



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

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October 2019

Email Address: nalcbranch704@outlook.com

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Congratulations on Your Retirement!

Larry O'Dell – Desert Foothills Station *(Not Pictured)*

PALF 23rd Labor Day Event



WEBSITE: www.nalcbranch704.org

**Branch Meeting Thursday October 3, 2019 is to
begin promptly at 7:00 pm.**

President's Report

Dear Brothers and Sisters:

I attended the August Regional Rap Session in Denver. President Fred Rolando gave an update on what is happening with Contract Negotiations: National Postal Mail Handlers Union (NPMHU) recently opened its negotiating period. American Postal Workers Union (APWU) Clerks' Union failed to reach an agreement and arbitration hearings are scheduled to begin September 4th. The National Rural Letter Carrier Union (NRLCA) reached a tentative agreement and announced that its agreement was ratified in early August. Fred believes that our contract will probably be going to interest arbitration. Some of the issues they will be addressing is Joint safety program/Contractual compliance/toxic environment/timecard fraud/involve in the growth of post office. If you would like to know more, I refer you to the August NALC Bulletin that should be posted in each station for carriers to read or the NALC website.

September 2nd was the Labor Day event held at Reid Park this year. It was hot but not as hot as previous years, thank goodness. We had better attendance than last year I believe, and all the unions in Tucson were present. It was great seeing Union Brothers and Sisters together sharing information and supporting each other. This year the organizers of the event did something different and had some of the unions come up to the stage and speak. I want to thank Pat Toms, Ken Bertschy and Mike Carnahan who came up with me to say a few words about NALC issues. It was great visiting with letter carriers that came to the event. I want to thank APWU President, Connie Sadler-Nelson for her support in setting up our booths and the company.

The Route Inspection training class was held by Dan Versluis on August 29th for Casas Adobes' count and route inspection and Silverbell Station's Special Route Count, we had about 13 people show up. The class ran late. I thought it was after 10pm when it finished but this gave everyone the opportunity to ask questions. I want to say that having the National Business Agent for Region 4 as a member of our branch has benefits as Dan made time from his busy schedule to insure, we had the education we needed. Without the education it would be hard for the carriers to know when something isn't right. Dan, thank you for coming out and educating our members. Route Inspections for Casas Adobes was supposed to be held April 11-17,

2020/Desert Foothills April 4-10, 2020/Ft Lowell March 28-April 3, 2020. Desert Foothills and Ft Lowell will still be the same. Casas Adobes was changed on August 5th for the fall September 14- 20, 2019.

Casas Adobes is going to be starting their route inspection on the 14th of this month; I will be there to ensure the process is being followed.

The Branch has ordered the Color-Coded Calendars for next year. Besides each active carrier receiving a free calendar, members can purchase them for \$3.50 each. Non-members will be charged \$6.50 each. We hope to have them in by October, The Stewards will pass them out at the stations.

I Proposed to change the Dues in our Branch By-Laws and National has approved the change. This Pay Period the dues will reflect the change; instead of \$29.24 it will show \$28.65.

Please be careful with the heat and insure you hydrate each night so you can work in this heat without putting yourself in danger. If heat illness affects you while you're at work please let your steward or the branch know, to insure you know what forms to fill out.

In Solidarity,
Kathy Walter
President

***DONATIONS DESPARATELY
NEEDED***

**We are in need of slightly
used, serviceable Men's
Postal Shirts, Shorts and
Pants size 36 and up.**

--For our new NALC Members--

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 2019-10 Issue #10
Organization:
National Association of Letter Carriers,
2950 N. Country Club Road, Tucson, AZ 85716-1912

Vice President Article

The NALC is fully aware of the efforts by the USPS in different areas of the United States to solicit and convince our customers to agree to have their mode of mail delivery changed to centralized delivery (NBU/CBU).

Here are some facts pertaining to the rights of your Postal customers and you as letter carriers. For your customers, management of the USPS must adhere to the Postal Operations Manual (POM) Section 631.7:

- In new developments, delivery must be established for over one-year before the USPS solicits to convert the mode of mail delivery.
- Customer signatures must be obtained prior to any conversion of the mode of mail delivery.
- Where residences and lots are owned, property owners must agree to the conversion in writing and those who do not agree must be allowed to retain their current mode of delivery.
- In communities controlled by an owners' association, it controls the mode of delivery.
- In rental areas, such as apartment complexes or mobile home parks, the owner or manager controls the mode of delivery.
- When a residence is sold, the existing mode of delivery cannot be changed prior to the new resident moving in.

Property owners are in control of how they wish to have the mode of their mail delivered and if they wish to retain their existing mode of mail delivery, they have the right to do so.

The rights of letter carriers are outlined in the Employee and Labor Relations Manual (ELM) in Section 667.12, engaging in campaigns for changes in mail service: Employees in active status must not engage in mail service. This regulation must not be construed to infringe on the rights to participate in labor organizations.

Retired letter carriers are very instrumental in this because they can be fully involved in campaigns against changes in mode of mail delivery. They can educate the customers on their rights and how change can affect them. If this is happening on your route and your customers are voicing their complaints to you, please call the Union Office right away.

The national level grievance filed this past May for the USPS consolidated casing initiative has reached arbitra-

tion. Thankfully this consolidated case test is not coming to Tucson, yet. Hopefully a decision from arbitration in the NALC's favor will be sooner than later so we can wash our hands of this.

As far as the efficiency and effectiveness of the consolidated casing, in our Region 4, there is one test site in Denver, Colorado and one test site in Little Rock, Arkansas. Both are not doing very well, which is probably why no one has heard a peep from the USPS since its introduction this past May.

Unity (noun) – The quality or state of not being multiple: one-ness. The NALC Branch 704 is your union. Whether you are a newly hired CCA, a twenty plus year seasoned carrier, or a retiree, we are all Brothers and Sisters and all our voices are equal. Be an active part of your union! Knowledge is power!

Thank you all for your time and service, have a wonderful month of September and keep up the amazing job that you all do!

In Union Solidarity,
Pat Toms
Vice President

By-Laws Article V Section 3

No delegate or alternate delegate to any National Convention shall receive financial assistance for expenses unless he/she is in good standing in the branch and has attended seventy-five percent (75%) or more of regular meetings during the twenty-four (24) month period immediately preceding elections of delegates. Elected delegates must attend at least seventy-five percent (75%) of regular meetings following election to remain eligible for assistance. Transferred or newly hired members must have attended seventy-five (75%) or more of the regular meetings since their date of transfer, or membership date, to be eligible for delegate assistance. Members may be excused from the above requirements in accordance with Article V, Section 5 of these bylaws. This is only if you want to qualify for delegate assistance and in no way to discourage any member from being nominated as a delegate for the National Convention.

This is a reminder for Delegates wishing to have the Delegate Assistance only, not to discourage regular members who wish to be nominated as a Delegate.

Formal Step-A Report

During the month of August, 23 grievances were resolved at the Formal Step-A level. A summary of the settled grievances is listed below:

FORMAL STEP-A:

- Settled **9** Letters of Warning (LOW) by getting 4 rescinded, 2 reduced to an official discussion, 1 reduced to a 2-month LOW, 1 reduced to a 6-month LOW and 1 reduced to a 1-year LOW.
- Settled **3** 7-day suspensions by getting 2 7-Day suspensions rescinded and 1 reduced to a 1-year LOW.
- Settled **1** 14-Day Suspension by getting it reduced to a 1-year 14-Day suspension.
- Settled **1** grievance for management sending a reserve carrier out of the station by getting that carrier paid a 50% premium for hours worked outside the station (**Total \$548.81**).
- Settled **4** grievances for an overtime bypass due to reserve carrier being sent to that station by getting the carriers who should have done the work paid (**Total \$867.66**)
- Settled **2** grievances where management failed to post vacant bid assignments in a timely manner by getting the successful bidder paid. (**Total \$4,250.00**)
- Settled **1** grievance 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: \$875.00**).

- Settled **2** grievances for a CCA call in guarantee by getting the CCAs paid (**Total \$146.32**).

During the month of August 10 grievances were appealed to Step B.

Management's failure to follow the contract cost the USPS \$6,687.79 this month.

In Solidarity,
Stuart Love
Formal Step-A Representative

Meeting Dates

**Branch Meeting-Thursday,
Oct 3, 2019 @ 7:00 pm**

**Stewards Meeting-Thursday,
Oct 17, 2019 @ 5:30 pm**

**Exec Board Meeting-Thursday,
Oct 31, 2019 @ 6:00 pm**

Branch 704 Retirement Seminar

Greetings to all of the NALC Branch 704 Members,

The Branch 704 Executive Board is happy to announce **a retirement seminar for its members**. We would like to invite all of our Tucson and Associate Office members to attend this seminar, which will be held at the **NALC 704 Branch Office, 2950 N Country Club Rd.** We realize it is a great distance for some of our members to travel to Phoenix to attend the State sponsored seminar in January.

The seminar is scheduled to be held on **Sunday, October 27, 2019**. Our National Business Agent, Dan Versluis will be our keynote speaker. The seminar will begin at 9 a.m. We will have a continental breakfast

from 8 a.m. to 9 a.m. which will be provided by the branch. (Coffee, cold drinks and pastries)

Important information will be provided during this seminar. Please write down any questions you may have. Members are permitted to bring their spouse.

Please call our office number, (520) 323-2117, to reserve a seat for this seminar. We must know how many individuals are planning to attend so we can provide adequate refreshments. Looking forward to meeting you on October 27th.

In Solidarity,
Gene Kelley
Retiree Representative

Contract Talk

How frustrating and confusing it, especially for less seasoned carriers, when management makes their rounds at the beginning of your tour and tells you that your “leave time” is 25 to 35 minutes after your start time? Don’t panic!

First, know that under the DOIS Memorandum, management cannot discipline a carrier for DOIS projections. Secondly, I’d like to explain to you about your contractual fixed office time. If you’ve never been involved in a route inspection, don’t expect management to inform you of your fixed office time. During a route inspection, on your P.S. Form 1838-C, lines 14 through 21, you have fixed office time automatically built into your route. That time is 38 minutes, give or take 5 minutes depending on your route size, the amount of mounted deliveries, or the amount of apartment deliveries, which will dictate the amount of “Kill Mail” a route will have.

I’ll break it down for you:

Line 14 – Accountable mail-6 minutes minimum.

Line 15 – Withdrawal of mail-5 minutes minimum.

Line 18 – Break-10 minutes minimum.

Line 19 – Vehicle Inspection-3 minutes minimum.

Line 20 – Personal Time-5 minutes minimum.

Line 21 – Recurring Office Work-9 minutes minimum.

Your “Leave Time” should not only include your fixed office time, but don’t forget about your casing of mis-thrown letters and flats along with your SPRS and parcel total counts. Management is supposed to record these numbers into DOIS which will increase your office time and “leave time”. And this happens when? After you leave. Why does management give you inaccurate, incomplete “leave times”? To get you to work faster for their “numbers”. This practice by management does nothing but increase mis-cased mail, have mis-thrown mail overlooked and delayed in its delivery, and increased safety situations due to carriers feeling management’s subliminal pressure to rush.

Thirdly, last but not least, management solely relying on DOIS projections to determine a carrier’s daily workload and using that information to harass, intimidate, and bully letter carriers into making these projections is a real-world example of abusive behavior. If this is happening to you, ask for union time to discuss this with your Shop Steward or call the union office right away.

Remember, knowledge is power! Thank you for your time.

In Solidarity,
Pat Toms
Rincon Station Steward

Customer Connect - Part II of III

(Part III Continued on next newsletter)

How will a carrier know what to discuss with customers? Customer Connect Service Talks should be given every 2 weeks by your supervisor/manager of the Station Customer Connect Coordinator to keep Letter Carriers informed about updated and enhancements to USPS products and services. These talks will ensure Letter Carriers are able to speak with confidence when presented with revenue generation opportunities.

How do City Letter Carriers initiate a conversation to obtain a lead? Letter Carriers simply ask the customer if they are interested in learning ways the USPS can save them time and money on their mailing and shipping needs. If they are interested, ask

for a business card. You can also ask them the 5 questions on the lead card. Tear off the product information portion of the lead card brochure and leave it with them. Let them know they will be contacted by a USPS Sales representative within a week. Take the other portion of the lead card back to the station and give it to your supervisor/manager or station customer connect Coordinator for data input. **(I would recommend getting a business card, since it will have the necessary information.)**

If your office does not have “Ask the Customer” cards they can be ordered via the Order Site in the Business Connect Data Center (SCDC) by your station supervisor/manager. The cards contain a list of questions that can
(Customer Connect article cont. on page 6)

(Customer Connect article cont. from page 5)
be posed to customers as talk starters.

What is the Customer Connect Program mandates? The program mandates include the following: Business cards and lead cards brought back to the station must be input by close of business the next business the next business day; location must be identified in the Post Office/station for posting Customer Connect information; carriers must receive weekly lead status reports; local management must post weekly station summary reports; service talks must be conducted every 2 weeks; leads must be followed up on and initial contact made within 48 hours of receipt by sales representatives; all city letter carrier recognitions must be unit wide and not by individual and USPS management must conduct quarterly district teleconferences with NALC input and participation.

Who are the key players at my Post Office/station for this program? Each station should have a Management and City Letter Carrier Coordinator assigned to help oversee the program. The Management Coordinator will be selected by USPS Management and the City Letter Carrier Coordinator will be assigned by the NALC.

What's the role of the Management Coordinator (MC)?
The role of the Management Coordinator is to initiate and implement program mandates at their Post Office/station; help to motivate carriers and monitor program processes to ensure success.

What's the role of City Letter Carrier Coordinator (CC)?
The role of the City Letter Carrier Coordinator is to work with the Management Coordinator to ensure the Post Office/station adheres to program mandates; motivate the carriers and monitor program processes to ensure success.

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.

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

Chaplain's Corner

Let Go And Let God

When you're troubled and worried and sick at heart
And your plans are upset and your world falls apart,
Remember God's ready and waiting to share
The burden you find much too heavy to bear-
So, with faith, "LET GO" and
"LET GOD" lead the way
Into a brighter and less troubled day.

Helen Steiner Rice

Many Blessings to you all.
Chaplin Rick Evans
Rick7evans@gmail.com
520-248-9643

**Wishing You a
Speedy Recovery
Patty King
Wendi Gauthier

Condolences
Kerk Young on the
loss of your Mother.**

Health Benefit Report

More Reasons to Cut Sugar

Adults who got 10 percent or more of their daily calories from sugary drinks, like soda, had a 44 percent higher risk of heart-related death and a 14 percent higher risk of death from any cause over six years than those who got less than 5 percent of their calories from such drinks. That is according to a study of 13,440 people. It didn't prove that sugary drinks caused the deaths, but researchers say that high consumption can hike the risk of diabetes, inflammation, and high blood pressure. The American Heart Association recommends that women get no more than 25 grams (6 teaspoons) of sugar a day and men, 36 grams (9 teaspoons). A 12-ounce can of sugar-sweetened cola has about 39 grams. Source: JAMA Network Open, May 17, 2019.

What About Precancer?

If you've ever had a cervical lesion or colon polyp removed or destroyed as a result of a routine cervical or cancer screening, then you've been treated for a potential precancer. For those two diseases, robust evidence shows that treating the pre-disease

has substantial benefits. But with other cancers, the benefit of catching lesions while they're still very small isn't as clear. Research suggests for example, that ductal carcinoma in situ, or precancer of the breast, progresses to invasive cancer in only about 20 to 25 percent of cases. That means it's possible to receive treatment for something that would never harm you during your lifetime. Scientists often can't predict which early-stage cancers or precancers will go on to cause harm. But more screening can increase your chances of being treated for a precancer that ultimately won't hurt you. Following official guidelines can help. The U.S. Preventive Services Task Force doesn't recommend any routine thyroid and prostate cancer screening for most people. And many women may not need to start mammography screening until age 50. Talk with your doctor about your cancer risk factors, and what kind of screening regimen makes sense for you.

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

**National Association of Letter Carriers
 Carl J. Kennedy Branch 704
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 Tucson, AZ 85716-1912
 Telephone: 520-323-2117
 October 2019 Newsletter**

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