



CARL J. KENNEDY BRANCH 704

THE LETTER CARRIER REPORTER

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September 2019

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

Printed by Branch 704

Branch 704 Notice for 2020 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 17-21, 2020 in Honolulu shall be taken at the regular meeting of the NALC Branch 704 October 3, 2019, 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 conducted by sign-in roster, accepted from the floor during the meeting 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 of 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.

WEBSITE: www.nalcbranch704.org

**Branch Meeting Thursday September 5, 2019
is to begin promptly at 7:00 pm.**

CONGRATULATIONS...

On Your Retirement!

Marcos Perez
Mission Station



Diane Feldmayer
Rincon Station



James 'Bo' Guendelsberger
Rincon Station



David Tom
Fort Lowell Station



On Your Conversion!

Jacob Reed

President's Report

Dear Brothers and Sisters,
Route Inspections - Casas Adobes, Desert Foothills and Ft Lowell are scheduled for route inspections March/April time frame. Management will be blocking off the annual leave board for the week of the inspection. District supervisors will be coming to Tucson to conduct the route inspection. I have not received any information on all other zones as of this time.

Ft Lowell (week of inspection 3/28 to 4/3) both zones
Desert Foothills (week of inspection 4/4 to 4/10)
Casas Adobe (week of inspection 4/11 to 4/17)

M-01105 states when management blocks out vacation time, an equivalent number of additional slots must immediately be made available for vacation selection. Unless the local union agrees otherwise, the slots will be added to the number of slots required by the local memorandum during the 30-day period immediately before or after the dates of the inspection.

Ft Lowell will have 2 (two) additional slots added to their quota starting April 13-April 19, April 20-April 26, April 27-May 3, 2020.
Desert Foothills will have 2 (two) additional slots added to their quota starting April 20-April 26, April 27-May 3, 2020.
Casas Adobes will have 2 (two) additional slots added to their quota starting April 27-May 3, May 4-May 10, 2020.

RAC-Reasonable Accommodation Committee, management has been putting carriers in to be reasonably accommodated. This is a conference where they ask you about your medical history or injury and what you can do and what you cannot do on your job as a letter carrier. This should be requested by the employee or their representative not management. If you receive a letter saying you have an appointment with the RAC committee, please call the branch office or talk with your shop steward. You should know you are not obligated to participate in the committee if you did not request it. The committee has restriction on what they can ask if you participate. Make sure to not sign any release for medical documentation. If you have been injured off the job and have restrictions that prevent you from working your full letter carrier duties, call the union office to receive advice.

PALF-23rd Annual Labor Day Event will be September 2, 2019 at Reid Park. Labor day gives us a unique opportunity to emphasize the importance of unions and the good we do for the community during a time when workers need all the support they can get, this year's event theme, "Our Time to Fight – Unions Make America Strong", reflects the changing dynamics of the workforce and will feature a classic car and motorcycle show with vehicles provided by Door Slammers Car Club and union members. I invite everyone to come out and join your brothers and sisters in a show of solidarity, I hope to see you

and your families. There will be food and refreshments, games, speeches and its free.

June 2019 cost-of-living adjustment Contract COLA: Accumulated COLA is \$562 through July 2019. The accumulated COLA through June stood at 27 cents per hour or \$562 annually and will be payable the second full pay period following the release of the July 2019 index. 2020 Retiree COLAs Projection: 1.4% as of June 2019. The 2020 retiree COLA calculation will be finalized in October 2019 with the release of the CPI-W for September 2019.

For those employees that have been around for a couple of years, if you see a carrier going in to talk with the supervisor in their office remind them to talk with the steward or call the branch office. There are new employees that do not know what they are supposed to do when they get any document from management and receive discipline. For any carrier that receives either a Letter of Warning, 7 or 14-day suspension please inform your steward or call the branch office so we can file a grievance on your behalf. Please remember we have 14 days from when you receive the discipline to file a grievance. All discipline (LOW, 7-14 Day) given by management is for 2 years if we do not grieve the discipline issued. This is a long time to have discipline on your records that is not necessary in some instances. A phone call to find out if management did the right thing or not is easy. If you get any discipline or know someone that does, call your steward or branch office right away.

Calendars:

It is time to start ordering the Color-Coded Calendars for the next year, 2020. Stewards will be asking if you want any extra calendars, make sure to sign up if you want to buy an extra color-coded calendar. All active union letter carrier members will get one free calendar at no cost.

The October 3, 2019 union meeting will be the election of delegates to the National Convention in Honolulu August 17-21, 2020. Save the date if you want to be a delegate.

In Solidarity
Kathy Walter
President

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 2019-09 Issue #09
Organization:
National Association of Letter Carriers,
2950 N. Country Club Road, Tucson, AZ 85716-1912

Vice President Article

Hello Brothers and Sisters,
As we hit mid-summer and constant triple digits, I cannot stress enough the importance of staying hydrated. I understand it can be difficult at times, but just remember that proper hydration starts the day and night before. As carriers, you are allotted a morning and afternoon 10-minute break; don't forget that you can take as many comfort stops as needed to be safe and to get you through this heat. A comfort stop is a one to two-minute break, unless you need to use the lavatory, to pull over and hydrate. A suggestion would be to set an alarm on your phone to alert you every 30-minutes, pull over to the side of the road and drink some water and take a few deep breaths to refocus and continue on.

Always remember the signs of heat exhaustion and heat stroke. Pull over immediately, secure your vehicle, find cover, drink plenty of water, and call your supervisor asap. Know your body. If what I just mentioned is not possible, pull over immediately and call 911. Your health and safety are what's **most important!**

On a more positive note for a lot of carriers that are concerned with our lack of mail volume and Amazon parcels, 13 bipartisan colleagues introduced the "USPS Shipping Equity Act" (H.R. 2517). What does this mean? This bill, when passed (God willing) would allow the USPS the right to deliver beer, wine and alcoholic beverages directly from licensed brewers, distillers, wineries and retailers to legal customers. As of now private shippers are the only means of delivery for these items, but when passed into law (God willing) the USPS costs and work force numbers would undercut our shipping competition costs and ensure the USPS more work and volume moving forward.

I encourage all letter carriers of Branch 704 to contact Kyrsten Sinema, Martha McSally and Ann Kirkpatrick to support H.R. 2517.

Next month I hope to have some data to report on the USPS's insane proposed consolidated casing initiative (casers and carriers) that began in the Annandale, VA Post Office this past May along with where we are with our national level grievance that was filed on it and what you as mail carriers and your postal customers rights are when the USPS solicits your customers to change their mode of delivery to cluster boxes or centralized delivery.

Thank you for your time and service. Enjoy the month of August 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 meeting since their date of transfer, or member-ship date, to be eligible for delegate assistance. Members may be excused from the above requirements in accordance with Article V, Section 5 of these by-laws. 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.

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.

Formal Step-A Report

During the month of July, 17 grievances were resolved at the Formal Step-A level. A summary of the settled grievances is listed below:

FORMAL STEP-A:

- Settled **4** Letters of Warning by getting 1 reduced to an official discussion and 3 reduced to a 1-month L.O.W.
- Settled **1** 7-Day Suspension by getting the Seven Day Suspension reduced to a 1-year L.O.W.
- Settled **1** 14-Day Suspension by getting the 14-day suspension reduced to a 1- year Letter of Warning.
- Settled **1** grievance where a CCA reported for work and was sent home by getting that CCA paid their call-in guarantee of 4 hours **(Total \$73.16)**
- Settled **1** grievance for management performing bargaining unit work by getting carriers who should have done the work paid. **(Total \$256.92).**
- Settled **1** grievance where management failed to follow pecking order for Holiday scheduling by getting carriers who should have done the work paid (**Total \$406.98**)
- Settled **1** grievance where management failed to pay a carrier COP by getting that carrier paid **(Total \$380.98)**
- Settled **1** grievance where management failed to post vacant bid assignments in a timely manner by getting the successful bidder paid. **(Total \$500.00)**
- Settled **1** grievance where RCAs were delivering city territory by getting carriers who should have done the work paid **(Total \$433.84)**
- Settled **3** grievances 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: \$658.20).**

- Settled **2** grievances with language where management failed to provide a Red Room clerk to clear carriers upon return from the street.

We appealed 2 grievances to Step B.

Management's failure to follow the contract cost the USPS \$2,710.08 this month.

In Solidarity,
Stuart Love
Formal Step-A Representative

Meeting Dates

**Branch Meeting-Thursday,
Sep 5, 2019 @ 7:00 pm**

**Stewards Meeting-Thursday,
Sep 19, 2019 @ 5:30 pm**

**Exec Board Meeting-Thursday,
Sep 26, 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. 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

Q: May CCAs hold dual appointments?

A: No.

Q: May CCAs who have an on the job illness or injury be assigned to work in other crafts?

A: Only if the assignment to another craft is consistent with Section 546 of the Employee and Labor Relations Manual and relevant Department of Labor Regulations.

Q: Do CCAs receive night differential or Sunday premium?

A: CCAs receive night differential as defined in Article 8.7 of the National Agreement. CCAs do not receive Sunday premium.

Q: Do CCAs have a work hour guarantee?

A: Yes, CCAs employed in the Post Office and facilities with 200 or more work years of employment have a four-hour guarantee

and CCAs employed in all other Post Offices have a two-hour work guarantee.

In Solidarity,
Mike Donnelly
Desert Foothills Station Steward

Customer Connect- Part I of III

(Part II Continued on next newsletter)

I would like to introduce myself to you. My name is Mark Follet and I am the Branch Customer Connect Coordinator for NALC Branch 704. The Tucson and Southern Arizona Management Customer Connect Coordinator is Sherry Brown. The following information hopefully will assist and help City Letter Carriers understand what Customer Connect is and how it works.

Customer Connect is a joint partnership between the National Association of Letters Carriers (NALC) and the USPS. The program encourages letter carriers to leverage their business relationship with customers by identifying new business opportunities and obtaining customer concurrence to meet with a sales representative. City Letter Carriers produced more than 50,000 leads for the Postal Service during the fiscal year that ended in September; up 6.7 percent from one year earlier.

Customer Connect also generated more than \$160 million in estimated annualized revenue during fiscal 2017 a year-to-year increase of almost 9 percent. Since its inception in 2003 the program has generated almost \$2.5 billion in estimated annualized new revenue.

The following are frequently asked questions about Customer Connect:

Who is eligible to participate? All City Carriers may participate in the program and are encouraged to submit up to two (2) business cards/leads per month. The main products emphasized are Package Services, International and Direct Mail. Customer leads are followed up by a Sales Representative.

Why are Letter Carriers becoming involved with revenue initiatives? Employees in the letter carrier craft are encouraged by the National Association of Letter Carriers Union to participate and identify potential customers on their routes that could benefit from USPS products and services. Providing these leads is completely voluntary on the part of the letter carrier and should only involve a minimum amount of activity. It should only take about two minutes or less and can ask for time through your supervisor or on the PS Form 3996.

How does the Customer Connect Program impact a City Letter Carrier? The program has been designed to minimize the impact on operations and carrier street time. Carriers are asked to: try to identify and contact up to 2 customers each month that could use the USPS for their mailing options, get a business card or complete a lead card. They can request lead cards from their supervisor or Manager. For example, they see one of our competitors (UPS, FED Ex, etc.) picking up packages from a customer; this could be a potential customer that could use one of our shipping services. You would then ask for a business card or leave a lead card.

If you do not have a Customer Connect Coordinator at your station, consider becoming one. It is one of many ways of learning about the USPS and the Union. Management is in the process of trying to reduce the number of city letter carrier routes and city letter carrier jobs through route inspections. Customer Connect is one way of saving your route and building volume on your route

Customer Connect Article Cont. on page 7)

Customer Connect Article Cont. from page 6)
by getting customers to mail more packages through the USPS and using direct mail. The USPS has loss with Amazon and Federal Ex-press parcels and as a result city routes do not get as many parcels to deliver.

Customer Connect is a way of replacing the loss volume.
Your job is in danger?

In Solidarity,
Mark Follet
Customer Connect Coordinator

Chaplain's Corner Walking With God

Many people are wrapped up in themselves and their own interests. All they talk about is what they're going to do and what they're going to accumulate and possess. But God says if that's the way you're living, you're a fool. You're going to lose.

Philippian's 2:3-4 says, "Do nothing from selfish or empty conceit, but with humility of mind regard one another as more

important than yourselves; do not merely look out for your own personal interest, but also for the interests of others."

By Dr. Charles Stanley

In Solidarity,
Rick Evans
Chaplain

520-248-9643

Rick7evans@gmail.com

CONDOLENCES

Marsha Washburn on the
loss of your Sister.

Barbara Maddux on the
loss of your Mother.

Health Benefit Report

No Magic Pills

A six-year study of 30,899 adults by Tufts University found that taking supplements wasn't linked to a lower risk of death during the study period, but that getting enough copper, zinc, magnesium, and vitamins A and K from food was. High doses of supplemental calcium (1,000mg or more a day) were tied to a slightly higher risk of death, as was vitamin D supplementation (more than 10 micrograms per day) in people whose blood levels of the vitamin were

already adequate. Nutrients seem to work together and interact in complex ways—in whole foods, for example—and that interplay may shape health more than the levels of any one individual nutrient.

Source: *Annals of Internal Medicine*, April 8, 2019

Food for Your Heart

Replacing red meat with nuts, soy, and legumes—rather than fish, poultry, or carbs—is a better way to help your heart, according to a recent review of 36 studies involving 1,803

women and men ages 18 to 70. The soluble fiber, good fats, and antioxidants in plant-based proteins may account for their heart benefits. Plus, they don't have the high cholesterol and saturated fat often found in red meat.

Source: *Circulation*, April 7, 2019

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

**National Association of Letter Carriers
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 Tucson, AZ 85716-1912
 Telephone: 520-323-2117
 September 2019 Newsletter**

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