



CARL J. KENNEDY BRANCH 704

THE LETTER CARRIER REPORTER

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JUNE 2018

[Email Address: nalcbranch704@outlook.com](mailto:nalcbranch704@outlook.com)

Printed by Branch 704

Congratulations On Your Retirement

Peggy A Wild

Ft Lowell Station



Mike J Mc Garrigle

Sun Station

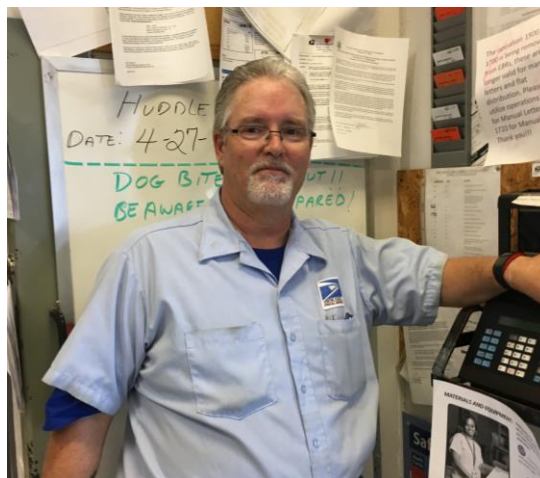


**Royce
Kelly**

(not pictured)
Coronado
Station

Eddie S Emerine

Cherrybell Station



Linda L Durham

Ft Lowell Station



Next Union Meeting **THURSDAY** June 7, 2018, to begin
promptly at **7:00 PM**
2950 N. Country Club Road, Tucson, AZ 85716-1912

Congratulations On Your Retirement

Robert Markham

Mountain View Station



Dale Bartlett

Coronado Station



President's Report

26th Annual Stamp Out Hunger Letter Carrier Food Drive

I want to sincerely thank everyone who put in that extra effort for the 26th Annual Letter Carriers Food Drive on May 12th. We faced several logistic problems this year from getting the cards timely to the office, getting them to our associate offices, and getting the number of deliveries per route, but we worked through every issue. From what I witnessed and the amount of food I picked up, I am confident we did well in providing much needed food for those in need. I also filled up my long-bed pickup 5 times with food from several carriers that needed to unload so they could get to the rest of their mail. You all did an awesome job! The Rock for Food fundraiser at Rockabillies organized by retired carrier Jack Howell was also awesome! I along with a large crowd enjoyed some good food, much needed drink and great music. We don't have any numbers yet but will report food drive totals in next month's newsletter. Thanks again to everyone!

Labor Relations Climate

Over the past several months I have been trying to keep you updated on the labor relations climate. We are still seeing numerous forced overtime grievances including forcing non-ODL carriers in on their N/S days for multiple weeks in a row. Several carriers have asked what they can do if they already made plans and they are told they have to work their N/S day usually minutes before clocking out for the day. While I cannot tell you that you don't have to come in, I can tell you the National Agreement and JCAM

addresses certain situations where employees may be excused from overtime.

Article 8.5.E Exceptions to C and D above if requested by the employee may be approved by local management in exceptional cases based on equity (e.g., anniversaries, birthdays, illness, deaths).

Exceptional Situations May Excuse Mandatory Overtime. This language is intended to serve as a guideline for local management in excusing employees from overtime work because of "exceptional" situations. Consequently, the four examples listed in the parentheses are illustrative of the kinds of cases to which management should give full consideration in excusing employees from overtime. However, as Arbitrator Sylvester Garrett held in NC-C-7933, January 8, 1979 (C-03226), that Article 8.5.E "reflects an intent to confer relatively broad discretion on local management to excuse employees from overtime work for any one of a number of legitimate reasons 'based on equity'."

In addition, Step 4 settlement H4N-2D-C 40885, November 14, 1988 (M-00879) provides in part: "Management may not solicit employees to work less than their call-in guarantee, **nor may employees be scheduled to work if they are not available to work the entire guarantee...**"

Please call the union office if you have any questions when you are told you are being forced in on your N/S day and you cannot work due to prior commitments.

In Solidarity,
Dan Versluis

Vice President Article

Dear Brothers and Sisters,
Hope everyone had a fantastic Mother's Day, I am always amazed at how much Moms end up doing to support and help not only their families but also their communities. You're awesome!

I want to thank everyone for participating in the Food Drive this year, at this time we do not have the number of pounds we picked up to determine whether we did better than last year or not, but I have faith we did better.

Some stations are doing good in not forcing overtime constantly but for other stations it's a daily occurrence. Not only are carriers being forced off their assignment by helping with splits but work assignment carriers and 8-hour carriers are being forced to come in on their NS days. I know this is not what they signed up for when they signed the overtime signup sheet. Unfortunately, not many people want to be available 12 hours each day. When there is an overabundance of work assignment employees and not many on the ODL list, managers will force to get the work done. This is not the best way for them to fix this situation as all they have to do is hire more employees and staff the offices. It doesn't make sense to keep forcing them have grievances for the force. I know our union president is bringing these issues up with our (A) Postmaster almost every day. With a little luck maybe, we can have more employees in the next couple of months. Keep calling your stewards and letting them know when your being forced.

I have had several questions on pay issues, I encourage everyone to get a note book to keep up with the hours you work each day. This gives you a better idea if your pay stub is correct each pay period. Mistakes happen, it is easier to find them when you're aware of how much you worked each day, everyone should get payed correctly after all a fair day's work for fair days wage is what everyone wants. If there are more issues call the branch or your steward.

On safety, we are going into the hottest time of the year here in Arizona. Please make double sure you are taking plenty of water and Gatorade with you each day. Remember that hydration doesn't start when you go out to the street that day but the night before. If your urine is a dark color to orange it is a symptom of being dehydrated and you need to drink liquids ASAP. If you take any medication please check with your doctor on how much water you should be taking considering you're outside in the heat most of the day. There are severe consequences when you don't know and over drink water, make sure to mix electrolytes thru the day to stay hydrated. If you see someone going out without adequate water tell the carrier or help them to make sure they don't go out and get heat illness, not everyone knows what they have to do especially new employees.

Stay safe

In Solidarity
Kathy Walter

Congratulations!

On Your Conversion to Career City Carrier

Francisco Candelaria

Kerry Clark

Joel Cunningham

Adam Horner

Valerie Lazos

John Mora

Tonathiu 'Tony' Rodriguez

Deisha Shippen

Martin Castillo

Alvaro Contreras

Rene Garcia

Brianna Kelly

Steven Merino

Magdalena Ochoa

Robin Shane

Dana Varin

Formal Step-A Report

During the month of April, 14 grievances were resolved at the Formal Step-A level. A summary of the settled grievances is listed below:

FORMAL STEP-A:

- Settled **2** grievances where management improperly forced non-ODL carriers to work overtime by getting those carriers paid appropriate premium payment and ODL carriers paid for the missed opportunities (**Total \$3875.60**).
- Settled **1** grievance where management instructed CCAs that they were on call until 10:00 by getting those CCAs paid 4 hours each call-in guarantee (**Total \$150.24**).
- Settled **1** grievance where management attempted to call in 2 CCAs who were non-scheduled, when CCAs informed management they could not work, management recorded the carriers as AWOL, which was changed to non-scheduled.
- Settled **2** grievances where a PTR worked more than 40 hours by getting the carriers who should have done the work paid (**Total \$257.42**).
- Settled **1** grievance for management performing bargaining unit work by getting 2 carriers who should have done the work paid \$65.16 apiece (**Total \$130.33**).
- Settled **1** grievance where management had a RCA pick up a city collection box by getting a carrier paid for the time it took the RCA to pick up the box. (**Total \$239.44**).
- Settled **1** grievance, where a Steward had to process grievances off the clock, had that Steward paid (**Total \$270.42**).
- Settled **1** grievance, management failed to post vacant bid assignments in a timely manner by getting successful bidders of those routes paid \$250.00 each (**Total \$1500.00**).
- Settled **1** Letter of Warning by getting it reduced to an Official Discussion.
- Settled **2** grievances, management failed to clear 8 carriers from Red Room after they returned from the street by getting those carriers paid for 8 units apiece (**Total \$19.00**).

- Settled **1** 7-Day Suspension, had it reduced to a 1-year L.O.W.

We appealed 4 grievances to Step B.

We had two Arbitration hearings during the month of April.

Management's failure to follow the contract cost the USPS \$6442.45 this month.

There are 17 grievances outstanding at Formal Step-A.

In Solidarity,
Stuart Love
Formal Step-A Representative

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8235 S Houghton Rd.
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.

Contract Talk

The Heat is On

I have been a letter carrier for 34 years. That's too many summers working outside, especially the last few years when we continue to set temperature records. We all need to be reminded how to best deal with the punishment the summer brings to our bodies, but we have many new carriers who may not have worked outside during the summer. Even if you have lived in the desert for years, that is nothing like working in the heat all day every day, inside our sweltering LLV's. Do not think that youth and a good attitude will protect you from heat stress and illness.

The most important rule is to HYDRATE. Drink before you get thirsty, and drink continuously - more than you think you need. Once you become dehydrated it can be tough to reverse the effects - cramps, headache, dizziness, nausea, disorientation. You can pass out while driving your LLV. Maybe you'll be standing at an NBU while it's 105 degrees and face-plant into the street. On average 800 people in Arizona will be hospitalized for heat-related illness, and 30-50 will die.

The second most important rule is to protect your skin from sunburn. As a young and invincible carrier, I did not do a good job at that and as a result I have had 5 skin cancer surgeries. Wear a wide brimmed hat, use sunscreen liberally, and wear long sleeve shirts if you can. And good quality sunglasses that are designed to protect your eyes from the constant exposure to the harmful rays - we are exposed during the worst hours of the day.

Find ways to stay as cool as you can. Personally, I soak a towel in ice water and drape it over my neck and shoulders. I reload my LLV in the shade of trees, I eat lunch wherever there is air-conditioning. Know your limits, pace yourself - if you feel over-heated, seek shade and rest a few minutes. If you are beginning to feel sick, call management and let them know that you are showing signs of heat-related illness. Summer lasts 5 months here, it's a marathon, not a race.

Sweating together,
Bob Cramer
Steward at Casas Adobe

CONGRATULATIONS MILLION MILE CARRIERS! AT FT LOWELL STATION

Eddie Montano Richard Obregon Sue Hallowell Bernie Huerta



Health Benefit Report

May is Melanoma/Skin Cancer Detection and Prevention Month

Skin cancer is the most common type of cancer in the United States. Ultraviolet (UV) radiation from the sun is the main cause of skin cancer. UV radiation can also come from tanning booths or sunlamps. The most dangerous kind of skin cancer is called melanoma. The good news? Skin cancer can almost always be cured when it's found and treated early. Communities, health professionals and families can work together to prevent skin cancer or detect it early on.

Leafy Greens for Brainpower

Getting leafy greens each day appeared to help slow cognitive decline in Rush University Medical Center study that tracked older adults for nearly five years. The study volunteers who ate the most greens—about 1.3 servings a day—were on par with people 11 years younger on tests of memory and thinking skills. One serving of leafy greens is just 1 cup of lettuce or ½ cup of cooked greens such as spinach, kale, or collards.

Source: Neurology, Dec. 20, 2017

Weight-Loss Ripple Effect

Being on a weight-loss and fitness plan could help your partner's health, too. When 128 overweight men and women dieted and exercised regularly for six months, their partners also slimmed down—though not as much—according to a recent University of Connecticut study. The researchers

note that many couples mirror each other's eating and exercise habits, for better or for worse.

Source: Obesity, Feb. 1, 2018

Too Many Diabetes Drugs?

In a study of adults with type 2 diabetes, 40 percent were taking too many diabetes meds or excessive doses. Either can increase the risk of low-blood-sugar episodes that can lead to accidents, falls, heart attacks, dementia, and strokes. If you are being treated for diabetes, your doctor should recommend sensible blood-sugar goals.

Source: Diabetes, Obesity and Metabolism, Jan. 24, 2018

Gum Disease-Cancer Link

Another reason to take good care of your teeth and gums: Gum disease is linked to a higher risk of cancer, according to a recent study of nearly 7,500 older adults. In the study, those with severe gum disease, were found to have a 24 percent higher risk of developing cancer of any type over 15 years, compared with those with no or mild gum disease. In nonsmokers, severe gum disease more than doubled the odds of colorectal cancer. Researchers are not yet clear on why.

Source: Journal of the National Cancer Institute, Jan. 12, 2018

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

Condolences

Steve Baumer on the loss of your Father.

Letty Ramos on the loss of your Mother.

Tiffany & Michael Francis on the loss of your Grandfather.

Chaplain's Corner

Earnest Prayer

Continue earnestly in prayer, being vigilant in it with thanksgiving.

Colossians 4:2

Today we have learned to harness the power of the atom, but very few of us have learned how to develop fully the power of prayer. We have not yet learned that a man can be more powerful on his knees than behind the most powerful weapons ever developed.

We have not yet learned that a nation is more powerful when it unites in earnest prayer to God than when it's resources are channeled into weapons. We have not discovered that the answer to our problems can be through contact with the living God.

Weapons by themselves will not keep us safe or solve the world's problems. Our basic problems are spiritual in nature, and only spiritual solutions will solve them. That is why prayer is so vital, for only God can change the human heart.

Who knows what might happen if millions of believers around the world availed themselves of the greatest privilege this side of Heaven- the privilege of intercessory prayer? Will you be one of them?

Billy Graham

Many Blessings,
Chaplain Rick Evans
520-248-9643

Rick7evans@gmail.com

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 2018-06 Issue #06; Organization: National Association of Letter Carriers, 2950 N. Country Club Road, Tucson, AZ 85716-1912

Meeting Dates

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

**Stewards Meeting-Thursday,
June 21, 2018 @ 5:30 pm**

**Executive Board Meeting-
Thursday, June 28, 2018
@ 6:00 pm**

CONGRATULATIONS MILLION MILE CARRIER! Robert Haggerty at Coronado Station



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

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GENE KELLEY	RETIREE REPRESENTATIVE
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