells was steady across the ages. Source: Cell Stem Cell, April 5, 2018.

The Best Veggies for Your Heart

In a recent Australian study of 954 older women, those who ate three or more vegetable servings per day fared better based on a stroke risk factor known as carotid artery intima-media thickness than those who had two servings per day or fewer. The women in the study filled out food questionnaires and had scans that measured the thickness of their neck arteries. All veggies are healthy, but this study suggests that cruciferous ones, such as broccoli, brussels sprouts, cabbage, and cauliflower, seem to be the most beneficial. Why? Sulforaphane, a compound in them, may inhibit inflammation. Source: Journal of the American Heart Association, April 4, 2018

Carb Concerns? Try These Food Tips.

Carbohydrates—starches, sugars and fiber—are the nutrients that have the biggest impact on blood glucose levels. But the people with diabetes (or at risk for it) don't have to shun them. Nor do you have to obsessively track the grams of carbohydrates in your diet—which some experts recommend for people with diabetes, especially if they use insulin. “It can be over-whelming, especially for older patients,” says David Lam, M.D., of the Mount Sinai Clinical Diabetes Institute. In addition, certain carbs are rich in fiber, which helps your body

better metabolize blood glucose, says Tufts University's Dariush Mozaffarian, M.D., Dr. P.H. Minimize your intake of refined carbs, such as white bread and white rice, and added sugars, but note that the higher-carb foods below can be part of a healthy diet for people with diabetes.

Sweet vegetables: Beets, carrots, sweet potatoes, and winter squashes are higher in sugars than green vegetables but are still considered relatively low-carb foods.

Potatoes: A few servings a week may be okay, but frequent consumption could raise type 2 diabetes risk. Mashed or boiled are far less likely to do so than french fries. **Fruit:** It's rich in nutrients and fiber, and studies show no link to type 2 diabetes. Stick to fresh or frozen fruit, or canned fruit in water. Juice can raise blood glucose levels. **Whole grains:** Many studies show a strong link between whole grains (such as buckwheat, bulgur, oatmeal, and quinoa) and a lower type 2 diabetes risk. The majority of the grains you eat should be in whole form.

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

Chaplain's Corner

You can never go wrong obeying God. Why? Simply because you do not know what the consequences of your obedience will be, but He does, and they are always good.

"Obey My voice, and I will be your God, and you will be My people; and you will walk in all the

way which I command you, that it may be well with you." Jeremiah 7:23 Dr. Charles Stanley

Blessings to You

Rick Evans

Chaplain

520-248-9643

Rick7evans@gmail.com

Get Well

Jug Harvey

Stuart Love's Wife

2018 NALC Food Drive Pictures (Continued)



Jack Howell presents a bundle of cash to CFB from the 2nd annual food drive fundraiser where Dan Oved and Jack's Band "Kinda Kinks" along with 3 other bands performed at Rockabilly's and raised enough money to provide 1600 meals!

Joe Catalani



Terry Biehl



**National Association of Letter Carriers
 Carl J. Kennedy Branch 704
 2950 N. Country Club Road
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FORMAL A REPRESENTATIVE

STUART LOVE

323-2117

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VACANT	FT LOWELL	290-9723
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