

THE LETTER CARRIER REPORTER



CARL J KENNEDY BRANCH PROUDLY SERVING
TUCSON • GREEN VALLEY • SIERRA VISTA • CASA GRANDE • SAFFORD
DOUGLAS • GLOBE • WILLCOX • COOLIDGE • SAN MANUEL • MIAMI • BISBEE

JUN 2024

**Website: www.nalcbranch704.org
Email: nalcbranch704@outlook.com**

Printed by Branch 704

Wayne

Matsche

Casas Adobes



Christopher

Foltz

DESERT

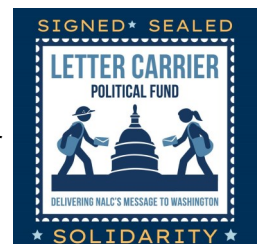
FOOTHILLS

Frank

Tallabas

Casas Adobes

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 .



**NEXT UNION MEETING FIRST THURSDAY OF THE MONTH: June 6 2024
Meeting will begin promptly at 7:00PM**

PRESIDENT'S REPORT

Dear Brothers and Sisters,

Wow! What a Day! The food drive this past Saturday was a huge success. We were geared up and ready to tackle the challenge. I want to thank all the volunteers from Sister Unions in Southern Arizona, volunteers from the many Food Banks and the retirees who came to help their former stations. This was new to the carriers that recently joined our postal family and most felt the experience was very rewarding. This one day helped our Community Food Bank replenish and will keep the shelves full for about six months, making it one of the most important days for helping kids, families, elderly customers or anyone in need. This brings a great sense of pride to me, to know that we made this happen for our communities, be they be in Tucson, Douglas, Sierra Vista, Casa Grande, Globe, San Manuel, Miami, Safford, Bisbee, Green Valley, Coolidge, or Wilcox. What we did and do makes a big difference and we do a great service for our communities and customers that we see every day. This took some extra effort and time for City and Rural Carriers to gather up the food, and it won't go un-noticed by the folks in need. Again, I am so proud of the job you guys did.

A rally, which received widespread coverage including from the local CBS, NBC, Fox and ABC TV affiliates plus the Las Vegas Review-Journal and Las Vegas Sun, served to raise awareness about crimes against letter carriers and the need to pass the **Protect Our Letter Carriers Act (POLCA), H.R. 7629**.

"Today we are here to send a very clear message: Enough is enough is enough," President Renfroe said on the day the bill was announced.

This bipartisan legislation would provide \$7 billion in funding for the Postal Service to secure its infrastructure. The funding would be appropriated over five years, \$1.4 billion annually in fiscal years 2025 to 2029. When key infrastructure is devalued and

more secure, letter carriers will be safer on their routes. NALC members are encouraged to urge their members of Congress to become co-sponsors of **H.R. 7629**. The goal is to surpass 290 co-sponsors to force the bill to be considered on the House floor. As of April 18, there were 46 co-sponsors. **Passing H.R. 7629** is NALC's legislative priority. He encouraged letter carriers to contact their members of Congress, and to ask supporters within their communities to do the same. Go to nalc.org/action to learn more.

The heat is coming and will be here with a vengeance soon, which means as letter carriers we should already have a plan to stay hydrated in the coming days. Make sure you have plenty of water in the cooler each day and mix it up with a sport drink to get your electrolytes. Having a towel or rag that you can use to wet your face, neck, or top of your head can cool you down. Make sure your vehicle fan works, if it doesn't write it up to get it fixed. Take action to ensure you are hydrated before coming to work so when you are at work, make sure to maintain the same level of hydration. Make sure the medication you are taking is not going to de-hydrate you as some medication can do this. Having heat illness is not a joke and some letter carriers have paid with their lives. We live in an extremely hot weather state and it may get worse this year so it is important you take care of your health for you, your family, and your co-workers.

Be safe and if you have any questions don't hesitate to call the branch office 323-2117.

Kathy Walter
President

Robert Haggerty

May's Food Drive



CC Carbajal

Spring Church Fiesta



PHOTO
SUBMISSIONS
FOR WHAT
MAY
MEANS TO
YOU

From the desk of the Vice-President

I want to first start off by saying, I hope all the mothers out there had an amazing day on Mother's Day. A wiseman once said "A mother is she who can take the place of all others but whose place no one else can take." I hope you all were able to enjoy the day with your children and loved ones. A mother is someone who loves you more than anyone else and she is also someone who has sacrificed so much for you.

I also wanted to take the time to say thank you to everyone who participated in making this year's Food Drive an absolute success. We do know that there is a need out there and it is such a great opportunity for us all to continue to serve the communities we deliver to. A special thank you to all the retired volunteers that helped brother Dan Turrentine in organizing the Food Drive, they all did an amazing job and were very grateful for their assistance in this year's Food Drive.

So last newsletter I talked about management attempting to implement a "new standard" or "goal/expectation" of 60 minutes in the office and 22-minute load times that we have been successful as a union in putting to a screeching halt. Well last year, management attended a national supervisor seminar where "Supervisors left recharged and equipped with the tools to be successful in leading their units. They also returned home with a challenge to improve three metrics; timely mail distribution in accordance with their distribution up time; timely movement of carriers to the street within 60 minutes in the office and a 50% percent reduction in stationary times. "(Emphasis Added) According to the Chief Delivery and Retail Officer Joshua Collin, Area, and Regional Update Spring 2023.

Management is starting to conduct investigative meetings (IM's) regarding stationary events/expansion of street time. If you are stationary or idling at a location for more than 10 minutes management will get an alert that you have been stationary for X amount of time. Local Management is instructed by higher level officials to then question you about it. Once management begins to question you about it, I would simply invoke my Weingarten rights, I would request to speak with my shop steward. Once management begins to question you about stationary events. It becomes an investigation and if I was you, I would never speak to management while being investigated, without my shop steward present. I would simply say "I need my shop steward present before I answer any questions" When your shop steward is present and they ask you the question "why were you stationary for 15 minutes, what were you doing?" I would simply say "I was working." There is no requirement for you as a letter carrier to keep an itemized list of things that you do during the day. There is noth-

ing in the **M-41 or M-39 Handbook** that requires you keep an itemized list of things that you do on your route.

If management says that you're doing things on the street and they're witnessing that, I will ask them, where they are getting this information? And if they are getting it from a computer via GPS data, computer program, etc., that is a violation of **Section 134 of the M-39 Handbook**, and I would immediately request to speak to the shop steward.

Section 134 of the M-39 Handbook is management's guideline on how they are required to perform street observation. Some important provisions of this section can be found on **page 6** of this newsletter.

These sections in the M-39 Handbook are essential in understanding how management is expected to conduct street management/observation. **Section 134.12** tells management that street management is consider one of their essential responsibilities, they will maintain a positive attitude while they're accompanying (*someone or something that goes along with someone else*) the carriers on the street. **Section 134.21** tells management to maintain an unbiased attitude and in a fully visibly and/or honest manner. It goes on to say they are not to spy or use other covert (*secret or hidden; make it difficult to notice*) techniques. Street Observation, when done appropriately and effectively they will inform the carrier of the observation and provide a supportive consultation. If management conducts a street observation on you, be sure not to be offended, they are required to, just show them eight hours worked for eight hours paid. You should go there and validate the great job you do. Providing professional and exceptional service in the Postal Service.

I do want to propose that you communicate with management whenever a situation or emergency may require you to extend your break or lunch. Notify them as promptly as possible. Be safe and stay hydrated out there in the heat.

*"It's the **U** and **I** in **UNION** that makes us strong."*

With love and unity,

Vice President/Formal Step A
Designee
Alexis Padilla



CONTRACT TALK

As we go into the hottest part of the year in the Sonoran Desert, remember that you are entitled to comfort stops and they should be utilized to stay alive and prevent heat related illness or injury. OSHA provides employers with Using the Heat Index: A Guide for Employers. It states **91°F to 103°F Moderate**.

Remind workers to drink water often (about 4 cups/hour)

Review heat-related illness topics with workers: how to recognize heat-related illness, how to prevent it, and what to do if someone gets sick.

Schedule frequent breaks in a cool, shaded area.

Acclimatize workers.

Set up buddy system/instruct supervisors to watch workers for signs of heat-related illness.

If workers must wear heavy protective clothing, perform strenuous activity or work in the direct sun, additional precautions are recommended to protect workers from heat-related illness.

103°F to 115°F High. In addition to the steps listed above:

Alert workers of high risk conditions

Actively encourage workers to drink plenty of water (about 4 cups/hour)

Limit physical exertion (e.g. use mechanical lifts)

Have a knowledgeable person at the worksite who is well-informed about heat-related illness and able to determine appropriate work/rest schedules.

Establish and enforce work/rest schedules.

Adjust work activities (e.g., reschedule work, pace/rotate jobs)

Use cooling techniques.

Watch/communicate with workers at all times.

When possible, reschedule activities to a time when heat index is lower.

That being said management has been sending scanner messages such as "Also carriers; please do not combine personal needs stops or breaks with replenishing your mail. Looks like you are just sitting and the Area has someone monitoring these events."

Or a supervisor calls/texts and says: "It looks like your packages are all scanned hurry back we have a split for you."

Although Management under Article 14.1 It is the responsibility of management to provide safe working conditions in all present and future installations and to develop a safe working force. The Union will cooperate with and assist management to live up to this responsibility. 14.2 states: If an employee believes he/she is being required to work under unsafe conditions, such employee may: (a) notify such employee's supervisor who will immediately investigate the condition and take corrective action if necessary; (b) notify such employee's steward, if available, who may discuss the alleged unsafe condition with such employee's supervisor; (c) file a grievance at Formal Step A of the grievance procedure within fourteen (14) days of notifying such employee's supervisor if no corrective action is taken during the employee's tour; and/or (d) make a written report to the Union representative from the local Safety and Health Committee who may discuss the report with such employee's supervisor. Which means if you feel that you are experiencing any heat related illness symptoms you should notify the supervisor then take steps to cool down immediately, regardless of instruction.

So, the moral of this article is Take the heat seriously. Drink plenty of water. Take breaks in the AC or shade as necessary. Let management know you need to cool off then do so. Do not be pressured to rush back out and injure or kill yourself in the heat. Your obligation is to work safely and according to the required heat illness prevention training we all took, you are ultimately the one who decides when you are overheated and also when you are in need of medical attention or when you are ready to resume delivery.

Mike Willets Shop Steward - Silverbell

FROM THE PEN OF THE SERGEANT AT ARMS

First things first, if you don't want to walk home after the meeting, please do not park next door. They lock their gate. The numbers haven't come it yet, but if seems like we did a lot better than last year with the Food Drive. It was nice to see so many retirees and carriers on their day off, with nothing better to do, volunteer their time and back, to such a worthy cause. Kudos to everyone. I'm always pleased to see many members at the Branch meetings in person and on the web. On a more somber note, I know the talk of the Federal 990, Tax form we file yearly, and the discussion about hiring an Electrician, was exciting, but please keep the side chatter to a minimal. I was almost ready to use my gavel. I'm still looking for more entries to the May photo contest. Just send, by email, standard mail or text, 520-891-0718, to me, a picture of what symbolizes May, for you. Be Safe, Be Good and Be yourself and I'll see you at the next Branch Meeting. -Royce-

CATALINA SERENITY GROUP

DEPRESSED ANONYMOUS

Twelve Step study and discussion group meeting each Monday

Time 10am-11am

Meeting location:

15930 N Oracle Rd, Suite#138

Catalina Az 85739



(strip mall across from the Golden Goose thrift store)

Contact info: More info on Website depressedanon.com

Janet M.

907-398-0925

To All the Mothers out there, I hope you had a wonderful and relaxing Mother’s Day. I still don’t know why you only get one day. Every day and all day should be dedicated to you. And to all of you ‘Muthas’ out there, and you know who you are, why didn’t you step-up? Shame on you! Okay, now that I got that out of my system, How about that Food Drive, great wasn’t it?

The Editor wanted me to remind everyone that articles and submissions for the newsletter are due the Tuesday following the Branch Meeting. Apparently it make his job easier. Please, Please, Please notify me of your change of address, change of phone number or change of duty station. We also could use your Gently used uniforms.

There seems to be a little confusion, I like the chocolate soft-serve cone from Dairy Queen, and I also like the Vanilla one. Strawberry Sundaes are delicious too . What I don’t care for are the Blizzards. That being said, feel free to stop by the office and bring me a tasty treat. So, until next month, be safe and may the odds always be in your favor.

Royce

Administrative Assistant

Calendar Dates

Memorial Day

Monday May 27th

E-Board Meeting

Thursday May 30th 6pm

Branch Meeting

Thursday June 6th 7pm

Flag Day

Friday June 14th

Father’s Day

Sunday June 16th

Juneteenth

Wednesday June 19th

Steward’s Meeting

Thursday June 20th 5:30pm

E-Board Meeting

Thursday June 27th 6pm

PART 2: YOUR ANNUAL PHYSICAL AND WELLNESS VISIT

Creating a wellness plan

After completing all tests and assessments, your physician can assess your current health status and work with you to develop a plan to help meet your future health goals. That plan can address both how to help treat your current conditions and how to help prevent future health problems. If you have any risk factors for developing new conditions, your doctor may give you some options for managing those risks.

In addition, you can talk about other preventive care or screening tests you might need in the future. The doctor can not only help to set up a schedule for these services but may also discuss treatment options for any newly diagnosed conditions.

It's this portion of the annual wellness visit that many people find most helpful, so be prepared to get the most out of it by developing a list of questions you would like to ask at the appointment. Unlike a standard doctor appointment, the bulk of an annual wellness visit is generally spent in conversation, so your doctor may have more time than usual to listen to your concerns and answer your questions. It is your opportunity to help take charge of your health and ensure you're on the right path to living the life you want.

Did you know that about 10% of hospitalizations in the U.S. are due to patients not taking their medications as prescribed. And that hospital admissions increase by up to 69% for patients with chronic illness who do not take their medications as prescribed.

Why is it important to take medications as prescribed?

Taking your medications correctly may help maintain or improve your health and may even help prevent hospitalizations. This means taking medication in the correct amount, at the right time, for as long as directed by your doctor or

provider. It also means filling your prescriptions on time, so you don't run out.

If you don't take your medications as directed, they may not be as effective and could lead to other serious health problems.

How many federal retirees have Medicare Part B?

About 70% of federal retirees enroll in Part B.

Do postal workers need Medicare Part B?

The Postal Service Health (PSHB) Benefits program requires an active employee under the age of 64 as of January 1, 2025, to continue your PSHB health insurance coverage in retirement, you **WILL BE** required to enroll in Medical Care Part B after you retire and become entitled to Medicare Part A (typically at age 65). If you are the primary PSHB enrollee, your covered family members will also be required to enroll in Medicare Part B when you retire, upon their entitlement to Medicare Part A, if they wish to remain covered by your PSHB insurance.

If you retire on or after January 1, 2025, and you are under 64, you **Will be** required to enroll in Medicare Part B when you become entitled to Medicare Part A (typically at age 65) to remain enrolled in a PSHB plan.

Be safe! Stay hydrated! Make your and your family's health a priority!

In Solidarity,

Mark Follet

MBA/NALC Health Benefit Plan Representative

(520) 331-3316

134 Street Management

134.1 Objectives

134.11 Street management is a natural extension of office management. All carriers are to be notified to expect daily supervision on the street just as they receive daily supervision in the office. For a delivery manager to fully understand and control the organization, the manager must be aware of any conditions that affect delivery anywhere within the service territory. (Emphasis Added)

134.12 Accompanying carriers on the street is considered an essential responsibility of management and one of the manager's most important duties. Managers should act promptly to correct improper conditions. A positive attitude must be maintained by the manager at all times. (Emphasis Added)

134.2 Techniques

134.21 The manager must maintain an objective attitude in conducting street supervision and discharge this duty in an open and above-board manner. (Emphasis Added)

134.22 The manager is not to spy or use other covert techniques. Any employee infractions are to be handled in accordance with the section in the current National Agreement that deal with these problems. (Emphasis Added)

134.3 Criteria for Need

Certain criteria may call attention for individual street supervision. When overtime or auxiliary assistance is used frequently on a route (foot, motorized, parcel post, collection, relay), when a manager receives substantial evidence of loitering or other actions or lack of action by one or more employees, or when it is considered to be in the interest of the service, the manager may accompany the carrier on the street to determine the cause, or meet the carrier on the route and continue until such a time as the manager is satisfied. No advance notice to the carrier is required. (Emphasis Added)

CHAPLAIN'S CORNER

When doing nothing is the best thing.

The bible says there is ***“a time for every activity under heaven”*** (Ecclesiastes 3:1). Sure, there's a time for you to get up off the couch and do something. But maybe, just maybe, it's a time for you to pause, sit down and put your feet up . Lollygagging. It isn't always a bad thing. The bible says we are to wait upon the Lord. Sometimes it's important to stop all of our busyness and focus on God, so we can rest up, both spiritually and physically. You might want to do some lollygagging by reading the Scriptures, listening for the Lords voice, and preparing yourself for the great things he will do. And don't worry or feel guilty, cause this kind of lollygagging, is never a waste of time. Taken from “ God is good, y' all.” Ken Peterson- General Editor. ***“They that wait upon the Lord shall renew their strength; they shall mount up with wings of eagles; they shall run, and not be weary; and they shall walk, and not faint.”*** Isaiah 40:31.

Blessing's to All
Rick Evans 520-248-9643
Chaplain

Our sincerest condolences to
Diane Knight
For the loss of her Brother

Service Pins

40 years

Vincent Longo Retired

30 years

Ramon Garcia Silverbell

25 years

Jessica Werner Casas Adobes

Monica Barendt Mountain View

Albert Chavez Sierra Vista

Richard Bogan Coronado

Marcos Garcia Coronado

James Carter Silverbell

Conversions

Gavin Roman

Ethan Olson

Kyle Celaya

RETIREE REPORT

Thanks to all the active and retired letter carriers who participated in the collection of food to stock the pantry of the Community Food Bank. Retiree Dan Turrentine again did a fantastic job as branch coordinator for the 2024 NALC Letter Carrier Food Drive. Gathering all the retiree volunteers together at the branch office to make sure food drive cards and bags were properly distributed to the various Tucson Stations and Associate Offices was time consuming, but the results were more than worth the effort. The total amount of food collected should be known soon.

As we approach summer and looking ahead to 2025, more information on the PSHB Open Season is trickling in. As annuitants we pretty much have to rely on the NALC Postal Record and OPM website for upcoming information. We do know that the 2025 PSHB Open Season will commence on Monday November 11, 2024 and end Monday December 9, 2024. Hoping for plenty of clarity and a smooth transition from the FEHB. Everyone stay cool, hydrated, and healthy throughout the summer. Hope to see you at a branch meeting soon, in person or on the web. Stay safe.

In Solidarity,

Art Higven (520) 304-4196

