



CARL J. KENNEDY BRANCH 704

# THE LETTER CARRIER REPORTER

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## **BRANCH 704 DELEGATES** **2022 NALC NATIONAL CONVENTION - CHICAGO**



**Monthly Branch 704 Meeting is Thursday, September 1, 2022, and begins promptly at 7:00 p.m.**

**\*Please call the Branch Office with your email address for reservations to attend remotely via the**

**Web-Ex\***



**OUR NATIONAL 2022 DELEGATES** FROM L TO R: Ricardo Alvarado, Letty Ramos, JC Mena, Kathy Walter, Dan Turrentine, Mark Follet, Dan Versluis, Mike Carnahan, Irving Crespo, Dimas Gonzalez, Mike Donnelly and Pete Tadeo.

## **President's Report**

Dear Brothers and Sisters,

NALC had a successful 72<sup>nd</sup> Biennial convention August 8 through August 12 in Chicago. The Vice President's article provides information detailing the activities and speakers at the convention. Some of the items that affect the Branch that occurred are the Nomination of Region 4 Business Agent, Dan Versluis was nominated and accepted by acclamation. I want to Congratulate Dan on being Business Agent for another term. NALC veterans did a Ruck March to raise money for the Chicago Veterans, which raised over 28,000 dollars. Fred Rolando made an announcement that this would be his last convention as President of the NALC. He will be retiring in December. President Fred Rolando has managed the NALC through difficult times and with his direction we have all come through these hard times with better contracts, better legislation protecting letter carriers, better education and better representation of the members. In my humble opinion, we couldn't have had a better President leading us and making the union stronger through these difficult times. We all hope he enjoys his retirement and time with his family. Brian Renfro will be running for the nomination of President of the NALC. He has been working with Fred Rolando and is the best qualified for the position of President.

In Tucson, we have several items going through that will impact Letter Carriers. NEERP/NEMP CCA Retention and Mentoring Program will be kicked off in the beginning of next month. This is a program to help retain CCAs in the Postal Service and not have them quit. Nationally, and here in Tucson, the USPS has had trouble keeping CCAs in the Postal Service due to many issues. With this program, we plan to correct some of these issues to make it more appealing for the CCAs to stay as permanent employees. The Post Office and the Union will be having standups to inform and educate CCAs on the program. If you would like to be a mentor at your station, please call the branch office with your name. Some of the duties of Mentors and mentees:

- Welcome tour of the facility and introductions
- Meet regularly to discuss and address concerns
- Encouragement and advice
- Participate in performance-related discussions and evaluations

Mentors would be committing for three-month periods. Those that have a lot of time in the Post Office, especially those close to retirement, would have a great opportunity to pass on your knowledge. I encourage several carriers at each station to volunteer to become a mentor.

San Xavier Station will be the first station to go thru the TIAREAP route evaluation and adjustment program using only the scanner and clock rings. San Xavier live week will be Sept 10-16. The next 90 days after will be important to determine that the adjustment was correct or if it needs modified. It will be important to make sure you carry your scanner on your person all day to track what you are doing on the route. Your edit book should be updated and accurate. It will be instrumental in determining if you are working the route as it was set up.

Associate Offices that will be going thru the TIAREAP are Coolidge Post Office with live week Sept 10-16, and Sierra Vista 35 zone with live week on Oct 1-7.

Sept 22-24 RAP Session will be in Colorado Springs. We will be sending 4 stewards and bringing back information to the membership at the October Branch meeting.

October Branch meeting we will be presenting the proposed Budget for 2023 to the members.

NALC will be at the Labor Day Picnic Sept 5, 2022, from 10am to 2pm at Kennedy Park on 3700 S Mission Road, on Tucson's west side. This will be the first Labor Day picnic that we will be at since the pandemic. We would like to see you at the event supporting Labor union brothers and sisters. Stop by the booth and visit with union members.

The branch office gets mail every day. This came in and I would like to share this with everyone:

### **THANK YOU NALC BRANCH 704 STEWARDS**

*Thank you to all of the hard working stewards for your commitment and dedication to branch 704 and our letter carriers. It can be a very stressful and thankless job sometimes, but you persevere in order to enforce our contract.*

*If you are a new steward and inexperienced in many facets of your job, please do not hesitate to ask for help from other stewards, the branch office or former stewards. Many would be glad to share their knowledge with you and assist you in any way possible.*

*If management refuses to sign off on a grievance or on an extension, please do not drop the ball and let the time allotted for the grievance to expire. They will continue to violate our contract knowing nothing will transpire. Letter carriers are relying on you and will lose faith in the union, as well as a possible loss of hundreds of dollars. At least let the carriers know what's going on before the time allotted for the grievance expires, especially if it's a fairly large grievance.*

*Carriers, please stay vigilant in staying updated on your grievances, even if you have to contact the union office. Once again, thank you stewards for all of your hard work!*

*In solidarity,  
An Active Tucson Letter Carrier*

Stay Safe on the street and remember the scanner is pinging you once a second through the day so make sure you take your 10-minute break and 30 minute lunch, be aware you are being monitored and behave accordingly.

In Solidarity,  
Kathy Walter

**Attention Postmaster, 1 Monthly issue consisting of at least 25% non-advertising matter in each issue of the Carl J. Kennedy Reporter 704, The Letter Carrier Reporter Volume 2022-09 Issue #09 Organization: National Association of Letter Carriers, 2950 N. Country Club Road, Tucson, AZ 85716-1912**

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# Vice President Article

Hope everyone had a safe and productive August. Remember school is back in session and kids will be everywhere! Also, it will start to getting darker earlier, so be careful when delivering!

Labor Day is September 5, 2022 and it will be a day off for all regular city letter carriers! The first Labor Day was September 5, 1882, when 10,000 union men and women marched in New York in celebration of the significant gains they had made in the workplace. Labor Day was officially proclaimed a holiday in 1894 and is, today, celebrated by all Americans.

Labor Day is a day honoring our ancestors in the labor movement, who struggled and sacrificed so that all working Americans could enjoy dignity and respect in the workplace and a standard of living unparalleled in the world.

Labor Day is a day to reflect so we don't lose sight of the achievements organized labor has won for all of us. Through its continuous and tireless efforts, we have the 40-hour work week, health and welfare benefits, paid vacations, child labor laws, social security, minimum wage, occupational safety and health laws and other social and economic reforms.

This Labor Day our local labor council, Pima Area Labor Federation (PALF), will be hosting a Labor Day picnic on September 5, 2022. We have not had one the past two years, so this is good news. The event will run from 10 am through 2 pm at Kennedy Park on 3700 S Mission Road, on Tucson's west side. PALF are still in the final stages of planning but from years past there will be food and drinks there along with booths from various unions in Tucson. Our branch usually has a booth. It is free to attend and they also have several things set up for kids. Tucson Fire brings in a fire truck and hoists a pinata from it and lets the kids go to town on them. They have the pinata done several times during the picnic. Tucson Electric & Power will be there and they usually hand out free light bulbs while they last. There will also be several speakers talking about the importance of solidarity and the power unions have when we are united. Also, local and state politicians, that are running for office, speak at the picnic. **All members are welcome to come and hang out with our branch!**

The 72<sup>nd</sup> Biennial Convention of the National Association of Letter Carriers was held from 8 August through 12 August 2022 in Chicago, IL. The last convention was held in Detroit in 2018. The convention

for 2020 was supposed to be held in Honolulu, HI, but was cancelled due to COVID. Our branch sent about 14 delegates to Chicago. They had to endure flight delays and cancellation both going and coming back. However, everyone made it to Chicago and returned to Tucson safely.

Workshops were held from Monday through Thursday and ran each morning from 7:30 AM to 9:00 AM and then the afternoon workshops began at 3:15 AM and usually went to 4:45. The following were just a few of the workshops that were held: Branch Trustee Training, City Delivery, Contract Administration, OWCP and the Power of Change, Retirement Considerations, TIAREAP (The new joint route adjustment process.), FMLA, TSP, Social Security, improving the New Employee Experience, etc.

The convention ran from 10:00 AM to about 3:00 PM, Monday through Thursday with Friday starting at 8:00 AM to about 12:00 PM. The following are some of the highlights of the Convention.

The convention opened on Monday, 8 August with a keynote address by NALC President Fredric Rolando welcoming the 4,300-plus delegates through the unprecedented circumstances of the last four years, that resulted in the cancellation of the 2020 convention, and outlined the present and future challenges that loom for letter carriers. President Fredric Rolando stated, "I will remember these years for the turmoil we faced as a country. Through it all, the NALC rose to the occasion to serve our members and to preserve our unity." While the challenges that NALC faces are daunting, Rolando said that his faith in letter carriers is undiminished. "This is what the past four years have taught us: When we stay united and strong, NALC can achieve its goals no matter how difficult the circumstances," he said. "Remember that, brothers and sisters, as we focus on the next two years and the future of our union."

The theme of the convention was NALC, a union of essential workers. President Rolando recognizing how letter carriers have delivered for the American public during the pandemic—helping people to work from home and stay safe; distributing relief checks, health bulletins, and COVID-19 tests; and delivering and collecting vote-by-mail ballots. He stated "Letter carriers have always known how essential we are to the political, social and economic well-being of our country—long before COVID-19 struck. But now, the rest of the country has taken

notice, too." He recognized the delegates for all the well-recognized and lesser-noticed tasks they do for the success of their branches and NALC as a whole, from the shop stewards to the food drive coordinators, and the active carriers to the retirees. "Today we are together a union of essential workers."

On the second day of the 72<sup>nd</sup>, (Tuesday, 9 August 2022), annual NALC convention, letter carriers stood together for the common good. Working as one, the delegates demonstrated the power of unity and the strength of a union whose members hail from every corner of the nation. They stood together as they carried out the democratic process of their union, discussing and voting on resolutions and amendments to make NALC even stronger, and even more representative. They stood for American democracy, renewing their commitment to supporting access to the ballot for all citizens, especially voting by mail. And they stood in solidarity with their union brothers and sisters as United Mine Worker President, Cecil Roberts, brought them frequently to their feet to proclaim their support for striking miners in Alabama. When we stand together, Roberts told the delegates, workers can accomplish what seems impossible. "The American labor movement is one," he said, "and we are everywhere."

The third day of NALC's 72<sup>nd</sup> National Convention, leadership was on display from all quarters. On the day designated by the NALC Constitution for nominations of the union's national and regional leaders for the next four years, activists from within and without NALC demonstrated that leadership is not simply a title—it comes from the determination to stand up and do what is right. The delegates were inspired by leaders and of courageous efforts by everyday workers to organize at Amazon, despite the odds, as well as by postal and international union leaders who are carrying on the struggle around the world. They nominated for election, and in some cases, chose their union's leadership team, embracing the democratic process for choosing leaders. They honored carriers who are military veterans, leaders of another kind who showed—once again—what they are made of when they held a ruck march fund raiser, hiking along Chicago's lake shore to raise funds for fellow

veterans in need in the Chicago area. And they celebrated a watershed event in the union's history—the **Great Postal Strike of 1970**, led by ordinary members who stood up to the federal government and won. Delegates heard from participants of the strike, many of them veterans of World War II, the Korean War and the Vietnam War, who reminded them that the strike came "from the rank-and-file carriers—from the ground up." ***Each NALC member will be receiving a ballot to vote for those national leaders who were oppose by someone. Please vote when the ballot arrives.***

The fourth day of the 72<sup>nd</sup> Biennial Convention, delegates embraced the power of unity and collective action. They heard from leaders who reminded them that individuals, our power would be small, but by joining together in service of a common goal, we magnify our power and we can accomplish what otherwise seems impossible. The NALC's strength is built, branch by branch, by activists who organize letter carriers at a 93% rate. And we gain strength by helping other unions organize new workplaces, standing up for the right of every worker to join a union. We make the impossible when we raise funds for the Muscular Dystrophy Association and its research, treatment and support programs. We increase our voice when we support NALC's political effort uniting with other workers to volunteer for campaigns through local labor councils. We demonstrated this power earlier this year by helping to pass bill that for so long seemed impossible: **the Postal Reform Act** that ended pre-funding of retiree health care benefits and enshrined six-day delivery into law.

The last day of the 72<sup>nd</sup> Biennial Convention was kind of sad event since President Fredric Rolando will be retiring at the end of the year. He gave his farewell speech and delegates wished him a very long and happy retirement and thanked him for everything that he did for NALC. Also, delegates from Boston gave a speech on the city of Boston and what you can do while attending the 73<sup>rd</sup> Biennial Convention in Boston.

In Solidarity,  
Mark Follet, Vice President

## New Conversions

**Belle Coronado-Coronado**  
**Dustin Gosnell-Casas Adobes**  
**Ryan Gonzalez-Rincon**

The word "WooHoo!" is written in a playful, bubbly font. Each letter is a different color: 'W' is purple, 'o' is orange, 'o' is yellow, 'H' is green, 'o' is blue, 'o' is light blue, and '!' is dark blue.

**Elizabeth McClure-Coronado**  
**Danielle Howe-Coronado**  
**Duwycia Golden-Ft Lowell**

## Meeting Dates

Branch Meeting-Thursday, September 1, 2022 @ 7pm

Stewards' Meeting-Thursday, September 15, 2022 @5:30pm

E-Board Meeting-Thursday, September 29, 2022 @ 6pm



Meeting  
Reminder

## Chaplain's Corner

What does it mean for God to bless others through us? It means He intervenes in other people's lives through our willingness to help them and to meet their emotional, material, or spiritual needs as He directs. Bear one another's burdens, and thereby fulfill the law of Christ. Galatians 6:2. *Taken from Walking with God by Dr Charles F. Stanley.*

Blessing to All

Rick Evans 520-248-9643

Chaplain



## Sending Our Deepest Sympathies To:

**Brother Segismundo Jacquez (Sun)-on the Loss of his Son  
The Family of Sister Linda O'Brine-Retired Member**

## Health Benefits Report

Letter carriers work long hours outdoors, so when summer arrives, we all need to remember to protect ourselves from the dangers associated with heat and sun. This begins with understanding the potential risks, taking proactive steps to avoid problems related to exposure to heat or sun, knowing the signs of trouble and being aware of what to do if the heat begins to impair you.

"You work alone most of the day, so you have to take responsibility for your own safety, and you have to think about it before you go outside," NALC Director of Safety and Health, Manuel J. Peralta Jr. said. "Your health is the Number 1 priority - do what you need to do to work outside safely in the summer."

Surviving heat isn't just about being in shape and it's certainly not about toughing it out. You must take care of your body's needs and prepare in advance. All carriers must be wary

of extreme heat. Knowing how to prevent heat stress is key to keeping a carrier safe on a hot day. That starts with water. Hydration is essential to the body's natural cooling process. Consider supplementing your water with your favorite electrolyte. Drink frequently.

There are two kinds of heat stress: heat exhaustion and heat stroke. Symptoms include headache, nausea, dizziness, weakness, thirst and heavy sweating. You can refer to the heat illness card on the back of your badge. Take action immediately. Find shade or a cool place indoors, drink water, and call 911 if needed. Notify your supervisor if you can.

Be prepared so you can stay safe and healthy.  
-excerpted from the July 2022 issue of *The Postal Record*  
Make your health a Priority!

Amber Underwood 520-323-2117

## Retiree Representative Report

After a two year postponement, letter carriers from throughout the country were able to gather in Chicago for the NALC 72nd biennial convention. The delegates conducted business that sets union policy and direction at the national level. Elections for national officers were also held, hardworking brother Dan Versluis was reelected to a very much deserved second 4 year term as Region 4 National Business Agent. I look forward to personally congratulating him and to express our appreciation for all he has done for us as our

former branch president and representing Arizona and the 4 other states in our region.

The annual Retiree Luncheon is scheduled for Sunday, December 4th, 2022, starting at 11:30AM at the Desert Diamond Casino Conference Center located at 7350 S. Old Nogales Highway. All retired branch members are welcome to attend along with one guest without charge. If you wish to invite additional guests, the cost will be \$25.00 per person. Menu choices are: Slow Roasted Pot Roast, Prosciutto

Wrapped Stuffed Chicken, or Herb Roasted Salmon. All entrees come with a salad and a Duo Dessert of Turtle Cheesecake and Carrot Cake Squares. If you are planning to attend and have not already made reservations, please call the branch office at 520-323-2117 to inform us that you are attending, number of guests, and menu choice for each individual. Also, let us know if you are due a membership pin so we can order them from National Headquarters and receive the award in time to be presented to you at the luncheon.

Upon retirement, the NALC National Headquarters sends out a packet with form 1189 to fill out to continue membership in the NALC. The form must be signed by a branch officer and you must provide your retiree (CSA) number. Dues will reduce

to \$4.00/month, once your case clears interim status. Mutual Benefit Association (MBA) provides a \$5000 Accidental Death Policy at no additional cost. You must decide within one year from your retirement date if you want to continue your membership in NALC.

Again, we want to thank all the retiree volunteers that help out at the office. Without your much appreciated assistance, the monthly branch newsletter mailing process would not go as smoothly. Wishing all members and their families a peaceful and relaxing Labor Day Holiday weekend. Be well.

In Solidarity,  
Art Higven 520-304-4196

## Contract Talk

### ARTICLE 41 POSTING VACANT ASSIGNMENTS

***-I been waiting on a route to be posted. It has been vacant for over fourteen days and management states that the route is being considered for reversion. What does this mean?***

When a route is under consideration for reversion, the decision to revert or not to revert the route shall be made not later than 30 days after it becomes vacant. If the decision is made not to revert, the route must be posted within 30 days of the date it becomes vacant. For example, route 29 became vacant on 2 March, therefore a decision must be decided by 30. Should the route 29 be determine that it will not be reverted then route 29 must be posted by 1 April to meet the 30-day requirement. The employer shall provide written notice to the union, at the local level, of the routes that are being considered for reversion and of the results of such consideration. Once the Union receives the notice that a route or routes are to be reverted a grievance will be filed.

***-So, management can use reversion to delay the posting of routes. Can management really do that?***

No, this language does not allow management to adopt a "blanket" policy to consider all vacant routes for reversion. In a national-level settlement, M-01389, the parties agreed a "blanket" policy to consider all vacant routes for reversion prior to posting is inconsistent with the provisions of Article 41.1.A.41. Routes are considered on a route by route basis.

***-When should a route be posted once it becomes vacant?***

The National Agreement requires that it be posted for bid within 14 days of the date it is vacated, or that it be established, in the case of a newly created route. The local parties may agree to extend the 14 day time limit.

***-Once a route has been posted for bid is the notice only posted in the station with the vacancy?***

No, the notice must be posted in all offices where letter carriers who are eligible to bid are assigned. In the case of installations with more than one station/delivery unit, the notice must be posted on the bulletin board in each station. A copy must be provided to the union. Should a station not get a notice of the bids, the steward should grieve it.

***-I will be on annual when the next bid notice will be coming out. Can I request that a copy of the bid notice be sent to me?***

Employees absent during the time a route is posted may receive a copy of the notice; however, the employee must submit a written request for the notice.

***-How long does a bid notice have to be posted?***

The bid notice must be posted for 10 days, unless the local parties have negotiated a different time period in accordance with Article 30,

Sections B.21 and B.22.

***-What type of information must a bid notice include?***

The bid notice must include the following information per Article 41. Section 1.B.4: The duty assignment by position title and number; grade; hours of duty (beginning and ending) including, in the case of a Carrier Technician assignment, the hours of duty for each of the component routes; the fixed or rotation schedule of days of work, as appropriate; the principal assignment area (e.g. section and/or location of activity); invitation to employees to submit bids; physical requirement unusual to the assignment; the carrier route number shall be designated. If a Carrier Technician assignment, the route numbers of the component routes shall be designated; and, date of last inspection and date of last adjustment.

***-How long does management have to announce the successful bidder for a route?***

Within 10 days of the date the bid notices closes, management must announce the name of the letter carrier with the most seniority, known as the "successful bidder", who bid on the route. In the case of a letter carrier who is temporarily disabled and is the success bidder on a route, certain rules apply if the employee cannot assume the job duties. For an in-depth explanation of these rules, see pages 41-7 and 41-8 of the JCAM.

***-How long does it take after the successful bidder has been announced must the employee be placed on the route?***

Once the successful bidder has been announced, the employee must be placed on the assignment within 15 days, except during the month of December. Application of this exception does not begin a new 15-day period; the days would stop being counted at the end of November and begin again at the start of January. The total number of days between the close of the bid and the date of the employee starts on the assignment is still limited to 15 days.

***-Can a 204-b bid on routes?***

Letter carriers who are temporarily detailed to a supervisory position (204-b) may not bid on vacant routes during their detail. However, the 204-b may voluntarily terminate the detail and then exercise their right to bid when they return to the craft. Article 41, Section 1.A.2

***-My supervisor changed my start time and my non-scheduled days does that mean my route will be posted for bid?***

Changes in start times or non-scheduled days do not require a route to be posted (except as provided in Article 41, Section 1.A.5) Article 41, Section 1.A.5 states Article 30, Sections B.21 and B.22 allow the local parties to determine whether a change in start time of more than one hour requires the route to be posted.

In Solidarity, Mark Follet, Vice President

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 SEPTEMBER 2022



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