



CARL J. KENNEDY BRANCH 704

THE LETTER CARRIER REPORTER

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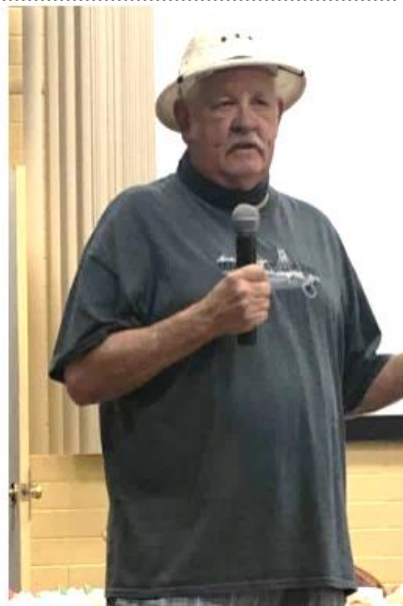
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MARCH 2022

Email Address: nalcbranch704@outlook.com

Printed by Branch 704

MIKE CARNAHAN RETIRES!



**YOU KNOW YOU'LL BE MISSED
ON YOUR ROUTE WHEN THE
RESIDENTS THROW A
HAPPY RETIREMENT PARTY
FOR YOU!! GREEN VALLEY
WILL MISS YOU!
HAPPY TRAILS
MIKE CARNAHAN!!!**



Check out our WEBSITE: www.nalcbranch704.org

Branch 704 Meeting Thursday, March 3, 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

Greeting Brothers and Sisters

Action needed: Ask your senators to vote "YES" on H.R. 3076!

The Postal Service Reform Act (*H.R. 3076*) passed in the House of Representatives with 342 bipartisan votes. Now, NALC is asking all Letter Carriers to contact their senators and ask them to vote "yes" on this important legislation. NALC thanks every Letter Carrier who lobbied their representatives to win House passage. We are calling on NALC members to finish the job by contacting their senators to urge them to vote for H.R. 3076. It is important we keep on the pressure by contacting Senators to insure they pass HR 3076.

The USPS financial report for the first quarter of Fiscal Year 2022 shows revenue that essentially mirrors last year's first quarter, with an increase in First Class mail revenue, demonstrating how much the American people and their businesses rely on the Postal Service. USPS had a highly successful holiday delivery period, continues to provide essential items so people can shelter safely at home, and now is delivering millions of Covid-19 test kits to households. At the same time, the net loss cited in the report makes clear the need for postal reform to address the artificial red ink caused by the 2006 congressional mandate that the USPS--alone among all U.S. companies and agencies--pre-fund future retiree benefits.

By joint agreement (*M-01972*), several COVID-19 related memorandums of understanding have been further extended through April 8, 2022. These memoranda include: temporary expanded sick leave for dependent care (*M-01910*); temporary use of the 7:01 rule (*M-01913*); temporary workplace changes to promote social distancing (*M-01915*); temporary use of TCAs (*M-01916*); and reinstatement of temporary additional paid leave for CCAs (*M-01965*). Also extended through April 8, 2022, is a USPS memorandum (*M-01914*), which instructs managers and supervisors to allow liberal changes of schedule to accommodate employees dealing with childcare issues related to the pandemic. The memorandum also provides for liberal sick leave usage for employees who are sick and liberal annual and leave without pay (LWOP) to the extent operationally feasible, treats COVID-19 related leave as scheduled (as opposed to unscheduled) leave, and directs that leave taken for COVID-19 related reasons during this time may not be cited in discipline for failing to maintain an assigned schedule.

Delegates to the 72nd biennial national convention in Chicago this summer, awaiting information will be notified as soon as the branch receives this information. Information is being mailed to all branches

this month. We will make sure to pass it on to the delegates attending.

The Steward College was hosted at the branch office on 2/15, 2/16/ 2/17/2022. I want to thank NBA Dan Versluis, RAA John Robles, and John Beaumont, Legislative and Political Organizer, for making it very successful. Stewards had a good time participating in the classes and learned a lot of useful information to take back to their offices. Everyone that attended the Steward College and engaged in the training made it worthwhile and beneficial. Branches that came from out of town are always welcome in Tucson.

The Branch will have a Retirement Seminar on Sunday April 3, 2022, at 8:00am. If you want to attend the Retirement Seminar, please call the branch office 520-323-2117 for a reservation. This Seminar will explain how your retirement works, what you can expect, and what to be careful of as you prepare to retire. It is never too early to plan for your retirement.

The Retiree's Luncheon is scheduled for December 4, 2022, at the Desert Diamond Casino. Because of Covid-19, we have had to postpone the Retiree's Luncheon for the last two years. I am looking forward to having it this year and seeing all of you. Please check your calendars and reserve this day. Retiree Representative Art Higvan's article in this month's newsletter has more information.

In Solidarity,

Kathy Walter
Branch President

RETIREMENT SEMINAR

Date: SUNDAY, APRIL 3, 2022

Time: Starts at 8:00AM

Place: Branch 704 Office

**Who: Conducted by NBA Region 4
Business Agent, Dan Versluis**

For: ANY Member of NALC!! Learn what is involved when approaching your retirement. It is never too early to plan for your future. Please call 520-323-2117 in advance to reserve your spot.

Vice President Article

March is Women's History Month, and this branch proudly celebrates the accomplishments of women who have helped shape the US Postal Service. USPS employs about 289,500 women, which is more than 45 percent of the postal workforce. Throughout the USPS 242-year existence, women have contributed to the USPS success across all areas including mail delivery and processing, transportation, and leadership.

The contributions women have made to the Postal Service are too vast to cover in this article, so I will highlight just a few of the pioneering women who have helped make the US Postal Service what it is today. Sarah Black is the first known woman appointed to carry mail in the United States. She was appointed on April 3, 1845, and her Charleston, MD, mail route garnered her a whopping \$48 per year salary. Mary Fields, known as "Stagecoach Mary," is the first known African-American woman to carry mail. Born a slave, Fields was freed after the Civil War and eventually settled in Cascade, MT, where she began driving a mail wagon at age 63. In 1913, Katherine Stinson became the first known woman to carry mail by airplane when she dropped mailbags from her plane at the Montana State Fair. In 1918, she became the first woman to fly the mail on a regular airmail route.

By the end of the 19th century, women managed about 10 percent of the country's 70,000 Post Office locations. Pennsylvania had 463 female postmasters - more than any other state. Virginia was a close second at 460. In January 1923, Elizabeth Bernard became the highest paid female Postmaster at that time when she was appointed to the job in Tampa, FL, with a \$6,000 annual salary. For comparison, the average annual salary for postal employees during that time was \$1,870.

During World War II, the number of female Postmasters increased significantly to more than 17,500 out of 42,680 in 1943. After World War II, the overall number of women postmasters decreased slightly as men returned from the war and reclaimed their jobs. In August 1949, more than 40 percent of the nation's 41,575 postmasters were women.

In February 2015, Megan J. Brennan became the first woman to be appointed Postmaster General and the Chief Executive Officer of the world's largest postal organization. So, I would like to think these pioneering women for their service and for changing the USPS from one in which women were rarely seen or heard to one in which women are a critical part of the Postal Service.

On January 13, 2022, the Supreme Court blocked the Occupational Safety and Health Administration (OSHA) Emergency Temporary Standard (ETS) on COVID-19 vaccinated and testing. This rule required workers at businesses with more than 100 employees, including the Postal Service, to get

vaccinated or comply with weekly testing. While the broader OSHA rule that would have affected millions of workers was blocked, the Supreme Court upheld a separate rule that requires healthcare workers at facilities that receive Medicaid and Medicare funds to get vaccinated.

On January 12, the Postal Service Board of Governors (BOG) unanimously selected Roman Martinez, a Republican, to serve as chairman and Anton Hajjar, a Democrat, as vice Chairman.

After the administration declined to nominate then-Chairman Ron Bloom, a Democrat, to another term in December, Vice Chairman Martinez served as acting Chairman. Also in December, the administration declined to nominate Republican John Barger to another term. The Biden administration nominated two new governors to replace Bloom and Barger: Dan Tangherlini, a Democrat, and Derek Kan, a Republican, who are both awaiting Senate consideration for confirmation.

As required by the Postal Reorganizational Act, the president nominates members of the nine-member BOG, which is responsible for overseeing the executive management of the Postal Service. By law, no more than five members can be affiliated with the same political party.

On Tues, 8 Feb 2022, the House of Representatives, in a 342-92 vote, passed the Postal Service Reform Act of 2022 (H.R. 3076). President Fredric Rolando called the passage "a huge victory for the American people, who rely on the Postal Service for affordable and high-quality universal service" The bill includes key measures to strengthen the Postal Service, including provisions that eliminate the mandate on the Postal Service to pre-fund its retiree health care benefits decades in advance and that codify the requirement to provide six-day mail delivery. It also includes provisions to reduce postal health care costs by maximizing participation in Medicare on a prospective basis.

The next step is for the Senate to discuss, debate and pass is H.R. 3076 as soon as possible and then to send H.R. 3076 to President Biden for his signature. **I would like to ask all members of Branch 704 to contact Senators Kyrsten Sinema at [senema.senate.gov/twitter](https://www.senatorsinema.gov/twitter) senatorsinema /520-639-7080 and Mark Kelly at [kelly.senate.gov/twitter](https://www.kelly.senate.gov/twitter) senmarkkelly/520-670-6334 and tell them vote yes so H.R. 3076 will pass.**

Please stay safe while at work and make sure that you go home healthy to your family and loved ones.

In Solidarity,
Mark Follet

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 2022-03, Issue #03. Organization: National Association of Letter Carriers, 2950 N. Country Club Road, Tucson, AZ 85716-1912. The Letter Carrier Reporter is the official publication of NALC Branch 704. The editor and/or Executive Board reserves the right to edit or omit articles due to content or space limitations. All facts, opinions and statements appearing within this publication are those of the writers and editors themselves, and are in no way to be construed as statements, positions or endorsements by Branch 704 or its officers. Permission is granted for the REPRINTING of any article that originates in this newsletter to any Branch of the NALC at any time. Please just give the writer credit. All articles, announcements, and advertisements should be sent to: nalcbranch704@outlook.com or the Branch office

Chaplain's Corner

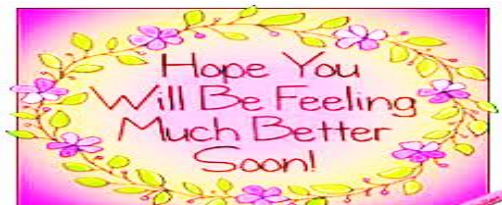
A Time to Love

What a great reminder that Valentine's Day is for us all. We show our love to friends and family in the ways we share with them. What a blessing it is to be able to express our love. Hopefully, our love overflows into others all year long.

Do you know that God loves you? He sacrificed his Son for us to show his love. God's love for us is unconditional

and finite. God commands us to love one another. *John 13:34* says, "A new command I give you: Love one another. As I have loved you, so must you love one another." Happy Valentine's Day.

Blessing to All,
Rick Evans 520-248-9643
Chaplain



GET WELL SOON

Brother Bruce Vanwinkle – Carrier Mountain View
Brother Mark Follet – Coronado

OUR DEEPEST SYMPATHIES

Sister Kerry Clark – Ft. Lowell - on the passing of her Father, Hugh.
Retired Brother Carmine Chester on the passing of his Wife, Anita, married 58 years.
Sister Lucy Hurtado – Mission- on the passing of her Mom.



Health Benefits Report

February is American Heart Month: 10 Tips for a Healthy Heart

Stop smoking. Quitting smoking is the best thing that can be done for the heart and for overall health.

Knowing your numbers. Know what your blood pressure is, your cholesterol and blood sugar levels, and your weight. It's important for you to know your numbers because these numbers are key indicators of your risk for serious cardiovascular health issues.

Screen for diabetes. According to the American Diabetes Association, all patients should be screened for diabetes at three-year intervals beginning at age 45, especially people who are overweight or obese.

Get Active. Heart pumping physical activity not only helps to prevent cardiovascular disease, but can also improve mental and physical health. Walking, jogging, bike, and swimming are all great forms of exercise.

Build some muscle. Strength training compliments cardiovascular exercise by toning muscles and burning fat. In addition, proper strength training can improve daily functional movements, decreasing the chance of injury.

Eat smart. A healthy diet full of heart-smart foods is essential to a healthy heart and lifestyle. Salmon, nuts, berries, and oats are a few of the heart "superfoods".

Limit junk. To reap the full benefits of a heart-healthy diet, it's important to limit intake of nutrient-poor junk foods. Added sugars, saturated fat and excessive sodium can all negatively impact heart health, as well as overall physical health.

Stress less. Stress increases cortisol, which leads to weight gain, a key risk factor for heart disease. In addition, stress can lead to other unhealthy habits, making it harder to stick to a heart-healthy program. Stress can also decrease overall happiness and increase the risk for anxiety and depression.

Sleep more. Sleeping restores the body, helps decrease stress and increases overall happiness. To reap the full benefits, clocking seven hours each night is key.

Smile. A happy heart is a healthy heart. Making time for enjoyable activities and hobbies helps relieve stress and improves the overall mood, providing a great foundation for a heart healthy lifestyle.

SOURCE: *bioIQ Solutions January 2022*

The best of health to you and yours!

BRUCE D JENKINS 520-273-4798
HEALTH BENEFIT REPRESENTATIVE

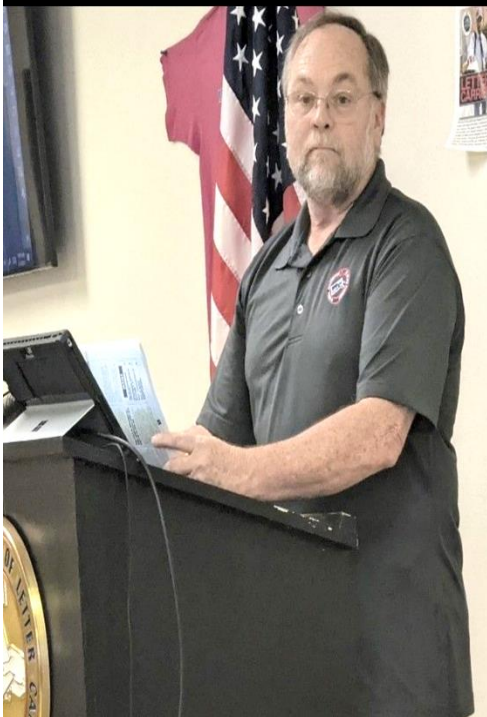
CONGRATULATIONS ON YOUR CONVERSION TO FULL TIME CARRIER

Jose Hernandez Jr. -Cherrybell
Alejandra Ponce – Casas Adobes
Shannon Black – San Xavier

David Alvarez – San Xavier
Hector Ibarra - Coronado
Sara Heneise – Casas Adobes

2022 STEWARDS COLLEGE

The NALC Steward College was held on February 15-17 in Tucson. Many Thanks to all that were able to attend. We want to give an EXTRA THANK YOU to NBA Dan Versluis, RNA John Robles and Legislative & Political Organized John Beaumont for sharing their experience and knowledge to our Stewards. Branch 704 was so proud to host.



Retiree Representative Report

We at Carl Kennedy Branch 704 with much anticipation, would like to announce that we are planning to resume our Retiree Luncheon on Sunday, December 4th, 2022, at the Desert Diamond Casino Conference Center, which is located at 7350 S. Nogales Hwy. Tucson, AZ 85756. This yearly event has been sorely missed by many of our recent and seasoned retirees.

Before the pandemic, our recently retired members along with our legends looked forward to this end of year gathering before the holidays. Enjoying a delicious meal, being recognized, and getting caught up on the latest news from the NALC Leadership. Then perhaps trying their luck in the casino if they chose to, afterwards. More details on lunch menus and hotel rates for our out-of-town attendees is forthcoming as it is received.

Due to circumstances, pandemic related or not, we at the branch have been unable to update the status of our retired members and their years of service pins. They are given for 25,30,35,40,45,50,55, and 60 years of NALC membership. Fifty-year NALC members achieve gold status and also are presented with a Gold card. A recent recipient of the much-coveted Gold card is James Szumski, whom has been retired for many years, but still attends branch meetings regularly.

Quite a few pin presentations have been missed due to our retirees not being able to assemble for our annual holiday luncheon since 2019. In the past if no holiday event was held, membership pins were presented at monthly branch meetings. Because of limited capacity and health protocols this has not been possible.

If you are a retiree and think you have reached one of these quinquennial milestones, please contact Marty at the branch office 520-323-2117 or leave a message with a call back number. If you prefer to text me, I will look up your membership status and get back to you when I am able to look up the information on the retired member roster at the branch. The pins are issued by NALC headquarters in Washington, DC so time must be allowed for delivery and presentation, usually at the retiree luncheon.

A much deserved thank you to our retiree volunteers who are always willing to give of their valuable time and help out at the branch and assist in preparing the monthly newsletter for mailing. Be well.

In Solidarity,
Art Higven 520-304-4196

MEMBERSHIP RECOGNITION

The NALC provides lapel pins in recognition for membership of 25 years or more, and for each additional five years. We also award Gold Cards for 50 years of membership, and plaques for 70 & 75 years of membership. The Gold Card comes with the added benefit of no more dues. All of these special awards are available upon request. Contact us if you think you are due a pin. We will check our records and request the awards from NALC Headquarters. Thanks to all of you for your loyal support.



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

Contract Talk

ARTICLE 19 - DIGNITY AND RESPECT

Letter Carriers throughout the country go to work each day with the commitment of a "Fair Days' work for a "Fair Days' pay." However, in some offices, Letter Carriers are being subjected to mistreatment by their supervisor during their normal course of duties which results in a poor working environment.

Here in the Tucson installation, local managers treat/allow Letter Carrier to be treated in ways that create a work environment which is unhealthy and unacceptable. Such work environments are often labeled as hostile or toxic. The mistreatment of Letter Carriers cannot be allowed to continue in these situations.

Management's treatment of Letter Carriers, at times, violates one or more contractual provisions prohibiting certain types of behavior and treatment. When this happens, Letter Carriers should speak to their Shop Steward. However, some Letter Carriers will not stand up for themselves for fear of retaliation from their supervisor or simply out of fear of admitting they are being bullied or harassed. Too often, some managers make these Letter Carriers feel like powerless victims with no hope in sight. Under no circumstance is there ever a legitimate reason for a Letter Carrier's supervisor to treat him/her in any way which lacks dignity and respect. There is never a situation that would justify such treatment. A few common causes of mistreatment by managers are pressure to make the numbers and meet workload projections, unhappiness with a carrier's performance, a personal dislike of the individual, poor management skills, or simply a lack of respect for others. These are only a few examples of the factors that contribute to supervisors mistreating Letter Carriers through harassment, intimidation, or bullying.

A supervisor solely relying on DOIS projections to determine a carrier's daily workload and using that information to harass or intimidate Letter Carriers into making those projections is a real-world example of abusive behavior. Another example might be a supervisor who screamed at or threatened a Letter Carrier that was expected to be back by 4 PM but did not return to the office until 6 PM, without informing their supervisor via PS Form 3996 or through a phone call to the office to say they would be late.

M-39, Section 115.4 Maintains mutual respect atmosphere. The National Agreement sets out the basic rules and rights governing management and employees in their dealings with each other, but it is the front-line manager

who controls management's attempt to maintain an atmosphere between employer and employee which assures mutual respect for each other's right and responsibilities.

Management not only has the right, but the responsibility to manage. Inherent in this responsibility is the obligation to set the tone as to how all employees will be treated. Management must maintain an atmosphere of dignity and respect.

The *National Agreement Article 14, Section 1. Responsibilities*, states "It is the responsibility of management to provide safe working conditions in all present and future installations and to develop a safe working force.

The *Employee Labor Relations Manual (ELM), Section 665.24, Violent and/or Threatening Behavior*, states: The Postal Service is committed to the principle that all employees have a basic right to a safe and humane working environment. To ensure this right, it is the unequivocal policy of the Postal Service that there must be no tolerance of violence or threats of violence by anyone at any level of the Postal Service. Similarly, there must be no tolerance of harassment, intimidation, threats, or bullying by anyone of any level.

How you handle a potentially hostile work environment is crucial. It is extremely important to fix the problem before it escalates and causes even greater problems. See your local Shop Steward immediately if you believe that you are a victim of mistreatment, harassment, intimidation or bullying by your supervisor.

In Solidarity,
Mark Follet, Vice-President/Steward Coronado Station



**MEETING
REMINDER**

Meeting Dates

Branch Meeting-Thursday, March 3, 2022

Stewards' Meeting-Thursday, March 17, 2022

E-Board Meeting-Thursday, March 31, 2022

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

MARCH 2022 **HAPPY**
St. Patrick's
Day!

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MARK FOLLET	VICE PRESIDENT
DON HICOK	RECORDING SECRETARY
LETTY RAMOS	FINANCIAL SECRETARY
ALEXIS PADILLA	TREASURER
BRUCE JENKINS	HB 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
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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
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VACANT	GREEN VALLEY	648-0095
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LILLIAN VALDEZ	MISSION	889-8828
JOE SCARAMELLA	MOUNTAIN VIEW	744-7097
JOHN THOME	RINCON	520-296-2816
AL MARTINEZ	SAFFORD	928-428-0220
JENNIFER BRANUM	SAN MANUEL	520-385-9341
ALEXIS PADILLA	SAN XAVIER	883-3284
ABRAHAM BUSTAMANTE	SAN XAVIER-ALT.	883-3284
AL MARTINEZ	SIERRA VISTA	520-458-0554
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JC MENA	SUN	881-1276
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