



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

PROUDLY SERVING

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March 2020

Email Address: nalcbranch704@outlook.com

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Congratulations On Your... Retirement!

Norma Fontes
Silverbell Station



Elma Dulay
Coronado Station



Tom Herst
Mountain View Station

*Not
Pictured.*

Chris Wachob
Sun Station



Conversion!

**Kimberly Davis
Conner Larson
Thomas Dardini
Andres Lopez**

**Mica Thomas
Julio Barraza
Les Sharff, Jr.**

WEBSITE: www.nalcbranch704.org

**Branch Meeting Thursday March 5, 2020 is to
begin promptly at 7:00 pm.**

President's Report

Dear Brothers and sisters,
National Convention Delegate letters have been sent to members who were elected to attend the Convention. The letters gave instructions for them to submit annual leave as soon as possible for Saturday, August 15, 2020 thru Sunday August 23, 2020 to attend the National Convention. The Convention starts on Monday, August 17th; Make sure you give yourself time to travel.

As a reminder, all housing reservations will be handled through NALC's official housing company. Delegates should not contact hotels directly if you are using the NALC housing for reservations at hotels. The Branch will provide information when we receive the credentials.

May 9, 2020 on Saturday will be the Food Drive this year. NALC is already gearing up for this year's Food Drive, last spring we collected 75.7 million pounds of food during the 27th annual food drive. Over the history of the food drive we have collected 1.75 billion pounds of food. For 2019 in Tucson we collected **234,119 pounds**. We are on track and have registered for the cards and the food bank is already looking at the Bags. We will have posters ready so we can advertise the Food Drive which I hope will bring awareness to the public and get them excited for the Food Drive on May 9th.

Choice Annual Leave Quota for Tucson Stations:
Fort Lowell-6, Mission-4, San Xavier-2, Rincon-11, Sun-9, Coronado-10, Casas Adobe-4, Desert Foothills-4, Silverbell-8, Cherrybell-4, Mountain View-3. Choice vacation period shall begin with the week containing May 1st and remains for a period of 52 consecutive weeks ending with the last full week in April, including the 3-week period immediately preceding Christmas and 1-week period containing Christmas.

Each carrier may make the following selections during choice vacation bidding: 1. one 5-day period or two 5-day periods, 2. one 10-day period, 3. one 10-day period and one 5-day period, 4. one 15-day period.

No employee may select three separate five-day periods prior to the established deadline. Scheduling of annual leave for the choice vacation selection period shall be by bidding seniority/relative standing. Annual leave will be done in triplicate on PS Form 3971. The second copy of Form 3971 will show the action taken (approve/disprove) and be returned to the employee no later than April 1.

It is important all carriers turn in PS Form 3971 in triplicate for Choice Vacation bidding and any other time you use annual leave, sick leave, or any other leave. Do not rely on management to fill out the PS Form 3971 for you correctly.

I'm sure you have heard about the M-01906 settlement provides that all CCAs in ANY size office with 30 months of relative standing on February 15, 2020 will be converted to career status within 60 days from the signing of the agreement on January 22, 2020. CCAs meeting these criteria in 200-workyear offices or larger will be converted to fulltime regulars and CCA meeting these criteria in all other offices will be converted to PTF. NALC projects this settlement will result in almost 4,800 CCAs conversions to career status including approx. 300 conversion to PTFs. This is great news for CCAs across the country that will be able to convert to career status. In our Branch we have received notice of three CCAs being converted, one CCA in Casa Grande, and two CCAs in Sierra Vista . Congratulations on your conversion to career status.

February 5th , the House of Representatives passed the USPS Fairness Act ([H.R. 2382](#)) in a 309 to 106 vote; this bipartisan bill seeks to end the mandate for the Postal Service to prefund retiree health care decades in advance. Passage of H.R. 2382 is a tremendous achievement for letter carriers and the broader postal community. This is the first major piece of legislation tackling postal issues that has passed the House of Representatives since the 2006 passage of the Postal Accountability and Enhancement Act, which forced the disastrous prefunding mandate onto our employer. NALC asks letter carriers to please thank their Members of Congress who voted in support of the bill. Grijalva voted Yes and Kirkpatrick was a no-vote here in Arizona.

Now that the bill has advanced through the House, it will be
President's Article (Cont. on page 3)

President's Article (Cont. from page 2)

up to the Senate to take action on [S-2965](#), the bipartisan companion bill. While the USPS Fairness Act S-2965 won't necessarily solve all the Postal Service's financial problems, this is an important step forward and we have an opportunity to get this done this year if we all get involved calling our senators on the need to repeal the prefunding mandate that is sponsored by Senator Steve Daines (R).

I would like to remind everyone that contributing to the LCPF is what gives the NALC the means to get the bipartisan bills passed as it takes time and effort on our part to talk with representatives. We need more volunteers to donate to the LCPF, if you want to help and cannot get involved using your time because of family or work, help with money and donate so we can continue to fight to protect the Postal Service and our benefits. You can talk with your stewards or come in anytime to the branch office and I will help you get set up to donate to the LCPF, 5 dollars can go a long way toward helping.

The Coronavirus is really bad in China and my prayers go to them to find a vaccine and be able to get medical attention. Here in the US we are fortunate that we don't have the coronavirus spreading like China, but we do have the flu making an appearance with several letter carriers and the flu is just as dangerous. If you get the flu please go to the doctor and get checked, if you have the flu and the doctor tells you to stay home, follow the recommendation given to you. If you come in to work when you are sick, you can spread the flu to your fellow coworkers. Remember not everyone reacts to the flu the same, what would be a few days in bed to some can be a hospital stay for another. Let's make sure we stay as healthy as possible and use the recommendations given at the stand-ups:

Avoid contact with people who are sick. Avoid touching your eyes, nose and mouth with unwashed hands. Stay home when you are sick. Cover your cough or sneeze with a tissue, then throw the tissue in the trash. Clean and disinfect frequently touched objects and surfaces. Wash your hands often with soap and water for at least 20 seconds, especially after going to the

bathroom; before eating; and after blowing your nose, coughing or sneezing. If soap and water are not available, use an alcohol-based hand sanitizer with at least 60-percent alcohol. Always wash hands with soap and water if hands are visibly dirty. If you do have the flu, make sure to request a FMLA for your absence so management doesn't use your sick leave absence against you. If you need help with your FMLA, call the branch office.

On January 26, 2020, Branch 576 hosted a Retirement Seminar given by National Director of Retirees, Dan Thoth and NBA, Dan Versluis. The Seminar was very informative and covered all aspects of retirement. I encourage anyone who is within 5 years of retirement, attend one of these retirement seminars to obtain information concerning your benefits and retirement pay. This Retirement Seminar is held annually in Phoenix, AZ. We are attempting to schedule one in the Tucson installation for those of you that cannot attend the one in Phoenix.

In Solidarity
Kathy Walter

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 2020-03 Issue #03
Organization: National Association of Letter Carriers, 2950 N. Country Club Road, Tucson, AZ 85716-1912

By making a contribution to the Letter Carrier Political Fund, you're 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 the employer of individuals whose contributions exceed \$200 in a calendar year.

Vice President Article

Over the last few weeks, the amount of complaints and reports of violations of the Contract have been increasing dramatically. Unacceptable treatment from supervisors, decisions being made with no common sense seem to be the plan of the day for management. I have spoken to many carriers who have called the Union office and expressed some of the anxiety caused by management placing carriers in positions that allow a no-win situation.

Bad management becomes entrenched when bad managers are allowed to continue in their positions long enough to become the “status quo”. Upper management becomes paralyzed by its own greed. The big bosses need these bad managers to provide the same false productivity numbers year after year, it’s very clear that we must protect each other by making sure that management follows the Contract and ensures that our rights are not violated.

What will it take from you to ensure that we are protected? First, make sure that you keep an eye open for any time you feel that you or another letter carrier are not being treated with dignity and respect by management. Second, we have to stand up for our own rights. Your Station Steward cannot do this alone. He/She will require your assistance whether it is just keeping your eyes and ears open for what may be possible violations of the Contract or writing a statement when a violation has occurred. Many times, a Steward or the Union Office will receive a complaint that appears to be a clear violation of the Contract. When asked to provide a statement, that person doesn’t want to get involved. I cannot tell you how difficult it is to file a grievance but not have anything to back up our argument. To be successful grieving an issue, we have to have statements and documented proof, not just rumors or anonymous statements.

The only way we can turn this around is by doing this together, supporting one another on the work-room floor no matter what our personal differences may be. Report any abusive or contractual violations to your Steward immediately. Remember, now

more than ever, we all need to pull together and let management know that they are not dealing with one disenchanted carrier. That is why we have a Union, so that we don’t have to face management by ourselves.

It’s clear that we are seeing an increased workload for our Stewards. Once again, I have to remind all of our Carriers that we have rights and we must enforce those rights and your Steward cannot do that alone. We need your help. When a violation occurs, you must request time from management to speak with your Steward.

As a reminder the 28th annual NALC Food Drive is May 9, 2020 and is just around the corner. We are looking for individual Station Food Drive Coordinators who will be able to keep track of the individual Station issues that can come up from time to time. If you are interested in helping out for this year’s Food Drive, please give me a call at the Union Office at 323-2117. This is the time of year that shelves at local community food banks are almost empty and the demand for food is even greater, especially for children getting assistance from school programs. This is our chance to make a difference for our community.

Fraternally,
Stuart Love
Vice President

Meeting Dates

**Branch Meeting-Thursday,
Mar 5, 2020 @ 7:00 pm**

**Stewards Meeting-Thursday,
Mar 19, 2020 @ 5:30 pm**

**Exec Board Meeting-Tuesday,
Mar 26, 2020 @ 6:00 pm**

Retirement Class at Branch 576, Phoenix AZ January 26, 2020

NBA Dan Versluis with AZ Carriers



Dan Toth

NALC Director of Retired Members



Dan Versluis with Branch 704 Members (l-r) | Crespo, K Walter, J Troutwine, L Pate, G Kelley, A Underwood, Linda Hyatt, Cindy Weltjen (not pictured)



Formal Step-A Report

During the month of January, 20 grievances were re-solved at the Formal Step-A level. A summary of the settled grievances is listed below:

FORMAL STEP-A:

- Settled **10** Letters of Warning by getting **8** reduced to an official Discussion, **1** reduced to a 3-month Letter of Warning, and **1** reduced to a 6-month Letter of Warning.
- Settled **4** 7-day suspensions, by getting **3** 7-day Suspensions reduced to a 6-month Letter of warning and 1 rescinded.
- Settled **1** 14-Day Suspension by **1** getting it reduced to a 6-month Letter of Warning .
- Settled **2** grievances where management failed to post vacant bid assignments in a timely manner by getting the successful bidders paid. **(Total \$750.00)**.

- Settled **2** 16.7 emergency placements by getting the emergency placements rescinded and the carriers paid for work hours missed **(Total \$139.47)**.
- Settled **1** grievance where management requested medical documentation for a scheduled medical appointment by getting that carrier paid his co-pay **(Total \$25.00)**.

During the month of January 8 grievances were appealed to Step B.

Management's failure to follow the contract cost the USPS **\$914.47** this month.

In Solidarity,
Stuart Love
Formal Step-A Representative

Contract Talk

Article 35: Employee Assistance Program

Part 1 of 2

Are you facing some type of adversity in your life or a family member's life which is affecting your home or work environments? You are not alone! At varying times in each of our lives we must face personal problems. Some problems are more easily resolved than others, but many can best be resolved with professional assistance. You are the most valuable asset to your family, the Union and to the U S Postal Service. Both you, as an employee, and the organizations benefit when employees have access to services that will help to maintain and enhance the quality of their lives. In response to this need the U S Postal Service and the NALC have agreed to a voluntary assistance program for the employee going through difficult times. This program is called USPS Employee Assistance Program. (EAP).

FAQs

Q: How are the services provided?

The services are provided via a contract between the Postal Service and the Department of Health and Human Services' Division of the Federal Occupational Health. All counselors have licenses and degrees in their field of expertise.

Q: Does the Union Support EAP?

Yes, the Union does support EAP via Article 35 Section 1 of the National Agreement.

Article 35 Section 1. Programs

The Employer and the Union express strong support for programs of self-help. The employer shall provide and maintain a program which shall encompass the education, identification, referral, guidance and follow-up of those employees afflicted by the disease of alcoholism and/or drug abuse. If an employee is referred to the EAP by the Employer, the EAP staff will have a reasonable period of time to evaluate the employee's progress in the program. This program of labor-management cooperation shall support the continuation of the EAP for alcohol, drug abuse and

other family and/or personal problems at the current level.

An employee's voluntary participation in the EAP for assistance with alcohol, and/or drug abuse will be considered in disciplinary action proceedings.

Q: How do I get started?

Check out www.EAP4YOU.com. The in-depth information you want most is a click away in easy-to-navigate links. The EAP website is a state-of-the-art site that offers many ways of receiving support, information and even counseling. You can use Talkspace for free and there are counseling modules on depression, stress, chronic pain, anxiety, substance use, insomnia, opioid recovery, mindfulness and meditation, balancing intense emotions. There is a counselor available for a live chat in real time; if you are having difficulty getting to what you need on the site.

Make the call to 800-327-4968 (TTY: 877-492-7341) and connect live with your EAP professional, who will answer the above phone numbers around the clock (24 hours), seven days a week and 365 days a year.

Q: Who can use the EAP?

Postal Service employees and their families, any legal dependent of the employee, and anyone living in the employee's household (except tenants).

Q: Does the employee have to make the initial contact for a family member?

No. Family members may access the service on their own behalf. The EAP is a voluntary service for those who choose to use it.

Remember EAP is a free, voluntary, and confidential program that offers assessment, referral, short-term counseling, and work/life consultation to postal employees, their family,

Contract Talk Article (Cont. on page 7)

Contract Talk Article (Cont. from page 6)
or anyone living in their household. The services under this program are provided to you free of charge and are completely confidential. There

should be no reason not to take advantage of this service when needed.

In Union Solidarity,
Mark Follet
Coronado Union Steward

Chaplain's Corner

Some people are thermometers. They merely register what is around them. If the situation is tight and pressurized, they register tension and irritability. If it's stormy, they register worry and fear. If its calm, quiet, and comfortable, they register relaxation and peacefulness.

Others, however, are thermostats. They regulate the atmosphere. They are the mature change-agents who never let the situation dictate to them.

Philippians 4:11. I have learned to be content in whatever circumstances I am.

Taken from *Bedside and Blessings* by Charles Swindoll.

Chaplain Rick Evans
Rick7evans@gmail.com
520-248-9643

**Condolences
Angie Gutierrez on
the loss of your
Grandmother.**

Health Benefit Report

Is an Alzheimer's Cure Any Closer?

We're getting better at understanding the lifestyle strategies that may help prevent dementia, but recent clinical trials "have not yielded the results that are desperately needed: more effective treatments for Alzheimer's," according to an editorial published in *The Journal of Prevention of Alzheimer's Disease* in September.

We may be moving closer to pharmaceutical solutions, says Lon Schneider, M.D. of the University of Southern California. But progress is slow and incremental. If you read about trials where one drug suddenly appears to be especially promising, "be cautious" he says. "It's unlikely that one single drug is going to have major effects".

We're getting better at understanding the root biological causes of dementia and Alzheimer's, says Heather Snyder, Ph.D. Of the Alzheimer's Association. But because these conditions are complex, she says, treatments will probably look like treatments for heart disease—where people combine medicine, diet, and exercise to address cholesterol, blood pressure, and the particulars of their individual condition.

Future treatment for Alzheimer's may prove to be most effective when multiple approaches are used together

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

**National Association of Letter Carriers
 Carl J. Kennedy Branch 704
 2950 N. Country Club Road
 Tucson, AZ 85716-1912
 Telephone: 520-323-2117
 March 2020 Newsletter**

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PETE TADEO

MIKE DONNELLY	BRUCE JENKINS
CATHY POULIN	JC MENA

CHAPLAIN

RICK EVANS

FORMAL A REPRESENTATIVE

STUART LOVE

323-2117

SHOP STEWARDS

VACANT	BISBEE	520-432-2626
WADE ALFORD	CASA GRANDE	520-836-7221
KIMBERLY DAVIS	CASAS ADOBES	531-0693
VINCE TRUJILLO	CHERRYBELL	388-5182
GEORGE DALEY	COOLIDGE	520-723-3011
MARK FOLLET	CORONADO	571-7245
DIMAS GONZALEZ	CORONADO	571-7279
MIKE DONNELLY	DESERT FOOTHILLS	615-9032
BARBARA MADDUX	DOUGLAS	520-634-3631
TIFFANY EGGERT	FT LOWELL	290-9723
JUSTIN BRANDT	GLOBE	928-425-2381
CLAUDIO RETES	GREEN VALLEY	648-0095
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VINNY ERRICO	RINCON	296-2816
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AL MARTINEZ	SIERRA VISTA	520-458-0554
VACANT	SILVERBELL	388-9257
VACANT	SILVERBELL	388-9572
JC MENA	SUN	881-1276
JOE SCARAMELLA	SUN	881-1254
VACANT	WILLCOX	520-384-2689