



CARL J. KENNEDY BRANCH 704

THE LETTER CARRIER REPORTER

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May 2019

Email Address: nalcbranch704@outlook.com

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CONGRATULATIONS... On Your Retirement!

Bernie Huerta
Fort Lowell Station

Art Castaneda
Silverbell Station



**Moses
Valencia**
From
Desert
Foothills
Station

*-Not
Pictured-*



On Your Conversion to Career City Carrier!

Robert Gutierrez

George Murphy

Michael Nelson

Christopher Oquendo

Joseangel Pro Enriquez

Isaac Silva

William Trujillo

Mario Curiel

Norma Villegas

Michael Warner

Priscilla Zazueta

WEBSITE: www.nalcbranch704.org

**Next Union Meeting Thursday May 2, 2019,
to begin promptly at 7:00 pm.**

President's Report

Dear Brothers and Sisters,

The House and Senate go on recess for two weeks, which means lawmakers will be heading home to their respective districts and states through Monday, April 29th. This is an excellent time for letter carriers to reach out to their Senators and their members of Congress and educate them on our priority issues.

With lawmakers back in their districts and states for the next two weeks, letter carriers should use this recess as an opportunity to get in contact, visit district field offices, attend town hall meetings or other public events and be clear that we need support on our issues.

Get involved, regardless of your party affiliation, the Post Office can change due to proposed House Resolutions and this will affect your jobs.

You can go to NALC.ORG/government-affairs/news/ updates, then locate your member of Congress or Senator and ask House members to support our House resolutions:

- House Resolution 23 (H. Res. 23) – Door Delivery
Co-sponsors: 152 (124 Democrats – 28 Republicans)
- House Resolution 33 (H. Res. 33) – Anti-privatization
Co-sponsors: 221 (189 Democrats – 32 Republicans)
- House Resolution 54 (H. Res. 54) – Six-day Delivery
Co-sponsors: 206 (154 Democrats – 52 Republicans)
- House Resolution 60 (H. Res. 60) – Service Standards
Co-sponsors: 135 (115 Democrats – 20 Republicans)

I want to thank interim Vice President Mark Follet, he served as Vice President from January 7, to April 4th, 2019. Mark came in on his NS days to help organize the Vice President's Office and helped in the office, participated in the station visits, worked on a Formal Step-A grievance which was adjudicated in the grievant's favor and he wrote very good articles for the newsletter and helped with projects. I am grateful for the opportunity to get to know him better and appreciate the qualities he brings to the Branch; I hope you had an opportunity to get to know him also.

I have appointed interim Vice President Claudio Retes for the next three months; he has been a shop steward in Green Valley for five years. He is an E-Board Trustee, has participated in NALC/AFL-CIO efforts to get union households to vote for NALC friendly Candidates for the

Senate and Congress. I look forward to working with him for the next three months.

We held a CCA/New Regulars' Class on April 17, 2019. Region 4 Business Agent, Dan Versluis, answered a variety of questions on subjects that were important to the members present. He also gave information pertinent to our brothers and sisters that will help them moving forward in their careers. I want to thank Dan and National for attending. The candidates for interim Vice Presidents got opportunities to talk on subjects that would help CCAs and regular city carriers in their daily performance of their jobs and gave them exposure in talking to a large class. I want to thank everyone for participating and coming to the class. I received good feedback and will plan to have more classes in the future.

Route inspections at San Xavier, Coronado and Sun Station will be over by the time this newsletter gets out. I have been to each station while the route inspection is going on to see that we have as few issues as possible at the stations. That is not to say that there have been no issues. While you may think that everything is done, this is really the time to pay attention to what times have been disallowed on your PS Form 1838s and make sure it is accurately recorded. Also, management will soon be conducting the carrier consultations, which is important that you know what should happen.

Management must provide copies of the PS Form 1840s at least one day prior to the consultation; this completed copy must contain: 1. Totals and averages from 1838, 2. Day of inspection data. 3. Examiner's comments. 4. Analysis of office work functions. 5. Time recordings. Also, must have the copy of the reverse Form 1840 that contains 1. All time disallowances and 2. Related comments.

With this information you must discuss the 1. Mail volume, 2. Evaluation of the route, 3. Any time adjustments to evaluated street time based on alleged improper practices or operational changes, 4. Any adjustments of the evaluated street time based on a claim that conditions during 8-week
(President Article Cont. on page 3)

(President Article Cont. from page 2)

timecard period or week of count were not normal, so as to justify not including such day based on street computation.

With this information management must enter your comments, recommendations, whether you agree or disagree, the reasons you agree or disagree. Once you give them your comments management is not allowed to require you to sign a statement during the consultations.

I know you will go in to the consultations thinking it doesn't matter what you say, that management will do whatever they want anyway, but if you do not give comments that are constructive and pertinent to your route how will they know whether what they propose makes sense or not and whether the union needs to help make your point? Be involved in the decisions being made on your route, if you have any questions get with your shop steward or the branch office and let them know, ask questions.

The USPS has sent notification that they intend to test a seat with heating and cooling element in long-life and flex-fuel vehicles. They identified six test sites with a total of eight vehicles with the test seats. Testing will begin May 1, 2019 and last for six months. The test vehicles will rotate amongst the carriers in the test sites. USPS will use survey to collect information regarding the test seats. NALC will visit test sites to observe the testing and obtain carrier feedback on the effectiveness of the proposed seats. Casa Grande AZ 85122 will be one of the test sites. I am curious to hear from the Casa Grande carriers how this works for them, and does it work with our extreme summers.

It's going to start to get hot again and the weather will be a major factor at work each day. Each year we try to get out information on how to stay hydrated and protect yourselves from getting heat related illness or injuries, yet we still have a few people that get sick because of the heat. Having a heat related illness previously will make you more prone to getting sick sooner again. You need to take precautions to make sure you stay as healthy as possible.

Employees can be affected for life when they get so dehydrated, there are some tragic stories of carriers harmed for the rest of their lives. Take a good towel or rag that you can use to soak and put over your head or around your neck, take gallon jugs or coolers of water

out with you, drink every 15 minutes, take Gatorade or Power Ade drinks for electrolytes. These are just some of the things you need on the route but the important thing to do is make sure you're hydrating the night before so when you start in the morning you're not already in a deficit of water in your body. Stay safe and hydrate.

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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Vice President Article

Greetings Brothers and Sisters,

Sadly, this will be my last Vice President Article! My interim time as Vice President has come to an end. I hope my articles were beneficial and informative to you our members. I would like to thank President Kathy Walter for the opportunity to be an interim Vice President. I would like to wish our next interim Vice President, Claudio Retes the best during his term as Vice President.

A very important event occurred this past March that affected every past, present and future Postal Employee! This also was a major event in the history of the United States and occurred 49 years ago. Time magazine had the headline that read, "The Strike that Stunned the Country." President Nixon called out the United States armed forces and the National Guard in an attempt to break the strike and to help process the mail. The strike crippled the nation's mail system. The stock market fell due to the strike's effect on trading volume. Some feared that the stock market would have to close entirely. What was this strike? It was the U. S. Postal Strike of 1970. It was an eight-day (March 18 through 25, 1970) strike by federal postal workers. The strike began in New York City and spread across the country. The strike against the federal government, regarded as illegal, was the largest wildcat strike in U. S. history. It led to the first national postal stoppage in the U. S. Approximately 200,000 workers participated in the strike. It was the first and largest walkout ever against the Federal Government.

What caused the strike? At the time, postal workers were not permitted by law to engage in collective bargaining. Striking postal workers felt wages were low, benefits poor and working conditions unhealthy and unsafe. Plenty of postal workers actually qualified for food stamps. The U. S. Post Office Department's management was outdated and according to the workers, haphazard. Postal union lobbying of Congress had proven fruitless. Some could call it collective begging. An immediate trigger for the strike was a Congressional decision to raise the wages of postal workers by only 4% at the same time as Congress raised its own pay by 41%.

The strike result was that the Post Office Department finally figured out it needed postal workers. It went into

serious bargaining with the postal unions. Within one day, they reached a preliminary agreement and the postal workers went back on the job. After a final agreement was hammered out a month later, the postal workers won a 6% wage increase-and that summer, President Nixon signed the Postal Reorganization Act; the postal workers earned an additional 8% raise.

The Postal Reorganization Act of 1970 transformed the Post Office into the more corporate United States Postal Service and guaranteed collective bargaining rights (though not the right to strike.) Postal workers and the unions earned the right to bargain collectively for wages, benefits and working conditions. Postal workers and the union achieved a binding arbitration process for resolving contract disputes.

The point to this is all the improvement to postal workers' salary and conditions happened because of the union and its members. I urge all NALC members to recruit co-workers to "join the union, because it makes us so much more powerful." The more unified we are the better it will be for upcoming contract negotiations and our branch and union as a whole. Please as a member become more involved in our branch and the union. You can volunteer at the branch, gain a better understanding of NALC history, come to branch meetings or become a customer connect coordinator for your station among other things. Sign up to receive alerts and updates about legislative activities that affect postal workers and then contact our legislative representatives to ask them to vote for or against the issue. **Remember that the Congress, the Senate and the President can wipe all this out with the passage of legislative action and a signature!!!**

We have a member that was involved in the strike. He is Ray Root, our Health Benefits Representative. Please go up to him and thank him for what he and the other strikers did for us and our union!

Our union is gearing up for Contract negotiations, but our sister APWU is entering the final phase interest arbitration. We can see this as a possible blueprint on what the Postal Service Management will try to use in our contract negotiation. Here is a short list of what the USPS Management is proposing for the interested arbitration.

(Vice President Article Cont. on page 5)

(Vice President Article Cont. from page 4)

- No increase in pay rates – a freeze for current employees;
- One lump-sum payment in lieu of the usual annual pay raise (This is not good since this will affect what our salary for retirement will be based on. It doesn't add to our salary.)
- Lump sum payments in lieu of COLAs (Again this does not roll into our salary for retirement.)
- Decreasing the career workforce;
- Increasing the percentage of non-career employees to 25%;
- Pay and benefits substantially cut for all future conversion to career and future hires;
- Current career employees with less than six years seniority must work 15 years to gain “no lay-off” protection;
- Elimination of no lay-off provision for all future workers;
- Eliminate all existing Local Memos;

- **Eliminate any on-the-clock steward union time to represent employees.**

The USPS Management is using the Task force report, “United States Postal Service: a Sustainable Path Forward,” as one of their guidelines in negotiations. Management’s proposals are regressive and defeat all the hard that the 1970 strikers earned. It appears that the USPS management again does not respect postal workers.

I would like to again thank everyone for letting me be your Vice President!

In Solidarity,
Mark Follet
Vice President

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 2019-05 Issue #05
Organization:
National Association of Letter Carriers,
2950 N. Country Club Road, Tucson, AZ 85716-1912

Formal Step-A Report

During the month of March, 10 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 3-month LOW.
- Settled 1 7-Day Suspension by getting the suspension reduced to a 5-Month Letter of Warning.
- Settled 1 16.7 emergency placement by getting the emergency placement rescinded and the carrier paid for work hours missed (**Total: \$26.45**)
- Settled 4 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: \$6,752.52**).

- Settled 1 grievance where management failed to follow the holiday pecking order and forced non-OTDL to work overtime by getting those carriers paid the appropriate premium payment (**Total: \$185.34**).
- Settled 1 grievance where management failed to post vacant bid assignments in a timely manner by getting the successful bidders of those routes paid \$250.00 each (**Total: \$1,500.00**)

We appealed 7 grievances to Step B during the month of March.

Management’s failure to follow the contract at the Formal A cost the USPS

\$8,464.31 this month.

In Solidarity,
Stuart Love
Formal Step-A Representative

Contract Talk

As City Carriers we come to work daily, following the rules set forth by management yet management continues to manipulate the National Agreement.

Q: I have an opt where the regular is in a 204B status. If the 204B comes back to work on my opt is the opt broken?

A: National Agreement states an employee in a 204B status as a supervisor shall not perform bargaining unit work while he/she is in a 204B status. PS Form 1723, Assignment Order, is the controlling document to be used in determining when the employee is in a 204B status. Furthermore, the Step 4 Settlement M-00755 reads that "in accordance with Article 41, Section 1.A.2, of the National Agreement, Form 1723 shall be provided to the union showing the beginning and ending times of the detail. Such copies of Form 1723 should be provided to the union in advance of the detail or modification thereto." If the 204B is higher level then no, the opt is not broken, but if the 204B is a carrier then yes.

Q: Management ask me to do a Change of Schedule because they want to avoid paying overtime on my normal N/S day.

A: There may be situations in which full-time employees wish to have their regular schedules temporarily changed for their own convenience. Out-of-schedule premium is not paid when a change in a full-time employee's schedule meets all three of the following criteria:

1. The requested change in schedule is for the personal convenience of the employee-not for the convenience of management.
2. The employee has signed a PS Form 3189, Request for Temporary Schedule Change for Personal Convenience.
3. Management and the union's representative (normally the certified steward in the employee's work location) agree to the change and both sign the PS Form 3189.

If all three criteria are not met, management cannot ask you to do a change of schedule to avoid paying overtime on a normal N/S day.

Q: When I am forced to work my N/S day, do I get to work on my route?

A: The Local Memorandum of Understanding states: If a regular carrier is called in on the non-scheduled day, management will displace the T-6 to another route on their string of routes only if another route within the string is vacant. Otherwise, the full-time carrier working on a non-scheduled day will be assigned where needed.

Q: I am a work assignment carrier; can management take away my requested overtime?

A: Management may assign an employee from the regular ODL to work regular overtime to avoid paying penalty pay to a carrier who has signed for Work Assignment overtime. This exception does not apply during the December exclusion period when penalty overtime is not paid. Management may always assign another carrier to perform the work at the straight-time rate rather than assigning overtime to a carrier on the Work Assignment List. Management may also assign PTFs and CCAs at the straight time or overtime rate.

These are just an example of questions asked daily. If you feel your Rights have been violated, ask to see your shop steward to investigate the issue.

United,
Vince Trujillo
Steward Cherrybell

Meeting Dates

**Branch Meeting-Thursday,
May 2, 2019 @ 7:00 pm**

**Stewards Meeting-Thursday,
May 16, 2019 @ 5:30 pm**

**Exec. Board Meeting-Thursday,
May 30, 2019 @ 6:00 pm**

Health Benefit Report

Preparing for the Unexpected

A health emergency can be stressful and overwhelming. Get this essential paperwork ready in advance. It may save your life.

- 1. An up-to-date list of medical conditions and current medications,** along with any over-the-counter drugs or supplements you take. Keep a copy on your fridge and another in your wallet, along with your health insurance card. If you arrive at a hospital unconscious, the medical team will go through your purse, wallet, or phone in search of this information.
- 2. Contact information.** Every single person should have a list of who to contact, the name of their primary Dr, and any specialists,” says Latha Ganti, M.D., a professor of emergency medicine and neurology at the University of Central Florida College of Medicine. Also add an in Case of Emergency (ICE) contact to your phone and to a sticker on your case.
- 3. Legal and medical documents.** William Jaquis, M.D., of the College of Emergency Physicians, recommends keeping all of your relevant documents together accessible, including a complete medical history for each family member, consent-to-treat forms (for children),

living will, and healthcare proxy info.

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

Health Benefits Representative



Pictured is longtime U. S. Postal Service letter carrier, Justin Brandt who is also a NALC Union Steward in the Globe USPS. Justin gave tours of the Globe Post Office on Saturday, April 6th during the Historic Home and Building Tour, which he has been doing now for more than 30 years.

Chaplain's Corner

This is the time of year we enjoy our wonderful spring weather. The trees, shrubs and flowers that appeared to be dead start to bud out and new leaves and flowers start to appear. All of a sudden there is new life.

This is also the time of year that Jesus Christ died for our sins on good Friday and rose again on Easter Sunday. We all can have an ever-lasting life by accepting Christ as our Savior.

The bible says, “ For God so loved the world that he gave his one and only Son, that whoever believes in him shall not perish but have eternal life” John 3:16.

Happy Easter.

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

CONDOLENCES
Manny Chretin on the loss
of your Mother-in-law.

Family of Retiree
Joe Dorame.

**National Association of Letter Carriers
 Carl J. Kennedy Branch 704
 2950 N. Country Club Road
 Tucson, AZ 85716-1912
 Telephone: 520-323-2117
 May 2019 Newsletter**

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CHAPLAIN

RICK EVANS

FORMAL A REPRESENTATIVE

STUART LOVE 323-2117

SHOP STEWARDS

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WADE ALFORD	CASA GRANDE	520-836-7221
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