



CARL J. KENNEDY BRANCH 704

# THE LETTER CARRIER REPORTER

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September 2018

*Email Address: [nalcbranch704@outlook.com](mailto:nalcbranch704@outlook.com)*

Printed by Branch 704

## Nominations for 2019 Delegates to the AZ State Convention

This is notice to members of the NALC Branch 704 that nominations for Delegate for the 2019 Arizona State Convention shall be taken at the regular meeting of NALC Branch 704, October 4, 2018 beginning promptly at 7:00 p.m. at NALC Branch 704, 2950 N. Country Club Road, Tucson, Arizona. Successfully elected Delegates shall serve a 2-year term until election of Delegates to the subsequent State Convention. Nominations shall be conducted by sign-in roster and accepted from the floor during the meeting and mail-in nomination received prior to the October 4<sup>th</sup> meeting addressed to the Recording Secretary of NALC Branch 704 for all absentees. In the event of the necessity of a mail-out ballot, those members requesting absentee ballots shall make a written request to the NALC Branch 704 Election Committee at 2950 N Country Club Road, Tucson, Arizona 85716-1912, no later than 14 days prior to election, but after nominations have closed. In accordance with the by-laws of NALC Branch 704 the President shall be a delegate to all conventions, by virtue of his/her election to the office of President.

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

**Next Union Meeting Thursday September 6, 2018,  
to begin promptly at 7:00 pm.**

# President's Report

## 71<sup>st</sup> NALC Biennial National Convention

The 71<sup>st</sup> NALC National Convention in Detroit was an excellent example of how our union practices democracy. Delegates from across our great country exercised one of our most basic union rights by voicing their opinion on many resolutions that will guide us into the future. We had several guest speakers not only from other labor unions but also from both democratic and republican sides of the house. Delegates attended some excellent training classes before and after the general convention sessions covering retirement, TSP, contract administration, safety and health, mutual benefits and many more. In addition, in accordance with Article 6 of the NALC Constitution, nominations for all National officers and fifteen National Business Agents were conducted on Wednesday from the floor. Ballots will be mailed beginning September 11<sup>th</sup> for all contested positions to every active and retired member. Please make sure to exercise your right to vote by returning your ballot by the deadline. Our National officers and staff deserve a huge letter carrier cheer for all the hard work they put in making the 2018 National Convention a huge success. For more on the convention please visit [nalc.org](http://nalc.org).

## National Level Settlements

Great news! If you are a former TE or CCA, or a CCA during the backpay period of the 2016-2019, or a CCA with 30 months as of September 1, 2018, you will want to take a look at National level settlements M-01896, M-01895, M-01894, and M-01892. These settlements cover errors in TE step credits, delays in retroactive pay for CCAs, CCA holiday pay, and CCA conversions to career status. In addition, M-01893 addresses the "hold in place" rule that applied to promotion pay for carriers who were promoted prior to the ELM revisions. For more information go to [nalc.org](http://nalc.org) or download the free nalc app.

## Labor Day picnic – Monday September 3<sup>rd</sup>, 2018 at Reid Park Band Shell

Come join many of your brothers and sisters, family and friends for the Labor Day 2018 picnic and Classic Car and Motorcycle show. There will be free food, drinks, games, and Union Olympics. The event will start at 10 AM and end at 2 PM. Look for the insert in this issue for more information.

## MDA Muscle Walk – September 29<sup>th</sup>, 2018 at Reid Park (NW corner)

I am very happy to announce that Brother Israel Silva has been appointed as the NALC Branch 704 Muscular Dystrophy Coordinator. Brother Silva has already set the wheels in motion to conduct our first branch event for 2018. We will be participating in the MDA Muscle Walk of Tucson scheduled for September 29, 2018 starting at 9 AM. Please help us in making our first event a big success by going to [musclewalkmda.org/tucson](http://musclewalkmda.org/tucson) and sign up as a member of NALC704 team. If you can't participate by joining our team, please make a small tax-deductible donation and sponsor one of the members of our team.

## 5<sup>th</sup> COLA \$645

Our 5<sup>th</sup> contractual COLA is set at \$645. The COLA only applies to career carriers and will go into effect on September 1, 2018. For newly converted carriers at Grade CC-1 Step A the COLA will result in raise to \$18.67 per hour and for top step letter carriers \$30.36 per hour. You can look up your rate by going to [nalc.org](http://nalc.org) and clicking on the new letter carrier pay chart.

Together We Stand – Divided we Beg.

In Solidarity,  
Dan Versluis

## Meeting Dates

**Branch Meeting-Thursday,  
September 6, 2018 @ 7:00 pm**

**Stewards Meeting-Thursday,  
September 20, 2018 @ 5:30 pm**

**Executive Board Meeting-Thursday,  
September 27, 2018 @ 6:00 pm**

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 2018-09  
Issue #09; Organization:  
National Association of Letter Carriers,  
2950 N. Country Club Road,  
Tucson, AZ 85716-1912

# Vice President Article

Dear Brothers and Sisters,

The NALC 71<sup>st</sup> Biennial Convention in Detroit was fantastic. We had great speakers, classes, and best of all, President Rolando speaking to delegates about the many difficulties facing letter carriers. He spoke about the elections, that they have consequences such as,

- The appointment of Supreme Court Justice Neil Gorsuch who helped lead to the negative decision in the Janus vs AFSCME case.
- The \$2 trillion tax cut that is ballooning the federal budget deficit and exposing federal employees' jobs, pay and benefits to potential cuts.
- Executive orders are harming workers with the loss of overtime provisions and are gutting federal employees' union rights.

It was not a surprise when President Rolando told us about the creation of an administration task force to develop ways to "restructure" USPS and examine the definition of universal service. We will have to fight even more to keep what we have and not lose any of our hard-won benefits including our jobs. I encourage everyone if they want to read more about what our president had to say go to [www.nalc.org](http://www.nalc.org) and click on convention highlights.

We carriers are fortunate that we have really dedicated union officials that work for us from President Rolando all the way to our stewards at the stations. When we stand together we can persevere and win, so while we have some hurdles to overcome, I also see this as opportunities for our leaders to come up with solutions. But they cannot do this without all of us supporting them and putting our money to work. If you have not signed up with Letter Carrier Political Fund (LCPF) this is the time to be active and support our union cause. Branch 704 President Dan Versluis was nominated for National Business Agent for Region 4 along with Anita Lewallen, from Conway AR Branch 1592. Ballots will be sent out to all union members in region 4 for everyone to vote, so make sure to keep an eye out for the ballots and VOTE.

District Safety will be pushing rollaway / runaways. While this may not be the majority of our accidents it is the most dangerous and expensive both in lives and money. So please make sure you are working safe,

put the hand break ON and Pull the keys out, if your tush is off the seat. I want you to go home the same as you came in to work, for your family and co-workers who depend on you to be at work the next day.

Check out the NALC.org web page to get all the news about the convention.

In Solidarity  
Kathy Walter

#### Letter Carrier Political Fund

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 force 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 contributor.

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Mon-Thurs. 9 am to 5 pm

Friday 9 am to 6 pm, Sat 9 am to 1 pm

**7740 E Speedway Blvd.**

Mon-Thurs. 9 am to 5 pm

Friday 9 am to 6 pm

**5280 E Grant Rd.**

Mon, Tues, Thurs. 730 am to 4 pm

Wed 9 am to 4 pm, Fri 730 am to 5 pm

\*APR= Annual Percentage Rate. Rate current as of 8/1/2017. Subject to change. Based on credit history.

# NALC BRANCH 704 PROPOSED BY-LAWS CHANGE

Current language:

## ARTICLE VIII FUNDS AND BUDGET

### Section 4

(Effective 01/01/2003) Two percent (2%) of all dues collected by the branch shall be set aside in a separate fund called "The State Convention Fund". This fund shall be used to offset the cost to the Branch and members attending any State Convention, all amounts to be decided by the Executive Board. This fund may not be used for other purposes except by a two-thirds (2/3) majority vote of members present at a regular branch meeting.

### Section 5

(Effective 01/01/2003) Six percent (6%) of all dues collected by the branch shall be set aside and placed in a separate fund called "The National Convention Fund". This fund shall be used to offset the cost to the Branch and members attending the National Convention, all amounts to be decided by the Executive Board. This fund may not be used for other purposes except by a two-thirds (2/3) majority vote of members present at a regular branch meeting.

Proposed language: (Changes in bold)

## ARTICLE VIII FUNDS AND BUDGET

### Section 4

**One and a half** percent (**1 1/2%**) of all dues collected by the branch shall be set aside in a separate fund called "The State Convention Fund". This fund shall be used to offset the cost to the Branch and members attending any State Convention, all amounts to be decided by the Executive Board. This fund may not be used for other purposes except by a two-thirds (2/3) majority vote of members present at a regular branch meeting.

### Section 5

Six **and a half** percent (**6 1/2%**) of all dues collected by the branch shall be set aside and placed in a separate fund called "The National Convention Fund". This fund shall be used to offset the cost to the Branch and members attending the National Convention, all amounts to be decided by the Executive Board. This fund may not be used for other purposes except by a two-thirds (2/3) majority vote of members present at a regular branch meeting.

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**BRANCH  
704  
DELEGATES**

# **Dan Versluis for NBA Region 4 Raffle**

**There are still tickets available.**

**Drawing will be held on Thursday, October 4, 2018.**

**For tickets you can call Gene Kelley (520) 403-3025  
or Kathy Walter (501) 802-4310.**

**Tickets are only \$10.00 and you could win:**

**1<sup>st</sup> Prize SAMSUNG 55: UHD TV 4K HDR PRO**

**2<sup>ND</sup> Prize HANDMADE NALC QUILT**

**3<sup>RD</sup> Prize ORTHOCERAS STANDING FOSSIL CENTERPIECE**

*Paid for by the Committee to Elect Dan Versluis, NBA*

# **MDA Muscle Walk of Tucson**

**September 29, 2018 – Check In: 8a.m. – Start: 9a.m.**

**Reid Park on NW Corner**

**Join our team “NALC704” or support us by making a donation  
by sponsoring one of our team members**

**For more information go to: [Musclewalkmda.org/tucson](http://Musclewalkmda.org/tucson)**

**Israel Silva**

**NALC Branch 704**

**MDA Coordinator**



# LABOR DAY 2018

MONDAY, SEPTEMBER 3rd, 2018

“Resist for Today  
Build for Tomorrow”

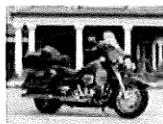


A Union of Professionals



Labor Day Picnic  
And

Classic Car and Motorcycle Show



OPEN TO THE PUBLIC

REID PARK BAND SHELL  
(On Country Club North of 22nd St.)

TUCSON, AZ - 10AM – 2PM

BRING FAMILY & FRIENDS!

JOIN US FOR FREE FOOD, DRINKS, GAMES,  
AND OUR 8th ANNUAL UNION OLYMPICS EVENT!

Car Show Trophies at 1:45 PM



# Congratulations On Your Retirement!

**Terri Bentley**

**Mountain View Station**



**Chuck Giehm**

**Mountain View Station**



**Charles  
Stewart**

**Coronado  
Station**

**(Not pictured)**

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## Formal Step-A Report

During the month of July, 35 grievances were resolved at the Formal Step-A level. A summary of the settled grievances is listed below:

### **FORMAL STEP-A:**

- Settled 1 Letter of Warning by getting it reduced to a 3-month L.O.W.
- Settled 1 7-Day Suspension by getting the 7-Day Suspension reduced to 1-year L.O.W.
- Settled 2 grievances, 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: \$659.04**).
- Settled 2 grievances, management was performing bargaining unit work by getting those carriers who should have done the work paid (**Total \$266.86**).
- Settled 1 grievance, a Steward had to process grievances off the clock by getting that Steward paid (**Total \$400.31**).
- Settled 2 grievances, management failed to post vacant bid assignments in a timely manner by getting the successful bidders or assigned carriers of

those routes paid \$250.00 each. (**Total \$2,000.00**).

- Settled 4 grievances where RCAs were performing City Carrier work delivering Amazon parcels by getting the carriers who should have done the work paid. (**Total \$1,666.69**).
- Settled 1 grievance where management denied two days of COP to a carrier by getting that carrier paid (**\$284.48**).
- Settled 21 Quarterly overtime grievances where management failed to equalize the overtime hours and opportunities by getting the effected OTDL carriers paid for missed opportunities. (Amount not reported by agreement.)

**Management's failure to follow the contract cost the USPS \$ 5,227.38 this month.**

There are 27 grievances outstanding at Formal Step-A.

In Solidarity,  
Stuart Love  
Formal Step-A Representative

**vote** NATIONAL ASSOCIATION OF LETTER CARRIERS  
**VERSLUIS**  
**FOR NBA REGION 4**

✓ I'm for Dan!

Your Vote for Dan Versluis is a Vote for

**Quality Representation,  
Honesty, Integrity, A Seeker of  
Justice, and An Unwavering  
Commitment to All  
Letter Carriers**

- US Marine Corps Veteran
- Shop Steward
- Formal A Designee
- Branch Trustee
- Branch Vice President
- Branch President - 10+ Years
- Arizona State Director of Education
- Arizona State Vice President
- Certified Step B
- NALC Arbitration Advocate
- Graduate NALC Leadership Academy Class 3
- Experienced OWCP Representative
- Regional Administrative Assistant

Dan Versluis has experience at nearly every level of the National Association of Letter Carriers spanning two decades. His commitment to his peers and profession is unwavering.



*"Representing letter carriers has been my life's work. I look forward to new challenges and the work we have started together."*

Paid for by the Committee to Elect Dan Versluis, NBA



# Health Benefit Report

## Sun Safety Smarts

When you purchase a product designed to shield your skin from the sun's damaging rays, you expect that it will perform as promised, but that might not always be the case.

The Food and Drug Administration recently announced that it would be more closely scrutinizing products claimed to protect you from the sun.

The agency's first step was cracking down on four dietary-supplement companies. According to the FDA, the manufacturers make claims that give "...consumers a false sense of security that a dietary supplement could prevent sunburn, reduce early skin aging caused by the sun, or protect from the risks of skin cancer." The FDA also said it would address "the effectiveness of various SPF values."

For several years in a row, Consumer Reports has found that for many sunscreens the SPF (sun protection factor) value in our testing isn't consistent with the SPF on the

package. (CR's tests vary slightly from those the FDA requires manufacturers to do.) This year, we found 24 out of 73 sunscreens that tested at less than half their labeled SPF. (Trader Joe's Spray SPF 50+, got an Overall Score of 100 in our tests, earning Excellent scores for UVA and UVB protection, and variation from SPF.)

William Wallace, senior policy analyst for Consumers Union, the advocacy division of CR, says he hopes the FDA's statement indicates that the agency will do more to help consumers trust that they're getting what they expect from sunscreen. "The FDA should set a high bar," he says. For more information on getting the most from your sunscreen, go to [CR.org/sunsmart](http://CR.org/sunsmart)

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

## Chaplain's Corner

### Gather Me To Be With You

O God, gather me now to be with you as you are with me. Sooth my tiredness; quiet my fretfulness; curb my aimlessness; relive my compulsiveness; Let me be easy for a moment.

O Lord, release me from the fears and guilts which grip me so tightly; from the expectations and opinions which I so tightly grip, that I may be open to receiving what you give, to risking something genuinely new, to learning something refreshingly different.

O God, gather me to be with you as you are with me.  
Amen.

By Ted Loder, Guerillas of Grace

Blessings  
Chaplin Rick Evans  
with Martha Evans  
[Rick7evans@gmail.com](mailto:Rick7evans@gmail.com)  
520-248-9643

**Condolences**  
**Steve Baumer on the**  
**loss Of your Mother.**

**Congratulations on Your**  
**Conversion to Career City**  
**Carrier!**  
**Eddy Gil-Lopez**  
**Christy Stockholm**  
**Robert Valencia**  
**Joshua D Medlin**

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

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**BRANCH OFFICERS**

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



**TRUSTEES**

**PETE TADEO**

MIKE CARNAHAN	BRUCE JENKINS
CATHY POULIN	CLAUDIO RETES

**CHAPLAIN  
 RICK EVANS**

**FORMAL A REPRESENTATIVE**

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