



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

PROUDLY SERVING

TUCSON • GREEN VALLEY • SIERRA VISTA • CASA GRANDE •

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October 2020 *Email Address: [nalcbranch704@outlook.com](mailto:nalcbranch704@outlook.com)* Printed by Branch 704

# Congratulations...

## On your Conversion!

**Tanya Carson**

**Mason Martinez**

**Casey Page**

\*\*\*\*\*



Sept. 3rd, 2020, monthly meeting observing social distancing and wearing masks.

WEBSITE: [www.nalcbranch704.org](http://www.nalcbranch704.org)

**Branch Meeting Thursday October 1, 2020 is to begin promptly at 7:00 p.m. Please call Office to make your reservations to attend in person or call us with your email address information if you plan on attending remotely via the Web-X.  
\*Reservations must be made every month.\***

# President's Report

Dear Brothers and Sisters,

At the September Branch meeting I appointed an Election Committee of five members with one extra as stand-by for the nominations of Branch Officers at the October Branch Meeting. Nominations shall be conducted by floor nomination for Officers and Delegates by sign-in roster and accepted from the floor during the meeting, mail-in nominations received prior to the October 1<sup>st</sup> meeting addressed to the Recording Secretary of the NALC Branch 704 for all absentees.

The Delegates to the State Convention shall be nominated at the October Branch Meeting of each even number year. A sign-up sheet shall be provided by the Election Committee at the October meeting for members who wish to be delegates to the State Convention. The sheet shall contain the declaration "I have not applied for a supervisory position within the past two (2) years, and if elected I shall remit the nonrefundable registration fee amount to the Financial Secretary within thirty (30) days of my election". We are having branch meetings and virtual as we can only have 30 members present at the branch meeting. Please call for your reservation to attend or with your email for an invitation to the virtual meeting.

The Branch has ordered the Calendars for next year. Every active letter carrier will get a free calendar. Extra calendars will be \$3.50 each for members and non-members \$6.50. We hope to have them in by October and have the stewards pass them out at the stations when they come in.

Our National Officers have continued to send out encouragement to all union members to tell the Senate to provide USPS COVID Relief. As you may have heard the House of Representatives passed a bill Moving America Forward Act

with postal infrastructure investment to the Senate that would provide \$25 billion in financial aid to the USPS, but the Senate is not advancing this bill despite public support. This funding is urgently needed to stop service cuts and make sure we have all the tools needed to deliver the mail.

Please call and help push the message to your Senator to provide relief to the Postal Service. You can Call 844-477-7651 to be connected to your Senator and let them know, you are in support for the Senate to advance the bill to provide \$25 billion to the Postal Service.

M-01929 For Leave Year 2021, Maximum Annual Leave Carryover Amount Increased from 440 Hours to 520 Hours.

NALC and the Postal Service have agreed to a memorandum of understanding (MOU) that increases the maximum allowable annual leave carryover amounts outlined in the Employee and Labor Relations Manual (ELM). For leave year 2021, regular work force career employees covered by the USPS-NALC National Agreement may carry over 520 hours of accumulated annual leave from leave year 2020 to leave year 2021. Normally, as defined in ELM 512.321(a.), bar-gaining unit employees have a maximum leave carryover of 440 hours.

This agreement does not modify any other provisions outlined in the ELM, including provisions for payment of accumulated leave. The MOU (M-01929) can be found in NALC's Materials Reference System on the NALC website.

If you have not registered to vote, this is the time to be checking on what you are going to be doing come elections. November 3, 2020 is the General Election and in Arizona you have

*President Article (Cont. on pg. 3)*

*President Article (Cont. from pg. 2)*

several options for participating including, voting early by mail or in person, using a secure drop box, or voting on Election Day. Remember, you must be registered to vote on or before October 5, 2020 to qualify for this election.

You can get information at [www.Arizona.Vote](http://www.Arizona.Vote). Make sure your voice is heard and vote!! If you are not registered yet, Hurry do this now!

Tucson had a positive COVID-19 carrier during the month of August, this is an indication that we are not out of the woods and need to continue to wear masks and social distance. I appreciate everyone practicing safety measures in the office and street. Because of your diligence we have not had as many employees with covid-19 as we could have. Thank you, I know everyone is fatigued over the virus, but we cannot let our guard down yet. Take care of yourself and your families. Be Safe.

In Solidarity  
President  
Kathy Walter

**Men's Uniforms  
Size 38 and up  
(Pants, Shorts and  
Shirts) needed.  
Please make sure  
you donate good,  
clean, & usable  
uniforms.**

## **Food Donor Drive**

**Last Month we reported that employees in the Tucson Stations and Associate Offices donated a Grand Total of \$2,268.00 to the Food Donor Drive. We received a \$200 donation from Casas Adobes Station, changing our Grand Total to \$2,468.00.**

**THANK YOU!**

***You can continue donating by going to [NALC.org](http://NALC.org). Then type Food Donor Drive in the search engine.***

## **Meeting Dates**

**Branch Meeting - Thursday,  
October 1, 2020  
@ 7:00 pm**

**Stewards Meeting - Thursday,  
October 15, 2020  
@ 5:30 pm**

**E-Board Meeting - Thursday,  
October 29, 2020  
@ 6:00 pm**

# Vice President Article

The Union office has received numerous calls regarding OWCP injuries. Management seems to be actively misinforming employees about which forms to fill out and how to receive your benefits. Recently several employees have been denied Continuation of Pay or their choice of doctors based on the information supplied to local management from the district injury compensation office. I urge all employees to report all injuries no matter how minor to your supervisor immediately. You may report an injury without accepting emergency medical treatment. This protects you from discipline should the injury worsen over time and require medical treatment later. I can't tell you how many carriers have gone home with a sharp pain in their back during the day and not been able to get out of bed the next morning. If you do require treatment fill out a CA-1 and mark COP instead of using your leave.

Numerous complaints have been coming in from Carriers in various stations where they feel they are being abused by management with DOIS numbers. DOIS again, is a program that does not take into account numerous issues that may affect your office and street time. I have to remind all of you that in these times pressure from the supervisors to make sometimes unrealistic DOIS numbers happen is about the most stressful thing a carrier can go through every day. Please be reminded to keep your cool and address the situation appropriately. If an issue, disagreement or what is deemed a negative comment lands you in a position where management has said you violated the rules, it is very tough sometimes to justify a person's behavior. The best thing to do is keep cool and immediately request time from your supervisor to speak to your steward.

Our responsibilities as City Letter Carriers are identified by the provisions in the M-41, City Delivery Carriers' Duties and Responsibilities Handbook. Section 131.41 states, "It is your

responsibility to verbally inform management when you are of the opinion that you will be unable to case all mail distributed to the route, perform all other duties and leave on schedule or when you will be unable to complete delivery of all mail." Section 131.42 states, "Inform management of this well in advance of the scheduled leaving time and no later than immediately following the final receipt of mail.

Management will instruct you what to do." Section 131.43 states, "Complete applicable items on Form 3996, Carrier Auxiliary Control, if overtime or auxiliary assistance is authorized in the office or on the street." Section 131.44 states, "Report on Form 1571 all mail undelivered including all mail distributed to the route but not cased and taken out for delivery. Estimate the number of pieces of mail." Section 131.45 states, "Do not curtail or eliminate any scheduled delivery or collection trip unless authorized by a manager in which case you must record all facts on Form 1571."

In summary, when management approaches you in the morning and tells you that DOIS has projected a certain amount of time, you are the professional on the route. You know the variances you may be dealing with on any individual day and it is your responsibility to report such on Form 3996 and curtailment of any mail you are not able to deal with on that day on Form 1571. You should also request a copy of both your 3996 and 1571 in the event there is a disagreement between you and your supervisor on the amount of time you are requesting. Until next month be safe, healthy, and hope to see you at a Union meeting.

Fraternally,  
Stuart Love  
Vice President

# Contract Talk

**Q/1:** I have been working for six hours now, but I am not hungry at all. Can't I just work through my lunch?

**A:** You should **never** work through your lunch break. If you work six consecutive hours or longer, it is assumed that you will be taking a lunch break and 30 minutes is automatically subtracted from your time. According to the **ELM 432.33, Meal-time**: "Except in emergency situations or where service conditions preclude compliance, no employee may be required to work more than six continuous hours without a meal or rest period of at least ½ hour." A 1985 National pre-arbitration settlement (M-00093) gives carriers the right to request to take their lunch break after working more than six consecutive hours. If 30 minutes is subtracted and you do not take your lunch, then you are working off the clock for 30 minutes, which is strictly prohibited.

**Q/2:** Do I have an option to take my two 10-minute breaks on the street?

**A:** Letter carriers receive two paid 10-minute rest breaks during an eight-hour workday. One ten-minute break in the office and one ten-minute break on the street has been negotiated. **Handbook M-39, Management of Delivery Services, section 242.34** addresses this as such: **242.34 Street Time Allied Work Rules 242.341**, "The carriers at the delivery unit will receive two 10-minute break periods. The local union may annually opt to have either (a) both breaks on the street or (b) one of the 10-minute breaks in the office and one break on the street. Breaks must be separate from the lunch period. The carrier shall record on Form 1564-A, Delivery Instructions, the approximate location of the break(s). Reasonable comfort stops will not be deducted from the carrier's actual time." In addition lunch breaks, letter carriers are required to take their negotiated rest breaks as well. National Arbitrator Britton in his 1988 ruling addressed this by stating, "The Postal Service must ensure that all employees stop working during an office break.

Contractual breaks must be observed and cannot be waived by employees." (H4N-3D-C 9419, December 22, 1988, C-08555).

**Q/3:** How are breaks provided for CCAs who work less than eight hours on a particular day?

**A:** Breaks for CCAs who work only a portion of a day (less than eight hours) will be as follows: One ten-minute break if the employee works less than six hours and two ten-minute breaks if the employee works six hours or more.

**Q/4:** It's been a pretty long day, I have taken all my required breaks and lunch, but I feel like I need to just take a quick break and recuperate myself, am I allowed to do so?

**A:** The Letter Carrier Resource Guide states, "In addition to two paid ten-minute breaks, letter carriers are entitled to reasonable comfort stops during the course of the day. This issue is addressed in **M-39, Management of Delivery Services Section 242.341**, which states in part: "Reasonable comfort stops will not be deducted from the carrier's actual time."

In Solidarity,  
Alexis Padilla  
San Xavier Steward

**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 2020-10 Issue #10  
Organization:  
National Association of Letter  
Carriers,  
2950 N. Country Club Road,  
Tucson, AZ 85716-1912**

# Chaplain's Corner

## Gold

(by Dr. David Jeremiah)

"And he who talked with me had a gold reed to measure the city." Revelation 21:15

Autumn trees are never more beautiful than when they burst into gold. It seems incredible that the leaves of summer should change into colors that remind of us of wealth. Few things are more valuable than gold. It's the only metal on earth that is yellow or golden in color, and it is extremely pliable. Almost half of all gold mined today is used in jewelry. Maybe you have some of it in your dresser drawer. If not, you might check with the U.S. Federal Reserve. They have 530,000 gold bars lying around somewhere.

God created gold to delight us, and the Architect of New Jerusalem is using it as a primary building material as He prepares a place for us. Revelation 21:18 says "The city was pure gold, like clear glass." If you have a gold ring (or if you simply see a golden tree this fall), let it always

remind you of the City of Gold-the City of God-the eternal inheritance for His children.

Recommended reading- Revelation 21:14-21.

Chaplain Rick Evans  
[Rick7evans@gmail.com](mailto:Rick7evans@gmail.com)  
520-248-9643

**Condolences**  
**Family**  
**of Tony Hull.**  
**Rosie Boey**  
**on the loss of**  
**your Mother.**

*By making a contribution to the Letter Carrier Political Fund, you're 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 the employer of individuals whose contributions exceed \$200 in a calendar year.*



**Thank you for supporting the Post Office!**

# Branch Elections

Greetings Brothers and Sisters: Nominations for branch officers will be taken at the October 1, 2020 branch meeting. Any member in good standing is eligible to participate in this election process.

Branch officers include the position of President, Vice President, Recording Secretary, Financial Secretary, Treasurer, Health Benefits Representative, Retiree Representative, Sergeant-at Arms, and 5 Trustees.

If unable to be present at the October branch meeting, nominations may be made in written form prior to the October 1, 2020 branch meeting. You can contact the union office for more information regarding the nomination process.

I would like to thank a few of the branch officers for their continued dedication and service to the branch membership. Ray Root, Health Benefits Representative, has been representing members for more years than anyone. (my guess is 40 years). Don Hicok and Amber Underwood, both over 20 years.

These dedicated members deserve more praise than I can bestow upon them, so I will just say "thank you."

Many of you say, "I have no experience". None of us did when we started, you gain both knowledge and experience as you work through the process, so go ahead and get your feet wet. This is your union, and it is what YOU make it.

In December, elections for Shop Stewards will take place within each delivery unit. Terms for these positions run concurrently with that of the branch officers. (3 years) It takes all of these positions to make the union function. Consider any of these positions, if you can make a difference, step up, let's keep branch 704 one of the strongest branches in Arizona.

In Solidarity,  
Gene Kelley  
Retiree Rep

## Health Benefit Report

### Can Therapy Boost Immunity?

In an analysis of 56 studies, researchers found that talk therapy improved immune system functioning by almost 15 percent. It was also associated with less damaging inflammation throughout the body, including in some people with autoimmune problems, cancer, insomnia, and HIV. Cognitive behavioral therapy, which focuses on changing negative thoughts and behaviors, was especially effective. Source: JAMA Psychiatry, online, June 3, 2020.

### Less Saturated Fat=Better Focus

Could saturated fat slow thinking? Women in one study had lower scores on a test for attention, concentration, and reaction time after a meal high in saturated fat (eggs, biscuits, gravy, and turkey sausage) than after a version that was high in healthier unsaturated fat.

Source: American Journal of Clinical Nutrition, in June 2020.

### More Muscle, Better Breathing

Maintaining muscle may be helpful for those with chronic obstructive pulmonary disease (COPD). In a study of 54 hospitalized people, most with COPD, just 65 percent of those with low muscle mass and strength were alive a year later compared with 86 percent of those with more muscle. Muscle mass diminishes naturally with age, but when it's extreme it can contribute to frail health and a weakening of muscles needed for strong, healthy breathing. Screening for muscle loss is important, the researchers say, because improving protein and vitamin D intake has been found to increase muscle mass and function. Source: European Journal of Clinical Nutrition, online, April 15, 2020.

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  
 2950 N. Country Club Road  
 Tucson, AZ 85716-1912  
 Telephone: 520-323-2117  
 October 2020 Newsletter**

<b>NON-PROFIT ORGANIZATION          U.S. POSTAGE PAID          TUCSON, AZ          PERMIT 982</b>
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**ADDRESS SERVICE REQUESTED**

**BRANCH OFFICERS**

<b>KATHY WALTER</b>	<b>PRESIDENT</b>
<b>STUART LOVE</b>	<b>VICE PRESIDENT</b>
<b>DON HICOK</b>	<b>RECORDING SECRETARY</b>
<b>AMBER UNDERWOOD</b>	<b>FINANCIAL SECRETARY</b>
<b>ALEXIS PADILLA</b>	<b>TREASURER</b>
<b>RAY ROOT</b>	<b>HBA REPRESENTATIVE</b>
<b>GENE KELLEY</b>	<b>RETIREE REPRESENTATIVE</b>
<b>MARK FOLLET</b>	<b>SERGEANT-AT-ARMS</b>



**TRUSTEES**

<b>PETE TADEO</b>	
<b>MIKE DONNELLY</b>	<b>BRUCE JENKINS</b>
<b>VACANT</b>	<b>JC MENA</b>

**CHAPLAIN  
 RICK EVANS**

**FORMAL A REPRESENTATIVE**

<b>STUART LOVE</b>		<b>323-2117</b>
<b>VACANT</b>	<b>SHOP STEWARDS</b>	
<b>WADE ALFORD</b>	<b>BISBEE</b>	<b>520-432-2626</b>
<b>RAY DEVELLIN</b>	<b>CASA GRANDE</b>	<b>520-836-7221</b>
<b>KIMBERLY DAVIS</b>	<b>CASA GRANDE</b>	<b>520-836-7241</b>
<b>VINCE TRUJILLO</b>	<b>CASAS ADOBES</b>	<b>531-0693</b>
<b>GEORGE DALEY</b>	<b>CHERRYBELL</b>	<b>388-5182</b>
<b>MARK FOLLET</b>	<b>COOLIDGE</b>	<b>520-723-3011</b>
<b>DIMAS GONZALEZ</b>	<b>CORONADO</b>	<b>571-7245</b>
<b>JAVIER RAMIREZ</b>	<b>CORONADO</b>	<b>571-7279</b>
<b>BARBARA MADDUX</b>	<b>DESERT FOOTHILLS</b>	<b>615-9032</b>
<b>TIFFANY EGGERT</b>	<b>DOUGLAS</b>	<b>520-634-3631</b>
<b>VACANT</b>	<b>FT LOWELL</b>	<b>290-9723</b>
<b>CLAUDIO RETES</b>	<b>GLOBE</b>	<b>928-425-2381</b>
<b>LILLIAN VALDEZ</b>	<b>GREEN VALLEY</b>	<b>648-0095</b>
<b>KAREN HERRINGTON</b>	<b>MISSION</b>	<b>889-8828</b>
<b>VINNY ERRICO</b>	<b>MOUNTAIN VIEW</b>	<b>744-7097</b>
<b>VACANT</b>	<b>RINCON</b>	<b>296-2816</b>
<b>VACANT</b>	<b>RINCON</b>	<b>296-1279</b>
<b>ROSE BUNKER</b>	<b>SAFFORD</b>	<b>928-428-0220</b>
<b>ALEXIS PADILLA</b>	<b>SAN MANUEL</b>	<b>520-385-9341</b>
<b>AL MARTINEZ</b>	<b>SAN XAVIER</b>	<b>883-3284</b>
<b>KERK YOUNG</b>	<b>SIERRA VISTA</b>	<b>520-458-0554</b>
<b>VACANT</b>	<b>SILVERBELL</b>	<b>388-9257</b>
<b>JC MENA</b>	<b>SILVERBELL</b>	<b>388-9572</b>
<b>TONY RODRIGUEZ</b>	<b>SUN</b>	<b>881-1276</b>
<b>VACANT</b>	<b>SUN</b>	<b>881-1254</b>
	<b>WILLCOX</b>	<b>520-384-2689</b>