



CARL J. KENNEDY BRANCH 704

THE LETTER CARRIER REPORTER

PROUDLY SERVING

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November 2019

Email Address: nalcbranch704@outlook.com

Printed by Branch 704

Regional RAP Session in Denver Colorado



WEBSITE: www.nalcbranch704.org

**Branch Meeting Thursday November 7, 2019 is to
begin promptly at 7:00 pm.**

President's Report

Dear Brothers and Sisters:

I'm sure you have been hearing about management questioning carriers on backing up more than 50 feet in the LLV at stations in Tucson. The Postmaster is working to reduce the incidents of employees backing up in the LLV when they miss a mail piece. Instead you should dismount, secure the vehicle and walk back to deliver the mail piece.

The Postmaster claims the GPS on scanners can tell if you are driving or walking. If you are walking, the scanner rims report shows 1-2 miles per hour and 5 miles per hour if you're in the LLV driving backwards. The scanners have issues on accuracy and the GPS sometimes indicates you are at an address that you're not at, in the moment. The union is aware of these issues and has made management aware of them as well. While this may be the new flavor of the month on safety, as several supervisors have stated, we should avoid backing up whenever possible. If you can, park where you will not have to back up to pull away from a parking place. If you must back up, first walk around your vehicle to make sure there are no pedestrians, children, obstructions, etc., in your way. If you find yourself in a situation that requires you to back up more than 50 feet and you are safe, call the station and let them know, that way they will not have to talk to you later.

If supervisors do have a conversation with you about backing up, the information should not be more than 2 days old, if this is not so, let the steward know so they can address this. When management brings you in for an investigative interview make sure you request a steward be available to go in with you and protect your right to fair representation.

If you have Unsafe Delivery Points, I encourage carriers to report hazardous mailboxes or driveways that require you to back up or make 3-point turns during your course of delivery. There by supervisors will be aware and can instruct you on what to do. Use a PS Form 1767, Report of Hazard Unsafe Condition or Practice when mailbox delivery requires you to make a 3-point turn or to back up that creates a hazard to you when delivering to the mailbox. The PS Form 1767 will be available near timeclocks or along the walls next to Form 4565 Vehicle Repair Tag.

Make sure you also fill out PS Form 1766 Hazard Warning Card, in the letter case and an annotation in the route book, which will let other carriers working on your route know of the hazard. Let's work together to ensure unsafe boxes or practices are fixed and letter carriers are not getting discipline for doing their jobs.

The Calendars have been given to the stewards to pass out to active members at the stations, if you have not received your

calendar please talk to your steward. If you would like to buy a calendar, call us at the branch office.

The 72nd National Convention will be in Honolulu from August 17-21, 2020. Delegate nominations were held at the October 3, 2019 union meeting. Letters were sent to delegates with instructions per Article V, Sec 1C of the Branch Bylaws to submit a non-refundable registration fee of \$15 to the branch Financial Secretary within 30 days of your election as a delegate. Delegates who do not submit the required fee by November 3, 2019 will be dropped from the eligible delegate list according to Article V, Sec 7 of the Bylaws. Turn your checks or money into the branch office by November 3rd, if you are writing a check make it payable to NALC Branch 704 and put in the comments "delegate fee". Please notify the branch in writing if you decide to withdraw your name from the delegate list for any reason.

The Rap Session at Fort Smith, Arkansas was packed with information and classes which our stewards attended to better represent all letter carriers. We all went to training on Unauthorized OT, Safety, OWCP, Route Protection, Formal A, NALC Health Benefit, Carrier Academy, and MDA to name a few. This was put on by the Business Agent, Dan Versluis and RAA, John Robles. These training classes are very informative and help us deal with all the subjects that come up within the branch. The guest speaker was NALC President Fred Rolando, who updated us on what is happening with our contract. NALC is now in interest arbitration over our contract, which means they will be working out the details over the coming months or going to arbitration where there are disagreements.

While listening to Fred inform us on what is going on at post offices, management, grievances, proposals, and goals, I was struck by a simple truth that we have a great Union and the support we have locally for branch 704, which is the best in the state (in my humble opinion), but without more activism from all our active letter carriers we may end up like Amazon or UPS, coming in the morning and clocking in and going right out the door to deliver monster routes where there isn't a break or bathroom to have. Where carriers are just so pressured to get everything done in 8 hours, they start to go faster and have accidents or fatalities. Where management can come in and tell a carrier they are getting fired and they do not have any place to turn to fight this and they have nobody who is able to fight for them because they took our collective bargaining rights away and do not have a contract.

We all should be vested in what is going on in the Postal
President's Article (Continued on page 3)

President's Article (Continued from page 2)

Service, Legislative issues and how this impacts our way of work. The Letter Carrier Political Fund (LCPF) is one way to help our national officers by donating one to five dollars per pay period so they can make sure we continue to have a way to earn a decent wage and have the promise of a good retirement. I have faith that when carriers realize and understand what is at stake, they can make a difference and work to change things for the better. If you want to help and are interested in more information, come to a union meeting, and/or make an appointment with me and I will be more than happy to give you information which you can consider and ponder at your leisure, or help you sign up with the Letter Carrier Political Fund. The NALC.org also has cites that can give you facts you can read up on.

At the last meeting we had the audit reports for the branch presented by **Pete Tadeo Trustee Chairperson and the members voted to accept the audits. Thank you, Pete and all the trustees, for your hard work.**

I would also like to say thank you to Ross Phillips and Alice Leon for all the work they put in to get the uniforms in order and to everyone who donated uniforms to the branch. You're all the best!!

In Solidarity,
Kathy Walter
President

Vice President Article

The USPS Fairness Act (H.R. 2382), passed the threshold for bipartisan majority support in the House of Representatives with 268 cosponsors. However, more support is needed for this bill. With new House rules, legislation that reaches 290 or more co-sponsors can be scheduled directly for a floor vote.

Introduced on April 28, 2019, the USPS Fairness Act (H.R. 2382) would eliminate a mandate that has cost an average of \$5.4 billion dollars annually since 2007 and accounts for 92% of USPS reported losses over the last 12 years and 100% over the last 6 years. The H.R. 2382 bill would repeal the Postal Accountability and Enhancement Act of 2006, which mandated that USPS prefund decades' worth of health benefits for its future retirees, that being absent, USPS would have recorded a surplus of nearly \$4 billion dollars since 2013.

NALC implores all letter carriers to contact their U.S. House of Representatives member to urge them to co-sponsor the bill.

On September 20, 2019, the negotiations for a new collective-bargaining agreement, or contract in laymen's terms, between the NALC and USPS came to an impasse. The current contract remains in force pending final resolution of the parties' collective-bargaining dispute. The next step is a mandatory 60-day mediation period required by statute. The NALC and USPS will use this mediation period to continue negotiations while simultaneously attempting to agree on a neutral arbitrator in the event the impasse remains after the 60-day period. That agreed neutral arbitrator will chair an arbitration board consisting of one USPS and one NALC arbitrator.

On August 29, 2019, the NALC filed a lawsuit against the USPS in the federal district court in Washington, DC. The suit asks the court to issue an injunction stopping the USPS from continuing its consolidated casing initiative (casers and streeters) until NALC's pending national level grievance is resolved. The grievance is presently scheduled for arbitration in December. During that time, the USPS can install as many of

the consolidated casing initiatives nationwide, barring any appeals and delays from the courts or arbitrator, which would be beneficial for the USPS. Make no mistake about it, Brothers and Sisters, this is the USPS drawing first blood in their attempt to privatize our mail delivery. This initiative will reduce our work force, reduce the size of the stations, and create a nationwide blueprint for private companies to resource and staff with nonskilled employees. Ask yourselves, why would the USPS try so hard and put so much money into totally revamping our contractually negotiated operations and mode of delivery? Our greatest ally in this battle are each and every one of our customers. They are the votes for the politicians that fight for or against us. Our pride in delivering outstanding customer service is the strongest leg we have to stand on. Falling into management's trap by solely focusing on speed and times, leads to mis-deliveries, a lack of route maintenance, poor customer service, not to mention safety concerns, customer service complaints are what the powers that be use as ammunition to push for privatization. This is a battle the NALC's Letter Carrier Political Fund fights on a daily basis.

Last month's article, I touched on unity, so I'm asking the brothers and sisters of Branch 704 to reach out to our younger carriers and CCAs across Tucson to stress the importance of great customer service. Lead by example, hold one another accountable, and have each other's back. Deliver the mail the way you want to receive yours. If you witness someone in management stress speed and ignore customer service, please write a statement and ask to speak with your station shop steward or call the union office. This is bigger than you, bigger than me, bigger than all of us. Together, united, we can put an end to this absurdity.

In Union Solidarity,
Pat Toms
Vice President

Formal Step-A Report

During the month of September, 14 grievances were resolved at the Formal Step-A level.

A summary of the settled grievances is listed below:

FORMAL STEP-A:

- Settled 5 Letters of Warning by getting 1 rescinded, 2 reduced to an official discussion and 2 reduced to a 3-month Letter of Warning.
- Settled 3 7-Day Suspensions by getting 2 reduced to a 4-month Letter of Warning and 1 reduced to a 1-year, 7-Day suspension.
- Settled 1 14-Day Suspension by getting the 14-day suspension reduced to a 1- year Letter of Warning.
- Settled 1 grievance for management performing bargaining unit work by getting carriers who should have done the work paid. **(Total \$256.92)**
- Settled 2 grievances where management failed to post vacant bid assignments in a timely manner by

getting the successful bidders paid. **(Total \$1500.00)**

- Settled 2 grievances where management failed to allow a carrier to work the schedule and hours of the opt by getting that carrier paid **(Total \$374.92)**

During the month of September, 1 grievance was appealed to Step B.

Management's failure to follow the contract cost the USPS **\$2131.84** this month.

In Solidarity,
Stuart Love
Formal Step-A Representative

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 2019-11 Issue #11
Organization:
National Association of Letter Carriers,
2950 N. Country Club Road, Tucson, AZ 85716-1912

Contract Talk Signing the Overtime Lists

Carriers may sign an Overtime Desired List (OTDL) only during the two-week period prior to the start of each calendar quarter. An exception exists for letter carriers on military leave during the sign-up period. They are permitted to sign the OTDL upon return to work. A letter carrier may request that his/her name be removed from an Overtime Desired List at any time during the quarter. However, management does not have to immediately honor the request if the employee is needed for overtime on the day the request is made.

Regular Overtime List

Letter carriers signing the Overtime Desired List, who prefer to work in excess of 10 hours on a scheduled day up to the maximum of 12 hours on a scheduled day should indicate their preference on the list. A letter carrier who signs the regular Overtime Desired List is obligated to work overtime when requested.

However, Article 8, Section S.E., provides that employees on the OTDL may be excused from working overtime in exceptional cases.

Work Assignment List

Full-time carriers signing up for "work assignment" overtime are to be considered available for up to 12 hours per day on regularly scheduled days. However, the parties recognize that it is normally in their best interests not to require employees to work beyond 10 hours per day, and managers should not require "work assignment" volunteers to work beyond 10 hours unless there is no equally prompt and efficient way to have the work performed. T-6 or utility letter carriers would be considered available for overtime on any of the routes on their string.

In Solidarity,
Catherine A. Poulin
Mountain View Station Steward

Customer Connect - Part III of III

Will any material be available to assist carriers in customer discussions?

Promotional awareness tear pads can be ordered for carriers by the Station supervisor/manager through the Business Connect Data Center. If they have problems in ordering, they can contact Sherry Brown for assistance. The tear pad can be placed in a city letter carrier shirt pocket to distribute to business customers. These cards will support promoting postal products and services. The intent is not to supply an awareness card to every customer on their route, but rather to focus on those customers who are using our competition; could benefit from using additional products and services and need to be updated about our latest product enhancements.

Does Customer Connect have a process that can be discussed with carriers to use when talking to a customer?

Yes, and it includes:

1. Once they have identified a potential customer, ask them if they would like to see if the Postal Service can save them money on their mailing needs?
2. Ask for a business card or pull out a lead card brochure that is separated into two sections. One section is a leave behind for customer that has great information about USPS products and the other portion is for the carrier to gather some basic information from their customer.
3. Ask the customer the series of questions listed at the top of the lead card brochure.
4. Ask the customer who is the contact person that makes their shipping decisions.
5. Ask the customer if they would like information on how to grow their business using direct mail or Every Door delivery.
6. The person they speak with is their contact and they need to fill in their contact information and any pertinent information. The best way is just ask for a business card.

7. Finally, be sure the carrier writes their name and date at the bottom of the lead card. Once the card is complete, tear off the portion they have completed and bring it back to the post office/station. Leave the informational portion for the customer.

Who will follow up on the leads carriers have submitted?

Leads will be followed up on by a Sales Team member or a Sales Team Call Center. Carriers can instruct the customer they will be contacted within 48 hours of receipt by a sales representative. It could take up to seven days.

Who do I contact if I have questions about the Customer Connect Program?

You can contact the Union Office, at (520) 323-2117 and leave me a message. You can also contact Sherry Brown at (520) 388-5167, cell (520) 971-8209, and Sherry.L.Brown@usps.gov. Sherry is located at the Main Office, 1501 S Cherrybell Stravenue, Tucson, AZ 85726-9608.

You can also send an email to: Custconn@usps.gov. Include the name of your area/district/station in the subject line and pertinent information in the content of the email for assistance. (i.e. Western Area/Arizona District/Station name in the subject line).

In Solidarity,
Mark Follet
Customer Connect Coordinator

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.

REQUEST FOR ANNUAL LEAVE DONATIONS

Date: September 27, 2019

LSP# 19-4E-852-0111

ARIZONA DISTRICT

We have received a request for annual leave donations from **Wendi Gauthier** a Carrier Technician at the Tucson Rincon Station in Tucson, AZ. She is incapacitated for available Postal Service duties.

Any Arizona District Career, CCA, MHA, or PSE employee who is interested in donating earned annual leave may access PS Form 3970-D, Request to Donate Leave, at <http://blue.usps.gov/formmgmt/3999.htm>. An employee may also contact (a) the immediate supervisor, (b) the HR Shared Service Center at 1-877-477-3273, option 5; or (c) a union representative to request this form.

A donor may not donate leave to his or her supervisor.

Mail PS Form 3970-D, Request to Donate Leave, with Parts I and II completed to: Attn: Leave Share Coordinator, HR Shared Service Center, Compensation and Benefits, P. O. Box 970400, Greensboro NC 27497-0400.

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Retiree Luncheon

Greetings Retirees,

The annual **Retiree Luncheon** is scheduled for **Sunday, December 8, 2019**, at the **Desert Diamond Hotel and Casino on Old Nogales Highway**.

The luncheon **begins at 11:30 a.m.** with lunch being served at approximately 12:00. All Retired Union Members are welcome to attend along with one guest without charge. If you wish to invite other guests to celebrate your retirement, the cost will be \$25.00 per guest.

I am looking forward to seeing all the past Retirees and to meet all of you that retired this year, come join us for a great luncheon and bring some extra cash, who knows you might leave as a winner.

Menu choices are as follows:

- ❖ Slow-Roasted Pot Roast
- ❖ Grilled Skuna Bay Salmon
- ❖ Proscuitto Wrapped Stuffed Chicken

Each meal will be accompanied with a Salad, Turtle Cheesecake and Carrot Cake Squares.

Please call the Union Office at 323-2117 and let us know if you plan to attend along with the choice of

meal you wish to order. All orders must be placed by Monday, December 2, 2019.

When you call in to make your reservation, please let us know if you are due a membership pin and how many years you've been a member so that we can order it from National in time to be able to present to you at the luncheon.

In Solidarity,
Gene Kelley
Retiree Representative

Meeting Dates

Branch Meeting-Thursday,
Nov 7, 2019 @ 7:00 pm

Stewards Meeting-Thursday,
Nov 21, 2019 @ 5:30 pm

Exec Board Meeting-Tuesday,
Nov 26, 2019 @ 6:00 pm

Chaplain's Corner

A Spirit of Thankfulness

I have learned the secret of being content in any and every situation.

Philippians 4:12 NIV

Some years ago, I visited a man who was wealthy and successful, the envy of all his friends and business associates. But as we talked, he broke down in tears, confessing he was miserable inside. Wealth had not been able to fill the empty place in his heart.

A few hours later I visited another man who lived only a few miles away. His cottage was humble, and he had almost nothing in the way of this world's possessions. Yet his face was radiant as he told me about the work he was doing for Christ and how Christ had filled his life with meaning and purpose.

I went away convinced that the second man was really the rich man. Although he had very little, he had learned to be thankful for everything God had given him. A spirit of thankfulness makes all the difference.

Billy Graham-Hope for Each Day

Chaplain Rick Evans

Rick7evans@gmail.com

520-248-9643

Condolences
Don Hoitt on the
loss of your Mother.

Health Benefit Report

Vitamin D Pills and the Heart

In an analysis of studies involving 83,291 people, taking vitamin D supplements for a year or more didn't lead to a lower risk of heart attack or stroke. The accompanying editorial says that vitamin D therapy does offer benefits for chronic kidney disease, hyperparathyroidism and severe D deficiencies, but most of us don't need it.

Source: JAMA Cardiology, June 19,2019

More Sodium, More Bloating

People with high sodium intake had a 27 percent higher likelihood of experiencing bloating than those who consumed two-thirds less sodium, according to a John Hopkins University study of 412 adults with high blood pressure. The volunteers followed diets that were low in sodium (1,150 mg per day), moderate (2,300 mg, the current government recommendation), or high (3,450 mg). Excess sodium may increase bloating by causing the body to retain more water or

by reducing levels of beneficial gut bacteria that discourage digestive discomfort, the researchers say.

Source: American Journal of Gastroenterology, June 17,2019

Keep Your Medicine Out of Your Grandkids' Reach

More than 80 percent of grandparents keep meds in their usual places—a cabinet, on a countertop, or in a purse—when grandkids come over. When visiting their grandkids, 72 percent of grandparents keep these items in a purse or bag. A safer approach is to stash meds in a locked cabinet or other secure spot.

Source: University of Michigan National Poll on Healthy Aging, July 1,2019

The best of health to you and yours,

Ray Root 885-4983

Health Benefits Representative

Just as a reminder, The Office of Personnel Management (OPM) officially announced the dates for the 2019 Health Benefits Open Season, which will run from Monday, November 11 through Monday, December 9, 2019.

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

**NON-PROFIT ORGANIZATION
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BRANCH OFFICERS

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STUART LOVE	VICE PRESIDENT
DON HICOK	RECORDING SECRETARY
AMBER UNDERWOOD	FINANCIAL SECRETARY
BILL LAMB	TREASURER
RAY ROOT	HBA REPRESENTATIVE
GENE KELLEY	RETIREE REPRESENTATIVE
MARK FOLLET	SERGEANT-AT-ARMS



TRUSTEES

PETE TADEO

MIKE CARNAHAN	BRUCE JENKINS
CATHY POULIN	CLAUDIO RETES

CHAPLAIN

RICK EVANS

FORMAL A REPRESENTATIVE

STUART LOVE		323-2117
VACANT	SHOP STEWARDS	
WADE ALFORD	BISBEE	520-432-2626
VACANT	CASA GRANDE	520-836-7221
VINCE TRUJILLO	CASAS ADOBES	531-0693
GEORGE DALEY	CHERRYBELL	388-5182
MARK FOLLET	COOLIDGE	520-723-3011
DIMAS GONZALEZ	CORONADO	571-7245
MIKE DONNELLY	CORONADO	571-7279
VACANT	DESERT FOOTHILLS	615-9032
TIFFANY EGGERT	DOUGLAS	520-634-3631
JUSTIN BRANDT	FT LOWELL	290-9723
CLAUDIO RETES	GLOBE	928-425-2381
LILLIAN VALDEZ	GREEN VALLEY	648-0095
CATHY POULIN	MISSION	889-8828
PATRICK TOMS	MOUNTAIN VIEW	744-7097
VACANT	RINCON	296-2816
VACANT	RINCON	296-1279
ROSE BUNKER	SAFFORD	928-428-0220
ALEXIS PADILLA	SAN MANUEL	520-385-9341
AL MARTINEZ	SAN XAVIER	883-3284
VACANT	SIERRA VISTA	520-458-0554
VACANT	SILVERBELL	388-9257
JC MENA	SILVERBELL	388-9572
JOE SCARAMELLA	SUN	881-1276
VACANT	SUN	881-1254
	WILLCOX	520-384-2689