

THE LETTER CARRIER REPORTER



CARL J KENNEDY BRANCH PROUDLY SERVING

TUCSON • GREEN VALLEY • SIERRA VISTA • CASA GRANDE • SAFFORD
DOUGLAS • GLOBE • WILLCOX • COOLIDGE • SAN MANUEL • MIAMI • BISBEE

March 2023

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Printed by Branch 704



Brian Kirkman
Desert Foothills



Don Casey
Rincon



Robert Haggerty
Coronado



Tom Rhoads
Rincon

Ray Cruz Garcia—Casa Grande and **William Mendiola**—Rincon

Congratulations to all of our new retirees!

NEXT UNION MEETING FIRST THURSDAY OF THE MONTH: March 2nd
Meeting will begin promptly at 7:00PM

PRESIDENT'S REPORT

Dear Brothers and Sisters,

The rumors of the route inspections being cancelled are not true, based on the schedule set with the TIAREAP Teams these stations/Post Offices will be having their "Live Weeks" on the following dates:

1. Tucson Mountain View – (85741) – "Live Week" is FEB 25 – MAR 3.
2. Green Valley Main Office – (85614) – "Live Week" is MAR 18 – 24.
3. Desert Foothills – (85718) – "Live Week" is APR 29 – MAY 5
4. Tucson Sun – (85716) – "Live Week" is APR 29 – MAY 5.

I have been asked several questions concerning the "Live Weeks". Some of the questions are as follows:

Can I count my mail during the live week? I was informed that you cannot since you need to go about your day as normal. Office time used will be, either the regular carrier's (or mutually agreed-upon replacement carrier's) actual average total office time (including auxiliary assistance) for the data analysis review period, or the estimated standard for the route using the average cased volume on the route for the data analysis review period, whichever is lower. The Handbook M-41, City Delivery Carriers Duties and Responsibilities defines the estimated office standard as the sum of the following: the average cased letters divided by 18, plus the average cased flats divided by eight, plus the average cased letters and flats divided by 70, plus the fixed office time.

Will there be a supervisor following me on the street on the "Live Week"? No, DSR technology uses the MDD breadcrumb data to digitally record carrier route activities. This breadcrumb data is then used by the program to create, in essence, a daily virtual PS Form 3999, Inspection of Letter Carrier Route. This digital PS Form 3999, titled PS Form 3999-DSR, eliminates the need for an in-person inspector to conduct a traditional PS Form 3999. Each route's evaluation and adjustment are based on the regular (or jointly agreed-upon replacement) carrier's actual performance on the route. There are no projections involved and far fewer clock ring inaccuracies.

How will they know whether information is good or not if it's all done by the scanner? In a zone selected for evaluation using TIAREAP, most carriers can expect a minimum of three consultations conducted with each regular carrier (or mutually agreed-upon replacement carrier). These consultations are identified as a Live Week consultation(s); an evaluation consultation, and an adjustment consultation. In most offices, these consultations will be conducted virtually via video communication between the regular carrier and the REAT. During the Live Week, the REAT will review the DSR data collected each day to verify recorded street times and activities, and to correct these entries as necessary using the carrier's input.

Any route or zone adjusted using TIAREAP is subject to an automatic review by the DLT within 90 days of the implementation of the adjustments. If the DLT determines

that a follow-up evaluation is needed, the DLT will either conduct the review or assign it to a REAT. Days 30-60 following the implementation of the route adjustment will be used for the follow-up evaluation, analysis and, if necessary, implementation of

subsequent adjustments, unless the route evaluation and adjustment team mutually agree to use a different period. During the review, all routes in a zone will be evaluated, but territory adjustments will be made only to those routes necessary to adjust all routes as near to eight hours as possible.

Will the branch be having route inspection classes? No, since the new process does not use PS Form 1838 or the PS Form 3999 on the Live Weeks. This does not mean management won't use them, just not during "Live Week" or route inspection week.

Daily posting of the Workhour Workload Report gives every letter carrier the opportunity to review data recorded for his or her assignment daily. Workhour Workload Report applies to all offices nationwide, regardless of whether they are or are not being evaluated and adjusted. A good practice is to check this data every morning for the day prior, to insure all the information for your route was accurately inputted. Edit Book accuracy is important for this process! Carriers should be working on the Edit Books each month. If you have questions, talk with your steward or call the branch office.

At the Branch meeting held on 2/2/23, eight (8) proposed by-laws were put to the members for a vote and thanks to all the members that attended, these by-laws were voted overwhelmingly in favor of the changes to include the Webex in the language of our by-laws. Once we receive approval from National, we will post updated branch by-laws on the Branch 704 web page for your reading. All members are invited and encouraged to attend Branch meetings which are held on the first Thursday of the month at 7:00pm. If you would like to come in person, please let us know by calling the branch office at 520-323- 2117... or, if you would like to participate via WebEx, call the office and give them your personal email so the branch can send an invite so you can attend through WebEx.

Tucson will be making arrangements for a retirement seminar at the branch in the fall of this year for those that didn't make it to the retirement seminar at the PHX Branch 1902 on Sunday, 2/5/23. As soon as we can get confirmation, we will let everyone know so you can reserve the day if interested.

This year's Food Drive will be on Saturday, May 13, 2023. Stewards will be taking orders at the stations/Post Offices for Food Drive T-Shirts. The Color of the shirt will be Charcoal (dark gray) with a pocket in front and the cartoon on the back of the shirt. Prices are as follows: Med to XL @ \$15.00, 2XL @ \$16.00, 3XL @ \$17.00 and 4XL @ \$19.00. Employees can order a T-Shirt through their shop steward or by calling the branch office and must pay when the shirt comes in. Deadline for all orders is 3/2/23.

In Solidarity,
Kathy Walter
President

FROM THE DESK OF THE VICE PRESIDENT

The Labor Relations climate has taken a great downward trend! In fact, it is just plain broke! Management seems to have taken the position that your rights as members of the NALC are of no importance and getting the numbers are the only things that matter! We have a long way to go in working toward a professional and cooperative process that involves changing the workplace climate between NALC stewards, NALC Formal A, City Letter Carriers, activists, supervisors, management's Formal A and middle and upper management. Management seems it doesn't need to follow the contract or the grievance process and that they can do and will do what ever they want. How else can you explain why management doesn't want to settle at the lowest possible level. For example, the Union is having to send Article 8, (working 8 hours only carriers over 8 hours and forcing work assignment off their routes), for an hour or less to the next level which is Step B team.

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. We can't continue to let management place our carriers in positions that allow a no-win situations or cause them anxiety!

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 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 and not have any statements to back up our argument. To be successful grieving an issue, we have to have detailed 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 workroom 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 disenchanting 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 and increased workload

for our Stewards and Formal A! Once again, I have to remind all of our Carriers that we have rights and we must enforce those rights and your Steward and Formal A cannot do that alone! We need your help! When a violation occurs, you must request time from management to speak with your Steward.

Your NALC Stewards and Formal A have done a tremendous job in bringing justice to the job and branch and I can't thank them enough for their sacrifice and representing letter carriers in every facet of the contract. They not only serve as contract enforcers but as organizers, counselors, and activists to name a few. If you haven't already done so please thank your steward and Formal A and let them know that you appreciate their efforts!

UP COMING EVENTS

April 1 Non-choice annual leave submissions may begin.

April 27 thru **28** Arizona State Association of Letter Carriers State Convention at Twin Arrows Casino Resort, 22181 Resort Boulevard Exit 219, I-40 Flagstaff, Arizona 86004. Telephone No.: (928) 856-7145 or (855) 946-8946. Room Cost: \$135.00 daily rate good 3 days prior and after convention. Hospitality Night is 4/27 at 7:00 PM; 4/28, Friday Registration at 7:00 AM with General Session starting at 8:00 AM and 4/29 Saturday General session start at 8:00 AM. Please make reservations 30 days prior to convention. Check ASALC Website: aslc.org

May 13 National Stamp Out Hunger Food Drive. Dan Turrentine is the branch coordinator for the food drive. We are looking for individual Station Food Drive Coordinators. If interested in helping out for this year's Food Drive, please call the Union Office at (520) 323-2117.

May 14 - Mother's Day honoring mothers and grandmothers for their contributions to our families, communities and society.

May 29 - Memorial Day honoring those who died while serving in the United States military.

June 19 - Juneteenth National Independence Day is a federal holiday commemorating the end of slavery in the United States.

June 30 - Deadline for submitting for the Gerald Patrick Gaskin Scholarship for college. If interested in the scholarship, please contact the Union Office at (520) 323-2117

Until next month, be safe, healthy and aware!

Fraternally,
Mark Follet
Vice President

Chaplain's Corner

Can You Sleep While the Wind Blows?

Years ago, a farmer owned land along the Atlantic seacoast. He constantly advertised for hired hands. Most people were reluctant to work farms along the Atlantic. They dreaded the awful storms that raged across the Atlantic, wrecking havoc on the buildings and crops.

As the farmer interviewed applicants for the job, he received a steady stream of refusals. Finally, a short, thin man, well past middle age, approached the farmer. "Are you a good farm hand?" the farmer asked him. "Well, I can sleep when the wind blows," answered the little man. Although puzzled by the answer, the farmer, desperate for help, hired him. The little man worked well around the farm, busy from dawn to dusk, and the farmer felt satisfied with the man's work.

Then one night the wind howled loudly in from offshore. Jumping out of bed, the farmer grabbed a lantern and rushed next door to the hired hand's sleeping quarters. He shook the little man and yelled. "Get Up! A storm is coming! Tie things down before they blow away!" The little man rolled over in bed and said firmly, "No sir. I told you I can sleep when the wind blows."

Enraged by his response, the farmer was tempted to fire him on the spot. Instead, he hurried outside to prepare for the storm. To his amazement, he discovered that all of the haystacks had been covered with tarpaulins. The cows were in the barn, the chickens were in the coops, and the doors were barred. The shutters were tightly secured. Everything was tied down. Nothing could blow away. The farmer then understood what his hired hand meant, so he returned to his bed to also sleep while the wind blew.

The Moral of the story. When you're prepared, spiritually, mentally, and physically, you have nothing to fear. Can you sleep when the wind blows through your life? The hired hand in the story was able to sleep because he secured the farm against the storm. We secure ourselves against the storms of life by grounding ourselves in the Word of God. We don't need to understand, we just need to hold His hand to have peace in the middle of storms.

Author- Unknown

Blessing's to All,

Rick Evans

520-248-9643

Chaplain

RETIREE REPORT

In June 2022 the Thrift Savings Plan (TSP) switched to a new vendor, Accenture, thus a new website portal and all kinds of issues with the transition. The Thriftline customer service number was flooded with phone calls and very long wait times. Participants were unable to log into their accounts. Most issues have been resolved, the app is helpful but there still seems to be some communication of information problems. Navigating the site is great, but you can only go back 10 yrs if you want information on past contributions and account value.

Now it's 2023 and there appears to be a potential problem with those participants turning 73 this year and Required Minimum Distributions (RMD). If no Direct Deposit account is set up in your account, the RMD for 2023 will be mailed to your permanent address on file in the form of a paper check from the US Treasury. If this is preferred, then setting up Direct Deposit is not necessary. Those that would like the RMD or amount withdrawn to be direct deposited will need to log in to their account and enter appropriate banking information at least 7 days before the withdrawal transaction.

It was great to see the attendance at the Thursday, February 2nd branch meeting. Despite the previous dispensation from former NALC president Fred Rolando not being removed, live and WebEx attendance was very encouraging. NALC president Brian Renfroe has extended the coronavirus dispensation until June 30, 2023. New and regular member participation is always welcome.

Thank you to all the retiree volunteers who give their valuable time to help out at the branch office in many ways including the preparation of the monthly newsletter for mailing. Special thanks to our retiree and Sargent of Arms, Royce Kelly, who is now also our Office Assistant. Stay safe, be well.

In Solidarity,

Art Higven

520-304-4196

Condolences

To family of **Hector Ibarra** of Coronado, on the loss of his Mother.

CALENDAR DATES

Branch Meeting

Thursday, March 2nd, 7:00pm

Steward's Meeting

Thursday, March 16th, 5:30pm

E-Board Meeting

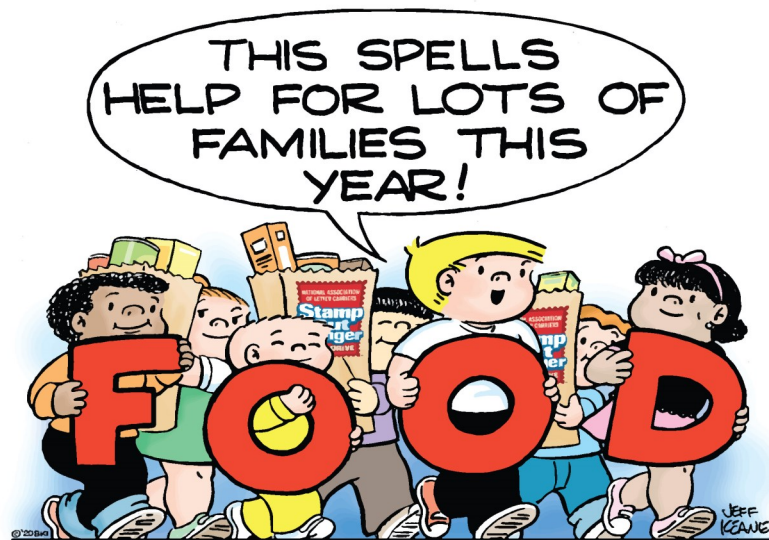
Thursday, March 30th, 6pm

Branch Policy Guide for Webex

When the branch is voting any business, the members on the Webex need to be visible on video and affirm either with their hand raised or voice that they are voting yes, no, or to abstain.

Those that do not have video when the vote is called will be asked to identify themselves with their name, station if active, or retired to vote.

If they would like to speak on a motion, then they can either put on the chat the question or ask on the chat for time to speak on video. If they are not visible, then they need to identify themselves with their name, station if active, or retired to have time to speak to the branch members.



LETTER CARRIERS' FOOD DRIVE

PUT YOUR NON-PERISHABLE DONATION IN A BAG BY YOUR MAILBOX.
WE'LL DELIVER IT TO A LOCAL FOOD BANK.

Stewards will be getting orders for Food Drive T-Shirts, this year Food Drive will be May 13, 2023. The Color of the shirt will be Charcoal that looks like a dark grey with a pocket in front and the cartoon on the back of the shirt. Med thru XLG: \$15.00/XXLG: \$16.00/XXXLG: \$17.00/XXXXLG: \$19.00. Employees can order a T-Shirt with shop steward or call the branch office and pay when the shirt comes in, deadline for all orders is 3/2/23.

CONTRACT TALK

VACATION BIDDING

The 2023 leave year is upon us and the process for bidding annual leave in Tucson has started to occur in February at your station. The beginning date of the new annual leave year is the first full pay period in the new calendar year. On February 1, 2023, your Union Steward and management had a meeting to determine the leave quota for your station for the upcoming leave year. The leave quota for the Tucson Installation is 12% of the **career letter carriers/CCAs** on the station rolls as of February 1 of each year.

The 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, excluding the (3) three-week period immediately preceding Christmas and the (1) on-week period containing Christmas. This (4) four-week exclusion period surrounding Christmas is considered a non-choice period in which leave shall be at the discretion of management. Management may accept Choice Vacation bidding leave submissions beginning February 1, 2023 and leave applications for choice vacation bidding must be submitted no later than the close of business on March 1, 2023.

Each carrier may make the following selections during the 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. No employee may be scheduled in excess of entitled choice selection leave if such scheduling deprives another employee of an entitled choice during the choice selection period. Scheduling of annual leave for the Choice Vacation Selection period shall be by bidding **seniority/relative standing** within each unit/station.

Employees ineligible by seniority for their choice selection(s) shall be consulted and allowed another choice before scheduling junior employee for annual leave during the choice selection period. Submission for Annual Leave will be **done in triplicate on PS Form 3971**. The first copy of PS Form 3971 is for Management's records. The second copy of Form 3971 will show the action taken (approved/disapproved) and be returned to the employee no later than April 1st. The third copy of Form 3971 is your receipt that you submitted the request (**This is your proof of submission of your leave request!**).

CONTRACT TALK cont.

Requests for annual leave for full week leave periods, after the completion of the Choice Vacation Selection period, are limited only by the individual employee's leave balance and the leave (%) quota. These non-choice submissions begin each April 1st and may be submitted up to the close of business of the Tuesday prior to the affected service week. This was extracted from the Tucson Local Memorandum of Understanding. **Associate Offices please check with your Local Memorandum of Understanding.**

PAY PERIOD 3 IS WHEN YOUR ANNUAL LEAVE FOR 2023 WILL BE ADVANCED AND CREDITED TO YOU. THE DATES FOR PAY PERIOD 3 IS 14 JANUARY THROUGH 27 JANUARY 2023, EXTENDS FOR 26 FULL PAY PERIODS, AND ENDS JANUARY 12, 2024 (PAY PERIOD 02-2024).

It is never too early to plan for your vacation time. Everyone needs to recharge and relax and forget about work!

In Solidarity,
Mark Follet
Vice President

HEALTH BENEFITS REPORT

Heart disease is the leading cause of death for both men and women. You can make healthy changes to lower your risk of developing heart disease. Controlling and preventing risk factors is also important for people who already have heart disease. To lower your risk:

- * watch your weight
- * quit smoking and stay away from secondhand smoke
- * control your cholesterol and blood pressure
- * if you drink alcohol, drink in moderation
- * get active and eat healthy

Heart Attack and Stroke Symptoms: Warning Signs

Heart Attack Symptoms

Chest Discomfort - most heart attacks involve discomfort in the center of the chest that lasts more than a few minutes, or that goes away and comes back. It can feel like uncomfortable pressure, squeezing, fullness, or pain. Discomfort in other areas of the upper body - can include pain or discomfort in one or both arms, the back, neck, jaw, or stomach.

Shortness of breath - with or without chest discomfort

Other signs may include breaking out in a cold sweat, nausea, or lightheadedness

Stroke Symptoms Spot a stroke *F.A.S.T.*

Face Drooping Does one side of the face droop or is it numb? Ask the person to smile.

Arm Weakness Is one arm weak or numb? Ask the person to raise both arms. Does one arm drift downward?

Speech Difficulty Is speech slurred, are they unable to speak, or are they hard to understand? Ask the person to repeat a simple sentence, like "the sky is blue." Is the sentence repeated correctly?

Time to Call 9-1-1 If the person shows any of these symptoms, call 9-1-1 and get them to the hospital immediately.

NATIONAL ASSOCIATION OF LETTER CARRIERS

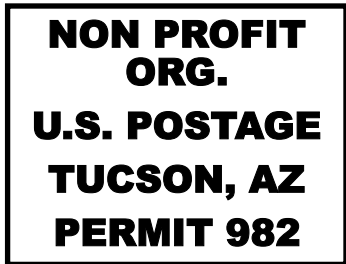
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ART HIGVEN..... Retiree Representative

ROYCE KELLY.....Sergeant-At-Arms

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