



CARL J. KENNEDY BRANCH 704

THE LETTER CARRIER REPORTER

PROUDLY SERVING

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October 2021

Email Address: nalcbranch704@outlook.com

Printed by Branch 704

Branch 704 Notice for 2022 Delegate Nominations to the National Convention!

This is notice to members of NALC Branch 704 that nominations for Delegate to the 72ND Biennial National Convention, which has been set for August 8-12, 2022 in Chicago, shall be taken at the regular meeting of the NALC Branch 704 October 7, 2021, beginning promptly at 7:00 p.m. at 2950 N. Country Club Road, Tucson, AZ 85716. Successfully elected Delegates shall serve a 2-year term until election of Delegates to the subsequent National Convention. Nominations shall be accepted by: sign-in roster, verbal from the floor during the meeting, virtual by WebEx, and mail-in nominations received prior to the October 3rd meeting addressed to the Recording Secretary of NALC Branch 704 for all absentees. Election shall be by mail-out ballot if the number of proper nominations exceeds the number of authorized Delegates. In the event of a mail-out ballot, ballots shall be mailed to the members' last known address; those members requesting absentee ballots (mailed to a different address) shall make a written request to the NALC Branch 704 Election Committee at 2950 N. Country Club Road, Tucson, AZ 85716-1912, no later than 14 days prior to election but after nominations have closed. Each person nominated must verify in writing that they have not served, applied, or acted in a supervisory capacity with the Postal Service for twenty-four (24) months prior to the election. In accordance with the by-laws of NALC Branch 704, the position of President includes Delegate to conventions.

Check out our WEBSITE: www.nalcbranch704.org

Branch 704 Meeting Thursday, October 7, 2021, begins promptly at 7:00 p.m. Please call Office for reservations to attend in person or with your email address information to attend remotely via the Web-Ex. In person may attend without reservation, but we are social distancing & wearing masks at meetings.

Reservations must be made EVERY month

President's Report

Dear Brothers and Sisters,

It is always hard to hear about our members passing away. This year has been especially hard, because we had more members and their families pass away, than ever before. But when we have an active carrier that is young and seems to have their entire future in front of them leave us suddenly, it is something especially hard to come to grips with. Ronnie Estrella, a young 33-year-old carrier his way to work, had a motor vehicle accident that was fatal. During his memorial service, co-workers in a show of respect, used their lunch time to drive by the funeral home in their uniforms and stop for a few minutes before going back to work. There were 22 vehicles that drove to the service in memory of Ronnie along with friends from other stations stopping by after work to pay their respects to the family. I was reminded how much we are like family and how we all are affected by what happened not only to Ronnie Estrella, but each time we lose a union brother or sister, whether active or retired. We send our deepest condolences to friends and families of all our dearly departed brothers and sisters.

The Proposed BY-LAW change to Article VII Shop Stewards section 5, for stewards Pay increase was voted and passed by the union members at the 9/2/2021 Branch Meeting.

The Proposed BY-LAW changes to Article VI Officer, Duties, Pay and Expenses Section 11A and Section 11B regarding increasing the pay for officers of the branch and Editor, OWCP Rep, Webmaster & Chaplain, will be voted on at the October Branch meeting. We are printing it out in the newsletter for you to see the Current Language and the Proposed Language change.

At the September branch meeting, I explained that the branch has not increased wages for anyone working at the branch for over 20 years. The officers have worked over the years to ensure that the branch is kept running, and that everything that needs to be done is covered. This includes answering questions about retirement, OWCP, EAP, Health Benefits, and more. In addition, this involves making sure we are fiscally responsible and making sure our web page is updated. The Chaplain reaches out to members during an illness or if they have suffered a loss.

We have a lot of people that help to make sure we run the branch, and while the raise proposed is not as much as they deserve, it is an acknowledgement of all their efforts for the branch. For this reason, I hope you come to the next meeting or attend via WebEx and help pass these Proposed BY-LAW Changes with your vote at the October Branch Meeting.

I want to thank everyone that has donated money to the NALC Letter Carriers Donor Drive at NALC.org Community Services/Food Drive Home Page. Your Contributions have made a difference in our community with a total to date of \$12,027.00. This is fantastic! Please consider donating a few dollars more to the Food Bank in your community using the NALC.org to continue making a difference.

The October 7, 2021 Branch Union meeting will include the election of delegates to the National Convention to Chicago August 8-12, 2022. Save the date if you want to be a delegate. Nominations will be in person, by mail in nomination, and by virtual WebEx.

In Solidarity,
Kathy Walter

Vice President Article

Important information for ALL, (Casuals, TEs, or CCAs), if you want the ability to retire early! You need to **CALL YOUR CONGRESS PERSON AND SENATORS IMMEDIATELY!** Ask them to support HR 4268! What is HR 4268?

HR 4268 is a bill in front of Congress that will, if passed by both the House and the Senate, allow all employees to buy back creditable service time from when they were considered "a temporary employee." This means if you were ever a Casual, TE, or CCA or other random

name for a temporary employee after December 31, 1988, you will be able to buy back that time to go towards your years of service for your pension!

THIS IS HUGE! Especially for the former TEs who lost time. In some cases, seven years of service! Not to mention that huge pay cut they took when TEs were phased out and CCAs were phased in! This is important to all USPS employees, not just city letter carriers. So, **CALL YOUR CONGRESS PERSON AND SENATORS IMMEDIATELY!**

If HR 4268 is passed, the following steps must be followed. Also, if you served as a Casual, TE, or CCA, prior to December 31, 1988, you can currently buy back that time using the following information. It will take some preparation to get all the information and paperwork together that will be needed for submission.

First you will need to go into your EPOF file. Once there, you will need to go to the very last page. Start at the end and then work your way forward. If your EPOF file has 42 pages, start at page 42.

You will then scroll through each Form 50 that you have on file. Write down on a separate piece of paper what your job was and the code (CCA 84-4). Then write down what office is on your Form 50. Continue by writing down the exact day of your appointment from the beginning to end date (you may have to look at more than one Form 50, one for the start date, one for the end date).

Repeat this step for every single appointment you have as a "temporary employee". Then you will need to get a PS Form 3108 (FERS) or a PS Form 2803 (CSRS) and fill it out in its entirety. The completed form is mailed to HRSCC (Human Resources Shared Services Center). HRSCC then takes your form and indicates that it has been received in your EPOF file. Don't call looking for it or asking what you do now that they have it. HRSCS then sends it to OPM. It can take up to a year to process since OPM takes your form to the Archives to double check your dates of employment as a temporary employee.

OPM (Office of Personnel Management) then calculates how much you made and how much you would have paid into either FERS or CSRS had you been allowed to contribute back when you were a Casual, TE or CCA. (This will include interest.) They will then send you a bill for the amount owed. For example, say \$1000. You will have the option to pay in full or pay on a payment plan, but it will continue to accrue interest. Once you have finally paid your \$1000, you will be credited with, let's say, two years of creditable service (The amount of time that the \$1000 purchased.). Instead of having 22 years, you will now have 24 years of creditable service time. The \$1000 spent is well worth it when it comes to retirement

Once you have paid in full, you will receive a letter from OPM that verifies this. **You will need to send a copy to HRSCC**. If you do not send the copy stating that you have paid in full, then HRSCC will not do anything, because OPM does not tell them you are paid in full. Remember, **YOU must tell HRSCC!** Once HRSCC receives the paid in full letter, it will process your civilian leave buy back and it will show up on your Form 50!

COMBINED FEDERAL CAMPAIGN (CFC)

On September 1, the federal government's annual workplace CFC charity drive, kicked off its 60th year of giving. All Postal Service workers and retirees can participate. The campaign allows individuals to contribute to thousands of charitable organizations, here and around the globe. Pledges are accepted online, on paper or via mobile app. Since it began in 1961, the campaign has raised more than \$8.5 billion for its causes. This year's goal for the Postal Service is \$6.9 million. Most donations are monetary, but volunteer work can also be pledged and will count toward the USPS total.

"Through the CFC, members of the federal family demonstrate that our commitment to public service extends far beyond the workplace," Kathleen McGettigan, acting head of the Office of Personnel Management, wrote when announcing the 2021 campaign. The online CFC Donor Pledging System has more information about the campaign, along with a gateway page that will allow participants to easily access their local CFC website. For those who prefer not to donate electronically, paper pledge forms will be made available. This year, the CFC Giving mobile app has been updated to allow full payroll deduction options. Employees with questions can email (cfcuspshq@usps.gov), the Postal Service's CFC team. The 2021 Combined Federal Campaign runs through January 15, 2022.

Please stay safe and drink plenty of water.

Faternally,
Mark Follet
Vice President



Don't Miss

Meeting Dates

Branch Meeting-Thursday, October 7, 2021
@ 7:00pm

Stewards' Meeting-Thursday, October 21,
2021 @ 5:30pm

E-Board Meeting-Thursday, October 28, 2021
@ 6:00pm

Chaplain's Corner

Connecting with God

There is so much going on in our world, our country, even in our local communities. No wonder we can be anxious at times, stressed out or even feel overwhelmed in life. It's great to have family to talk with, friends and even professionals. What do you do when that is not enough? I just want you to know that you can talk to God. Because of what Jesus did on the cross, we have access to God in prayer. We don't have to rely just on people. We don't have to do life alone. Philippians 4:6 says, "Do not be anxious about anything, but in everything by prayer and supplication with thanksgiving, let your requests be known to God." Ask God for peace and calmness in your life, as you go through storms.

Blessings to All
Chaplain
Rick Evans
520- 248-9643

Health Benefits Report

September is Prostate Cancer Awareness Month, a time to learn more about prostate cancer which is one of the most common cancers found in American men. Prostate cancer develops slowly when cells in the prostate gland develop abnormally. The cancer is normally confined to the prostate gland, where it may be controlled with minimal treatment. However, in some cases, prostate cancer can be aggressive and spread quickly. All men are at risk for prostate cancer. Some men don't experience any signs or symptoms, especially during the early stages of prostate cancer. In more advance stages, these symptoms are possible:

- : Pain or burning during urination
- : Weak or interrupted flow of urine
- : Frequent urination, especially at night
- : Blood in urine or semen
- : Pain in the pelvis, back, or hips

There is no test that completely screens for prostate cancer. The most commonly used screening tools are the prostate specific antigen (PSA) blood test and a digital rectal exam. A biopsy is the primary tool for diagnosing prostate cancer, and doctors may further use ultrasound and magnetic resonance imaging (MRI) to guide biopsy testing. Various treatments are available, including surgery and radiation therapy. Doctors will review the best options with patients. Schedule an appointment with your doctor if you have any symptoms that concern you. When detected early, prostate cancer is often treated successfully.
Source: *Centers for Disease Control and Prevention*

The Best of Health to you and yours,

Bruce D Jenkins
HEALTH BENEFITS REPRESENTATIVE

NALC BRANCH 704 PROPOSED BY-LAW CHANGES

VOTE WILL BE AT THE OCTOBER 7, 2021 MEETING

ARTICLE VI SECTION 11A

CURRENT LANGUAGE

Article VI OFFICERS, DUTIES, PAY AND EXPENSES Section 11A

The Officers of the branch shall be paid as follows: (1) President: \$9000 per annum more than a top step city Carrier Grade 1 Letter Carrier, payable biweekly (2) Vice President: \$500 per month, payable monthly (3) Treasurer: \$400 per month, payable monthly (4) Recording Secretary: \$165 per month, payable monthly (5) Financial Secretary: \$165 per month, payable monthly (6) Health Benefits Representative: \$165 per month, payable monthly (7) Sergeant-at-Arms: \$50 per month, payable quarterly (8) Retired Members Representative: \$75 per month, payable quarterly (9) Chair of Trustees: \$60 per month, payable quarterly (10) Trustees: \$50 per month, payable quarterly.

PROPOSED NEW LANGUAGE

Article VI OFFICERS, DUTIES, PAY AND EXPENSES Section 11A

The Officers of the branch shall be paid as follows: (1) President: \$9,500 per annum more than a top step city Letter Carrier, payable biweekly (2) Vice President: \$550 per month, payable monthly (3) Treasurer: \$440 per month, payable monthly (4) Recording Secretary" \$182 per month, payable monthly (5) Financial Secretary: \$182 per month, payable monthly (6) Health Benefits Representative: \$182 per month, payable monthly (7) Sergeant-at-Arms: \$55 per month, payable quarterly (8) Retired Members Representative: \$83 per month, payable quarterly (9) Chair of Trustees: \$66 per month, payable quarterly (10) Trustees: \$55 per month, payable quarterly

ARTICLE VI SECTION 11B

CURRENT LANGUAGE

Article VI OFFICERS, DUTIES, PAY AND EXPENSES Section 11B

(1) Editor \$60 per month, payable quarterly (2) Office Assistant: The Office Assistant's pay and benefits shall be established by the Branch President with the Executive Board. The cost of these shall be reflected in the annual budget. (3) OWCP Representative: \$100 per month, payable monthly. (4) Webmaster: \$50 per month, payable quarterly (5) Chaplain: \$45 per month, payable quarterly.

PROPOSED NEW LANGUAGE

Article VI OFFICERS, DUTIES, PAY AND EXPENSES Section 11B

(1) Editor \$66 per month, payable quarterly (2) Office Assistant: The Office Assistant's pay and benefits shall be established by the Branch President with the Executive Board. The cost of these shall be reflected in the annual budget (3) OWCP Representative: \$110 per month, payable monthly (4) Webmaster: \$55 per month, payable quarterly (5) Chaplain: \$50 per month, payable quarterly.

Retiree Representative Report

The fall season is finally upon us, decreasing daylight, picturesque sunsets, and cooler weather. For those of us who have recently left the postal service there is some great news. Our union leadership was able to negotiate an exit bonus for those of us who remained active letter carriers throughout contract negotiations until ratification.

Retired and separated employees who worked any hours during the back pay period (November 23, 2019-April 9, 2020) will be paid by a check that was sent to your last mailing address on file. They were made available on Friday August 20th. If not received, then check to see if it was sent to your last assigned work location. Retroactive pay adjustments for new retired letter carriers may result in adjustments to annuities. The Office of Personnel Management (OPM) will make any necessary annuity adjustments.

Open Season for 2022 Health Benefits will be from Monday, November 8, 2021 through Monday, December 13, 2021. No plan information is available yet, but I am curiously awaiting to see how the virus has affected plan premiums and coverage. Those who are contemplating retiring soon, keep in mind that to maintain your health benefits into retirement, you must

be enrolled in the Federal Employee Health Benefit (FEHB) Program for five consecutive years prior to retirement, or if less than five years, for all service since your first opportunity to enroll. The same five-year rule applies to Federal Employee Group Life Insurance (FEGLI).

For retirees who are currently on Medicare, open enrollment, also known as Medicare annual election period, runs from Friday, October 15 through Tuesday, December 7. Looking ahead, the January 2022 cost of living adjustment (COLA), for federal, military, and social security retirees, is expected to be between 5% and 6%. The actual number will be revealed in October. This is much larger than the 1.3% increase retirees got in January 2021.

Again, I wish to thank all the retirees that volunteer their valuable time to the branch, month after month. All the assistance provided is very much appreciated. Stay safe. Be well.

In Solidarity,
Art Higven 304-4196
Retiree Representative

Contract Talk

Annual Leave Versus Holiday Pay

Full-time carriers and part-time regular letter carriers receive holiday pay for 10 holidays per year: New Year's Day, Martin Luther King, Jr. Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, and Christmas Day. These employees receive holiday pay at the employee's base hourly rate for the number of hours equal to their regular daily work schedule, not to exceed eight (8) hours.

City Carrier Assistants (CCAs) receive holiday pay for 6 holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. CCAs in offices designated as having 200 work years (Tucson), receive 8 hours pay, while those in POSTPlan (ASSOCIATE) offices receive 4 hours.

Holiday pay should not be confused with holiday-worked pay or Christmas-worked pay. Holiday pay is payable in addition to compensation for hours actually worked on a designated holiday. When full-time or part-time regular letter carriers or CCAs work their holiday (whether it's the actual holiday or their designated holiday, because their scheduled non-work day falls on a day observed as a holiday), they receive normal compensation for all of the hours they work, plus the additional holiday pay described above.

For example: A full-time regular letter carrier is scheduled to work on his or her holiday and on that day works 10 hours. The pay for that day will equal eight hours at his or her base hourly straight-time rate for the first eight hours worked, plus two hours at 1.5 times the base hourly straight-time rate for the two hours of overtime worked, plus an additional eight hours at his or her base hourly straight-time rate for the eight hours of holiday pay due.

Beginning with the 2021 Independence Day Holiday, full-time or part-time regular letter carriers and CCAs have another option when they work their holiday. These employees who work their holiday now can, **at their option**, elect to have their annual leave balance credited with up to eight hours of annual leave in lieu of receiving the holiday pay described above. Employees who do not work their holiday or designated holiday may not exchange holiday pay for annual leave. This new benefit was negotiated during the latest round of collective bargaining between NALC and USPS and was subsequently included in the recently ratified 2019-2023 National Agreement.

Using the same example above of full-time regular letter carriers who work 10 hours on their holiday, but now exercise their option to receive annual leave in lieu of holiday pay, they still would receive pay for that day equal to 8 hours at their base hourly straight-time rate for the first eight hours they worked, plus two hours at 1.5 times their base hourly straight-time rate for the 2 hours of overtime. But instead of receiving the additional eight hours of pay at their base hourly straight-time rate for the eight hours of holiday pay, they would have their annual leave balance credited with additional eight hours of annual leave.

Annual leave earned and received by working a holiday is subject to all applicable rules for requesting and scheduling annual leave. This leave is added to the

employee's annual leave balance and is counted for purposes of annual leave carry over.

Letter carriers who wish to exercise their option to receive annual leave instead of holiday [ay must submit, to their supervisor, am completed PS Form 3971 (see below for example form) indicating such by filling in or checking the "Holiday/AL Lv Exch" box in the "Type of Absence" section. Letter carriers who have ay issues receiving this new benefit should immediately contact a local NALC branch representative.

UNITED STATES POSTAL SERVICE®		Request for or Notification of Absence				SCHEDULED	UN-SCHEDULED	PP	Year
Employee's Name (Print last, first, MI.) Carrier, Ima L.	Employee ID 01234567	Date Submitted (MM/DD/YYYY) 07/02/2021	No. of Hours Requested 8						
Installation (For postmaster's leave, show city, state, and ZIP Code) Anytown, Georgia, 00001-9999		N/S Day	Pay Loc. No. 999	DA Code 13#	From: Date 07/09	Hour 07:50			
Time of Call or Request 07:50	Scheduled Reporting Time 07:50	If Needed, Employee Can Be Reached At:		Thru: Date 07/09	Hour 1600				
Type of Absence <input type="checkbox"/> Annual <input checked="" type="checkbox"/> Holiday/AL Lv Exch <input type="checkbox"/> Carrier 701 Route <input type="checkbox"/> LWOP (See reverse) <input type="checkbox"/> Sick (See reverse) <input type="checkbox"/> Late <input type="checkbox"/> COP (See reverse) <input type="checkbox"/> Other	Documentation (For official use only) <input type="checkbox"/> FMLA Requested (Certification review - HRSSC) <input type="checkbox"/> For COP Leave (C41 on file) <input type="checkbox"/> For Advanced Sick Leave (PS 1221 on file) <input type="checkbox"/> For Military Leave (Orders reviewed) <input type="checkbox"/> For Court Leave (Summons reviewed) <input type="checkbox"/> For Higher Level (PS 1723 on file) <input type="checkbox"/> Scheme Training Testing Qualifying (Memo on file)	Revised Schedule for (Date) Begin Work Lunch Out Lunch In End Work Total Hours		Approved in Advance <input type="checkbox"/> Yes <input type="checkbox"/> No					
Remarks (Do not enter medical information. See Privacy Act Statement on reverse of this form.) Annual Leave Credit in lieu of Holiday Pay									
I understand that the annual leave authorized in excess of the amount available to me during the leave year will be charged to LWOP.									
Employee's Signature and Date Ima Carrier 7/2/21	Signature of Person Recording Absence and Date		Signature of Supervisor and Date Notified						
Official Action on Application (Return copy of signed request to employee.)									
<input type="checkbox"/> Approved		Do not check an FMLA box until you verify the FMLA designation. <input type="checkbox"/> FMLA Designation is PENDING <input type="checkbox"/> FMLA Protected <input type="checkbox"/> Not FMLA Protected			Signature of Supervisor and Date <input type="checkbox"/> Continued on reverse				
<input type="checkbox"/> Disapproved (Give reason below)									



To The family of Retiree Letter Carrier Tom Helland

Retiree Letter Carrier Terri Harrington on the loss of her Mom

Letter Carrier Mark Follet's Wife

Get Well Soon

Letter Carrier Vince Trujillo's Son

Carl J. Kennedy Branch 704
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Tucson, AZ 85716-1912
Telephone: 520-323-2117
ADDRESS SERVICE REQUESTED

October 2021 Newsletter

NON-PROFIT ORGANIZATION
U.S. POSTAGE
TUCSON, AZ
PERMIT 982

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TIFFANY EGGERT JC MENA

CHAPLAIN

RICK EVANS

STEP A REPRESENTATIVE

ALEXIS PADILLA 323-2117

SHOP STEWARDS

ELVIA MOLINA	BISBEE	520-432-2626
MATT GUY	CASA GRANDE	520-836-7221
KIMBERLY DAVIS	CASAS ADOBES	531-0693
VINCE TRUJILLO	CHERRYBELL	388-5182
VACANT	COOLIDGE	520-723-3011
MARK FOLLET	CORONADO	571-7245
DIMAS GONZALEZ	CORONADO	571-7279
JOHN THOME	CORONADO-ALT.	847-702-7233
JOE SCARAMELLA	DESERT FOOTHILLS	615-9032
BARBARA MADDUX	DOUGLAS	520-634-3631
TIFFANY EGGERT	FT. LOWELL	290-9723
VACANT	GLOBE	928-425-2381
VACANT	GREEN VALLEY	648-0095
VACANT	MIAMI	928-473-2561
LILLIAN VALDEZ	MISSION	889-8828
KAREN HERRINGTON	MOUNTAIN VIEW	744-7097
MEMO DELCID	RINCON	440-9147
ERIC LOPEZ, JR.	RINCON	288-0472
VACANT	SAFFORD	928-428-0220
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ABRAHAM BUSTAMANTE	SAN XAVIER-ALT.	883-3284
AL MARTINEZ	SIERRA VISTA	520-458-0554
CATRINA RUIZ	SILVERBELL	388-9257
ALFREDO DELGADO	SILVERBELL	388-9572
JC MENA	SUN	881-1276
TONY RODRIGUEZ	SUN	881-1276
VACANT	WILLCOX	520-384-2689

