



CARL J. KENNEDY BRANCH 704
**THE LETTER CARRIER
REPORTER**

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July 2019

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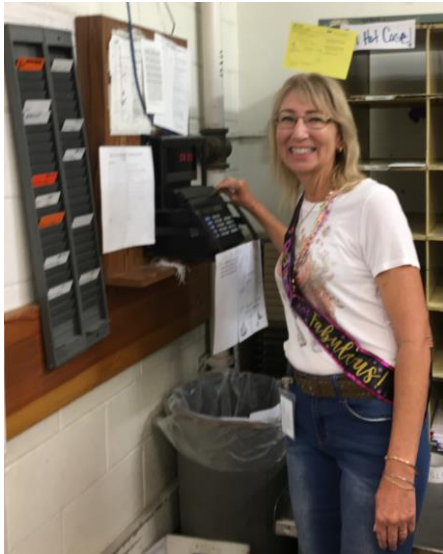
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CONGRATULATIONS...

On Your Retirement!

**Linda
Gallardo**

Fort Lowell Station



Jim

Garnett

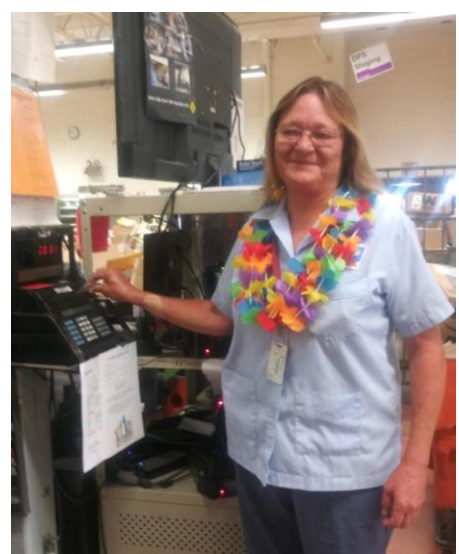
Fort Lowell Station



Andrea

Christensen-Balazs

Mission Station



--Not Pictured--

Janet Scott

Coronado Station

Ray Champaco

Mission Station

WEBSITE: www.nalcbranch704.org

**Branch Meeting Thursday July 4, 2019 is
CANCELLED due to the holiday.**

President's Report

Dear Brothers and Sisters,

The heat is here in full force; I'm amazed that the temperatures have been so low. This time, last year we were already well into several weeks of triple digit heat temperatures. Make sure when you are delivering mail, to take water breaks and get in shaded area to cool down if you start to exhibit any heat related illness. What is the heat related symptoms you ask? Well, **the most common signs and symptoms of heat exhaustion include:**

- Confusion,
- Dark-colored urine (a sign of dehydration),
- Dizziness,
- Fainting,
- Fatigue,
- Headache,
- Muscle or abdominal cramps,
- Nausea, vomiting, or diarrhea,
- What can you do? Move to a cool place, loosen your clothes, put a cool, wet cloth on your body, sip water, call management right away and tell them you're not feeling well, and it could be heat related.

What are the signs and symptoms of heat stroke?

- high body temperature (above 104°F or 40°C),
- skin that is red, hot, and either moist or dry (sweating may have stopped),
- rapid heart rate,
- difficulty breathing,
- headache,
- dizziness,
- loss of coordination,
- nausea and vomiting,
- A body temperature of **104 degrees** indicates danger; **105 degrees** is the definition of heat stroke and a temperature of **107 degrees** could result in irreversible organ damage or even death. A normal, healthy person who is not used to the heat can, in heat wave conditions, sweat as much as 1.5 quarts of liquid in an hour.
- What can you do? CALL 911 right away – heat stroke is a medical emergency, if you can move to a cooler place, lower body temperature with cool cloths or cool bath, sip water, then call management to let them know you're in danger of heat stroke but first please call 911 right away.

Call 911 if:

- Symptoms don't improve or they still have a fever of 102°F after 30 minutes of initial treatment.
- The person goes into shock, faints, or has seizures.

- The person is not breathing. You also should begin CPR right away to try and revive them.
- After you've had heat exhaustion or heat-stroke, you will be sensitive to heat. This can last for about a week. It's important to rest and let your body recover. Avoid hot weather and exercise. Ask your doctor when it's safe to return to your normal activities. Make sure you let your steward know what happened so they can help you. Carriers are already reporting heat stroke issues in Arizona so do not take symptoms of heat related illness lightly.

I want you to stay healthy throughout the summer. We have quite a few new CCAs that have not been through a summer delivering mail, I'm asking all seasoned carriers, if you see a CCA that is not properly equipped, help them out. Give them tips of what works for you and make sure they have enough water for the day.

*At the June Union meeting I gave information on our **By-Laws Article V Section 3:** 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 percent (75%) or more of regular meetings during the twenty-four (24) month period immediately preceding elections of delegates. Elected delegates must attend at least seventy-five percent (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 meeting since their date of transfer, or 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 by-laws. This is only if you want to qualify for delegate assistance and in no way to discourage any member from being nominated as a delegate for the National Convention.*

NALC encourages all members to be engaged in a wide range of political activities to advance the letter carrier agenda.

But,...it is crucial to remember that all active letter carriers, career and non-career alike, are federal employees, and your political activities are governed by the Hatch Act—including online activities that involve social media (for example: Facebook, Twitter, as well as e-mail.)

(President Article Cont. on page 3)

(President Article Cont. from page 2)

In general: Be off the clock, out of uniform (and government vehicles), away from the workplace whenever you engage in any partisan political activity, and make sure that the activity is in a permissible category.

A bipartisan majority of the House of Representatives has now cosponsored House Resolution 23, which expresses the sense that the U.S. Postal Service should take all appropriate measures to ensure the continuation of door delivery for all business and residential customers. It now has 220 cosponsors.

Thanks to the efforts of letter carriers nationwide, the resolution reached the 218-cosponsor threshold and is now the fourth of NALC's five priority resolutions that enjoy a majority of support in either the House or Senate. This is great news, but we can't stop there. We still need Representatives to co-sponsor the bipartisan USPS Fairness Act, which would repeal the burdensome prefunding mandate and, which calls for strong service standards.

I want to thank our guest speaker Regina Romero who spoke at the union meeting. Regina let us know her vision as candidate for Tucson Mayor. I know our members are interested in who is running for Tucson Mayor and getting to know the candidates to make informed decisions when it comes time to vote.

In Solidarity
Kathy Walter
President

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 employer of individuals whose contributions exceed \$200 in a calendar year.

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

CONDOLENCES

Family of Rey Lucero

Michael Mosgrove on the loss of your Father

GET WELL

Lillian Valdez

Vice President Article

By the time you receive this newsletter, contract negotiations will have opened between the NALC and the Postal service. I wonder how many of us ever think about what it would be like to work in an environment without the benefits achieved and the protections provided by our Union. Things are often taken for granted such as overtime, paid holidays and accrued Sick and Annual Leave; the ability to earn a decent middle-class wage with a defined pension plan upon retirement. These are benefits that few in these turbulent economic times currently enjoy. Benefits that Letter Carriers only forty-nine years ago could only dream about. Every now and then, I am reminded that it was not so long ago, when the individuals who carried the country's letters and parcels were so fed up with their near poverty wages and poor working conditions that they risked everything and walked off their jobs. Thus, The U. S. Postal Strike of 1970.

I would hope that every member, especially the newer members, would take time to become familiar with the working conditions that triggered the only national postal stoppage in U. S. history and the largest walkout ever against the Federal Government. Members should take the time to talk with the numerous retired and the few still active Letter Carriers that you may know who stood the lines and whose actions directly led to the Postal Reorganization Act and the collective bargaining process as we know.

Prior to 1970, the NALC negotiations with our employer consisted of what was commonly referred to as 'collective begging' to the Congress for the meager wages and benefits of the time. Imagine if such were still the case today with our current Congress and their inability to agree on anything. The fact that we now negotiate and/or have our disputes resolved in interest arbitration cannot be understated. It is certainly no exaggeration to say that the wages and benefits we enjoy today are a direct result of the courage and solidarity shown by the rank and file members of the NALC in the days leading up to March 17, 1970. I reference this as just another little reminder that if you haven't

already done so, and the numbers suggest many of us haven't, get more involved with your Union.

The time has never been more important. Contribute to Letter Carrier Political Fund with automatic deductions for as little as two dollars a pay period. Become a NALC e-Activist to stay informed and involved to what the powers in Washington are contemplating for your career. Both are worthy investments in your future.

It is also for those reasons that the Branch is once again taking this time to actively encourage those few individuals who for whatever reasons continue to reap the gains that we've accomplished through collective bargaining with absolutely none of the costs and shared sacrifice. Ten percent of NALC Branch 704 City Letter Carriers, CCAs included remain non-members. We need everyone to get involved and these non-members need to put a little skin in the game that clearly benefits them and their families.

In Union Solidarity,
Claudio Retes
Vice President

Meeting Dates

**Branch Meeting-Thursday,
July 4, 2019 – CANCELLED**

**Stewards Meeting-Thursday,
July 18, 2019 @ 5:30 pm**

**Executive Board Meeting-
Thursday, July 25, 2019
@ 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 2019-07
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, 21 grievances were resolved at the Formal Step-A level.

A summary of the settled grievances is listed below:

FORMAL STEP-A:

- Settled **2** Letters of Warning (LOW) by getting 1 rescinded and 1 reduced to a 2-month LOW.
- Settled **1** 7-Day Suspension by getting the 7-day suspension reduced to a 3-Month LOW.
- Settled **2** 14-Day Suspensions by getting 1 rescinded and 1 reduced to an official Discussion.
- Settled **2** 16.7 emergency placements by getting the emergency placements rescinded and the carriers paid for work hours missed (**Total \$305.27**).
- Settled **3** grievances for management performing bargaining unit work by getting carriers who should have done the work paid. (**Total \$ 999.55**).
- Settled **1** grievance where management failed to post vacant bid assignment in a timely manner by getting the successful bidder of that route paid (**Total \$250.00**).
- Settled **3** grievances where management improperly forced non-ODL carriers to work overtime by getting those carriers paid the appropriate premium payment and ODL carriers paid for the missed opportunities (**Total \$658.20**).
- Settled **1** grievance where management failed to schedule a newly converted CCA for the career conversion class and the carrier missed the deadline to sign up for benefits by getting that carrier scheduled for a conversion and waving the 60-day requirement for benefits.
- Settled **1** grievance where management denied a carrier a change of schedule by getting that carrier paid for the ½ hour requested. (**Total \$15.48**).
- Settled **4** grievances where a carrier received a letter of demand for paid COP after the claim was denied and later accepted by getting that letter of demand cancelled and all the money the grievant paid toward the Letter of demand reimbursed (**\$1,789.00**).
- Settled **1** grievance where management failed to provide light duty work and do search work within the carrier's medical restrictions, by getting that carrier's LWOP changed to other paid work hours approximately 320.0 Approximate cost to the postal service (**\$6,000.96**)

Management's failure to follow the contract cost the USPS \$ 10,018.46 this month.

In Solidarity,
Stuart Love
Formal Step-A Representative

Retiree Update Report

I would like to let our Retirees know, especially the out of towners, that our **Retiree Luncheon** will be held on **Sunday, December 8, 2019** at the same place: The Desert Diamond Casino located at 7350 S Nogales Hwy, Tucson, AZ 85756.

I will let you know more details as the time draws closer.

Just because you have retired does not mean that you are no longer useful as a NALC member, come join us in the fight to keep what we have worked for our entire career. Hope to see you at a branch meeting soon.

In Solidarity,
Gene Kelley
Retiree Representative

Contract Talk
PS Form 1838C

Time Allowances for Carrier Office Work

Hello Brothers and Sisters of Branch 704. I'm Joe Scaramella, Steward at Sun Station. I hope you all are doing well.

We recently finished route count in the 19 zone. After spending a week at the union hall going over every piece of information from the count, it became apparent to me that my co-workers and I were unclear about the proper way to fill out the PS Form 1838-C. But how could we have known? We only receive one dry run session of about 1 to 2 hours, presented by management. This short dry run gave us enough information to be dangerous and not a total understanding of all the implications involved. Why would management want us to totally understand it? They know if we don't get it 100% correct, it helps them adjust the routes the way they intended to before they began the count. It's no coincidence the supervisors get 2 full days of training and a dry run route count to make sure they understand the 1838-C. It does not sound fair to me but then again, management has always stacked the deck when it comes to routes being properly adjusted. Oh, I forgot management will help us with the paperwork and even go over it to make sure we do it "right", is anyone surprised they missed a lot?

Below is a list of the most common errors I noticed in filling out the 1838-C: Note: When I refer to base minimum, I am referencing the M-39.

Line 14, Red room: Many carriers entered 1 minute. This doesn't make sense to me as carriers have to fill out one line of the 3849 for each accountable, they get, and base minimum is 6 minutes. I don't advocate any entry that is not accurate but, do the job correctly and completely and it takes what it takes. Remember, if you don't use it you lose it when it comes to either office or street times.

Line 15, Withdrawing mail: Withdrawal of mail from distribution case (hot case) and time you spend cutting straps or plastic off magazine bundles. Base minimum allowance is 6 minutes.

Line 18, Breaks: A handful of carriers didn't take breaks. What has management done for you that you should be giving them your time for free? The union worked hard to get us breaks on the clock why give it away? 10 minutes. Not taking your breaks distorts your office time and not in your favor.

Line 19, Vehicle Inspection: The most common entry was 1 minute. I can't even walk to my LLV and back inside in under 1 minute, let alone do the expanded vehicle check with 27 items on it. The base minimum is 3 to 5 minutes and it's to your advantage to do a proper vehicle check, not to mention it's a requirement. Also, your family deserves for you to come home safe at the end of the day.

Line 21, Office Work Not Covered on Form: Huddle meetings, getting scanner, nixies, and anything else that we do every day that is not covered on this form. Base minimum allowance is 9 minutes. Don' be dishonest but do it right and document it or you will lose the time.

Line 22, Waiting for Mail and Other Office Activities Not Performed Daily: Vehicle tag, talking to management, etc....this time will be deducted from your office time so be honest, but this is the one you should be trying to minimize. And in your consultations, you need to look at this one closely. Management has a habit of changing line 21 items to line 22 items. Be professional but be firm. If it happens everyday it is a line 21 item.

Line 23, Counting Mail: I lost count of how many forms 1838-C didn't contain line 23 entries. This is an entry that should be on EVERY PS Form 1838-C. How can anyone fail to give them credit for counting mail on a route count?

The bottom line is that we need to stop allowing management to nickel and dime us in an effort to distort the length of our routes. Start doing your route the way the M-41 tells you to and follow the flow chart. Educate yourself because your livelihood depends on it.

In Solidarity,
Joe Scaramella
Sun Station Steward

Health Benefit Report

The Nurse Will See You Now

People with diabetes who got basic medical care from a

nurse practitioner (N.P.) or physician assistant (P.A.) had blood sugar, blood pressure, and cholesterol levels on a par with those who saw a doctor, in a study of 368,481 U.S. Adults. These days, almost half of Americans with diabetes receive some care from an N.P. Or P.A. The researchers say this study shows the results are as good as those seeing a doctor.

Source: Annals of Internal Medicine, Nov. 20, 2018

Veggies for Your Brain

Older men who ate 5 ½ servings of produce a day were 34 percent less likely to report memory and thinking problems than those who consumed 1 ½ daily servings, in a study that tracked participants' eating habits for 20 years. Leafy greens, tomatoes, peppers, and Brussels sprouts seemed especially helpful. But the research also suggested that orange juice may have some brain benefits: Older participants who drank OJ every day were 47 percent less

likely to have poor thinking skills than those who sipped less than one serving a month. According to researchers, the cell-protecting antioxidant compounds in produce may be behind their brain bonuses.

Source: Neurology, Nov.21, 2018

Can You Trust These Prostate Cancer Videos?

YouTube has more than 600,000 videos about prostate cancer. But a review of the 150 most popular clips found that 77 percent contained errors or biased content—in the video itself or the comments section. The researchers say it's smart to get prostate cancer information from reliable sources, such as the National Cancer Institute (and from your doctor).

Source: European Urology, Nov. 27, 2018

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

Chaplain's Corner

Trust

One of life's great blessings is to have someone you can trust. Completely! With Everything! Between you and the one you trust there is total openness, complete, someone you can trust. The one you trust will never fail you or leave you, no matter what Happens.

God is someone like that, someone you can trust. He has promised never to forget you or fail you. He will not get weary of listening to you. He will not leave you when your troubles increase. God wants to be your friend. He wants you to trust him. Completely! With everything! From Bible International.

“Many people are suffering-crushed by the weight of their troubles. But the Lord is a refuge for them, a safe place they can run to. Lord those who know your name come to you for protection... You do not leave them without help.”

Psalm 9:9-10. Holy Bible

Chaplain
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 Carl J. Kennedy Branch 704
 2950 N. Country Club Road
 Tucson, AZ 85716-1912
 Telephone: 520-323-2117
 July 2019 Newsletter

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