

# The Monthly Report

## 118 Years of Representing Letter Carriers



Snohomish County Branch 791  
National Association of Letter Carriers  
2812 Lombard Ave  
Suite 209  
Everett, WA 98201-5821  
(425) 252-0184  
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July 2019 92% Organized



Vol. 118 Issue 7

Chartered April 6, 1901

### Calendar of Events

#### Reminder

There are no Branch Meetings  
in July and August

#### Next Branch Meeting

Thurs. Sept 5th  
Labor Hall  
2812 Lombard AVE  
Everett WA

#### Paintball night

July 11th at 7:00pm  
Doodlebugs in Everett  
For more info:  
[www.nalcbranch791.com](http://www.nalcbranch791.com)

#### Branch 791 Annual Picnic

Sunday August 4th  
For more info:  
[www.nalcbranch791.com](http://www.nalcbranch791.com)

#### Regional Shop Steward College: A to B

Sept 8th thru 12th  
Goldbar

#### 2019 RAP

Sept 29th thru Oct 4th  
Missoula, MT



### President's Page

President  
Michelle Decker

#### Hostile work environment

When it comes to the workroom floor, all employees have the right to be treated with respect and fairness. This is not always the case. If you have been or witnessed another being intimidated, harassed, talked to disrespectfully or bullied by another employee/manager please speak up. Tell your Steward, Supervisor, or inform a branch officer of the situation. This is happening too often and it should be dealt with immediately. The bullying by supervisors should not be tolerated by anyone whether it's happening to you or someone else. We must stick together to get the results needed to enjoy going to work every day.

Handbook M39 section 115.4 Maintain Mutual Respect Atmosphere

The National Agreement sets out the basic rules and rights governing management and employees in their dealings with each other, but it is the front-line manager who controls management's attempt to maintain an atmosphere between employer and employee which assures mutual respect for each other's rights and responsibilities. Employee and labor relations manual 665.24 Violent and/or Threatening Behavior  
The Postal Service is committed to the principle that all employees have a basic right to a safe and humane working environment. In order to ensure

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**Officers** **Contact Information**

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## June Branch Meeting Minutes

June meeting called to order 7:03PM. Flag salute was done. 19 members present  
Roll Call, all officers were present. Guest- none.  
No new members sworn in.

**Committee Reports:**

Legislative – Bob James report-Both candidates have signed on H-RES 99

Health Benefits - Frank Costa-

Reminder to monitor your blood pressure

Financial Report – Annette Buechler- Total deposits- 12,283.59 Total withdrawals- 15,893.66 Balance- 27,998.12 Building fund- 426,787.07

Food Drive - Branch Coordinator Chris Kelly-

Down 40,000lbs 198,616 total lbs. thanks to all volunteers

District Safety Task Force-Dee Ann Johnstone- Side swipe prevention to be done in larger offices

**Correspondence in-** none

**Correspondence out-** none

**Announcements-** Website is public <https://nalcbranch791.wixsite.com/website>

**Old Business** –Bylaw change to Article 6 was approved by Nationals committee of laws on May 29th.

Will be sending a notice for our Trustee elections and state/National Convention elections to the postal record.

October meeting will be Wednesday the 9th,

**New Business:**

NBA has created a new position, RGA-Regional grievance assistant. Works out of the NBA's office and would be in charge of the small non functioning branches in the region.

State Convention-Yakima

Garret Scott Branch 79-Social provided forms for Security statements

State Elections- Delegate at large-DeeAnn Johnstone, Sec/tres Holly Curatolo, Dir. of Retirees JoAnn Pyle

Dir. of Media Tracey Holzworth

Trustees-Buddy Mathias and Alfredo Dwan

Vice President Toby Swank

President Brian Wiggins

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**Franklin1st**  
De Franklin  
Vice President  
Shop Steward Lynnwood

So after much long and tedious work on the website I'm finally done and the site is now published. Before I get into what's on the site I would first like to give a GREAT BIG THANKS to Randall Wirtz of Marysville for all the help in researching and locating the many files that were needed to accomplish the finished site/product. With much to Randal's credit, he never complained once when I *voluntold* him that he would be helping me. Thanks Randallsan.

Some of the things that you'll be able to access and *download* on the site are as simple as a colored calendar, as middle ground as the pay scale, as intricate as the "Analyzing Employee Everything Report and as fun (or not) as a crossword puzzle."

We, (Randall and I) have attempted to track down and provide you with documents that you may need at some time in your employment but don't understand where or how to obtain them. Some of you may even have more forms that you feel should be added. Please let me know what other forms would be helpful and once located, I have no problem adding them to the website.

You can find the contact for Shop Stewards at each office and for the new employees a photo for to place a face to the name.

I also dedicated a page to the CCA's in an attempt to provide as much help and insight to them as possible. So please welcome the newest CCA's in branch 791. CCA's, if your picture is missing, you can simply send us a headshot, and we will replace your smiley face right away.

I... okay Randall and I plan on keeping the site updated regularly and adding to the events page as things are planned. The events page will always have something fun. Well, at least that's our goal. If you have an idea for a group activity/gathering please email us, along with all of the information and we will add it to the events section.

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**Retiree's Corner**  
Jim Reid  
Director of Retired Members

I have gone through the NALC retirement manual and written articles on each chapter, but even though I have covered some subjects numerous times, I still get the same questions, so I have come to the conclusion that many carriers who are still years away from retirement probably skip my articles. Since I believe this is the case, and that knowing about retirement is important, I have decided to repeat those articles. This month's article originally appeared in the March 2007 newsletter.

As a Postal employee, we are (were) covered by the basic life coverage from the Federal Employees' Group Life Insurance (FEGLI) program. In addition to the basic coverage, options are available (options A, B & C) at a charge which is deducted from your paycheck. Basic life insurance and the options can be carried over into retirement, but you must have one or more of the options as an active employee in order to carry that option or options into retirement. I will not go into detail here because it can be somewhat confusing, except to say that it is something that anyone close to retirement will want to look into and think about thoroughly.

The insurance cost depends on the coverage for the options and the age of the annuitant and generally goes up as you get older. In addition, if you choose to carry over the basic insurance (You can't carry over any of the options without carrying over the basic) you will have the option of having it reduced in value as you get older until it is reduced by 75%, 50% or even not reduced at all. Each of these options costs different amounts, and it may be a hard decision as to what, if any, insurance you want to extend into retirement.

Last month, I discussed carrying over health benefits and basically encouraged all retirees to do so. I can't say the same for life insurance, the options, options on the basic and costs of all of this would be strictly an individual matter and would depend on each individual situation which is why it should be checked closely before a decision is made.

When you get close to retirement and request information from personnel, information will be sent to you concerning life insurance and the proper forms to fill out after you have made your decision. As usual, questions can be directed to personnel services, or you can contact me for more information.

*"minutes" continued from page 2*

Our commendations for Larson and Del Bene not printed in the convention book, later found in Washington state Secretary's papers.

Our resolutions: CCA conversion to FTF and Unassigned regular passed-CCA step increase, did not pass

NBA-Management informed to stop taking pictures at cases.

Dir of city delivery, Chris Jackson to met with USPS HQ on issue

Nick V. did route count and inspection training 5/9

Picnic committee-Randall-

August 4th 9-dusk-Forest park 802 Mukilteo Blvd-Randal created flyer

Decide food time and have best of food prizes

Convention committee: Will take second look at hotel and the room sizes.

Branch will supply letter for solicitations of donation for 2021 convention.

New branch vests needed.

Golf tournament chair needed.

Letter Carrier Political fund-Go to NALC.org to sign up

### **Organizing-**

**Office Visits**-None- Labor management meeting 6/7 in Lynnwood

Will schedule visits for Monroe, Arlington

**Open Floor** Working on start time grievance for the hub. Soon Kim is officially gone

Filing for Monroe counts, May 27<sup>th</sup> was deadline. Grievance extension through next 6/14

Grievances should be filed for not having the heat illness prevention training course.

Going to set up a labor management meeting for Snohomish

The Everett Hub is in need of Carriers that would like to be Carrier Academy class facilitators. Contact Michelle.

No Stewards meetings for July and August.

Paintball night July 11th at 7:00pm

Doodlebugs in Everett \$35 2hrs \$45 3hrs

### **2019 Training-**

Frank to possibly attend HBR seminar in October

De'Antha and Michelle registering for officer training in September

De'Antha and Randall to attend OWCP advanced training in November

Regional-Basic Shop Steward College- one every year with second class sometime in the fall

Regional Second year steward college- September 8 to 12

Randall Wirtz, Dee Ann Johnstone, Chris Carlson, Mary Bowler, Brad Webb

2019 RAP- Missoula, Montana, Sep 29 to Oct 4

2020-Anchorage Alaska Oct 4th-9th

2021-Somewhere in Utah

Everett Main test-scheduled to start this summer. NALC will provide help with grievances.

**Arbitrations**-None

**Step B Decisions**- none

**Branch Impasse**- to split Everett offices vacation calendars, dead. PM Kim did not meet 11/29/18 deadline.

Grievance numbers-call Michelle

**Death and Condolences**- none

**NEXT MEETING** - Thursday, September 5th, 2019 @ 7 PM

**Good of the Order-**

Motion by Chris Kelly to donate \$250.00 to the Aqua Sox, motion second by Bob James, Motion passed.

NALC contract ending, stays in effect until new one negotiated.

**Pot Drawing**-MDA-, \$12 split, Michelle: donated \$6, Michelle: Flower, Diana: Flower, Frank: Flower, Chris Kelly: donated Flower

**Meeting Adjourn** 8:11PM

## **...AND A HEADS UP!**

**As you are by now well aware, our branch meetings are traditionally held on the 1<sup>st</sup> Thurs of each month (excluding July and August). But in the month of October, our meeting will be held on the 1<sup>st</sup> Wednesday instead...that being the 9th of October. We apologize for any inconvenience this one time change may cause.**

**See you on Wednesday  
the 9<sup>th</sup> of October at 7:00 pm**



**Health Benefit Report/  
MBA  
Frank Costa**

**TOOTH DECAY IN BABY TEETH:**

Baby teeth can get cavities! Did you know that tooth decay is the most common long-term childhood disease? Children of any age can get tooth decay, even babies and toddlers. And tooth decay is five times more common than asthma. The good news is that tooth decay can be prevented.

**WHAT CAUSES TOOTH DECAY?**

Bacteria in the mouth change the sugar in foods and drinks into acid that attacks the teeth. Each time you eat or drink, that acid can attack the teeth for 20 minutes or longer. Over time tooth decay can develop and a cavity can form.

**HOW DOES TOOTH DECAY AFFECT BABY TEETH?**

Tooth decay in the primary (baby) teeth of young children is also called (EARLY CHILDHOOD CARIES). CARIES is another word for a cavity. It happens when the child's teeth come into contact with sugary foods and drinks often and for long periods of time. These drinks include fruit juices, soda and other drinks with sugar. Parents are often surprised to learn that tooth decay can begin as soon as a baby's teeth come in, usually by age six months. Decay in baby teeth can cause pain, and the infection can spread. If decay is not treated, it can destroy the baby teeth. Tooth decay can also have an effect on a child's general health. If a child has tooth pain, she or he may have trouble eating. The child may not get enough vitamins and minerals to grow up healthy.

**WHY ARE BABY TEETH IMPORTANT?**

Baby teeth hold space in the jaw for the adult teeth. If a baby tooth is lost too early, the teeth beside it may drift into the empty space. When it's time for the adult teeth to come in, there may not be enough room for them. This may cause adult teeth to be crowded and crooked. Crooked teeth may be hard to keep clean. If a child's baby teeth are healthy, it is more likely his or her adult teeth will be healthy too. Children who have decay in their baby teeth are more likely to have decay in their adult teeth.

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**Buzzin Around**

Shop Steward-Lynnwood  
Branch Food Drive Coordinator  
Chris Kelly

July is upon us and hopefully soon we will see how well we did on the Food Drive. Also look for pictures sent from Jo and Jim Reid into the Postal Record. OOPS – I forgot to mention my #1 & #2 work party volunteers. Somehow I forgot to list Michelle Decker and her son Alder. Michelle has always attended every work party and has encouraged both her kids to help as well. Alder has been helping for many years now too. So sorry I forgot to list my two of my most important volunteers. Our total for the branch was 198,616. This is 40,000 pounds less than last year. I did feel like there was more pasta and cereal products that don't weigh as much as the canned items do. This could be part of the loss of pounds. Lynnwood P.O. had 4 more totes filled than last year yet our total was almost 300 pounds less than last year. Yard signs have been talked about again. I would need to see how many and what would be the cost. We also don't have much room to store them at the branch office. The day was beautiful and I thank you all again for delivering all the cards and bags and picking up the food from your routes. See ya at the next branch meeting on September 5<sup>th</sup>, 2019.

<b>Letter Carrier Food Drive Totals</b>		
<u>Office</u>	<u>2018</u>	<u>2019</u>
Arlington	9986	1,241
Ed-Perrin	32,162	29,116
Ev Main	18,480**	23,504
Ev HUB	31,584	28,830
Edmonds	2,271	
Gold Bar Duo	0	0
Gran Falls Duo	1,675	8,355
Lk Stev Duo	20,000	0
Lynnwood	32,843**	32,587
Maltby	10,100	0
Marysville	24,845**	20,426
Monroe	6,960	7,033
Snohomish	20,414**	17,696
Stanwood	23,143	19,424
Sultan Duo	1,500	0
PB Drive	2,954**	1,404
<b>Br Totals</b>	<b>238,917</b>	<b>198,616</b>

\*\* reflects cash and checks converted to food lbs.  
Duo stations = Sultan/Goldbar; Granite Falls/Lk Stevens

## State Convention Report

DeeAnn Johnstone  
Steward Everett HUB  
District Safety Task Force

This year, our State Convention was held in Yakima, WA. We attended sessions on May 17<sup>th</sup>, 18<sup>th</sup> and 19<sup>th</sup>. I, along with other delegates, would like to thank the Branch for allowing us to participate. As delegates, we are able to vote on various topics including; commendations, proposed resolutions (which if approved are sent to National President Fred Rolando), proposed by-law changes and the Washington State Association proposed 2019-2020 budget.

Dan Toth, our National Officer and Director of Retired members, spoke and reminded us that collective bargaining begins June 26<sup>th</sup>.

For those of you who have never attended a State or National Convention, delegates are allowed to approach the mic in the aisle and discuss issues/concerns for Letter Carriers. Brother Garrett Scott from Branch 79 came to the mic to discuss his concern pertaining to mailed Social Security Statements, or lack thereof. He had found an April 12<sup>th</sup> New York Times article by Ann Carrns. From the article, he learned that during the 2010 fiscal year, 155 million statements were automatically mailed out. The article stated that the agency spent \$65 million eight years ago mailing these statements out, yet, last fiscal year they spent less than 8 million. This is a huge revenue loss for our organization. The agency now offers digital accounts and only mails these statements to people over age 60 that have not set up digital accounts. However, you do not have to set up a digital account to read your statements. All you need to do is fill out Form SSA-7004 (04-2013) EF (04-2013) and mail it to the Social Security Administration. Doing this is mutually beneficial by providing us with yearly statements and providing our employer with additional revenue. If you need help locating one of these forms, ask your Steward. I'm sure he/she would be able to help.

We had several classes to choose from and attend during this State Convention. I attended one presented by Regional Administrative Assistant Debra Dixon titled Workload Estimation. You may commonly hear management refer to this as our commitment, but remember it is our estimate! The Carrier carrying the mail estimates how long it will take us to case and deliver the mail.

*continued column right*

If you cannot case and deliver all the mail in 8 hours, request a 3996. If you need to curtail any mail, request and fill out PS Form 1571. This includes all mail! Mail distributed but not cased or coverages available but instructed to curtail should also be included on the PS Form 1571. Our handbook, The M-41(City Delivery Carriers Duties and Responsibilities) section 131.44 addresses the 1571 if you need further guidance. This PS form protects us, make sure to use it.

I learned a lot during the 2019 State Convention and look forward to helping our Brothers and Sisters in the year to come. Thanks again,

Dee Ann Johnstone  
Everett Hub Steward

*"health benefits" continued from page 5*

Decayed and crooked teeth also can affect your child's self-esteem. Tooth decay is not only unhealthy, it also looks bad. If your child has tooth decay, he or she may feel bad about their smile. On the other hand, a nice-looking smile can give your child confidence at school.

### HOW TO KEEP YOUR CHILD'S TEETH HEALTHY

Children learn healthy habits from their parents and caregivers. You can start good habits if you clean your child's teeth every day, feed your child a healthy diet and take your child to the dentist regularly.

**Check out the details of these up coming events at the new**

### **Branch 791 website:**

<https://nalcbranch791.com>

### **PAINTBALL NIGHT**

**Thursday July 11th @7PM**

\$35 for 2 hours, sign up on the Branch website if you would like to join.

### **NALC MEMBER'S ANNUAL PICNIC/BBQ**

**Sunday August 4th**

802 E. Mukilteo BLVD, Everett WA 98203  
9:00AM-Dusk

*“president’s page” continued from page 1*

this right, it is the unequivocal policy of the Postal Service that there must be no tolerance of violence or threats of violence by anyone at any level of the Postal Service. Similarly, there must be no tolerance of harassment, intimidation, threats, or bullying by anyone at any level. Violation of this policy may result in disciplinary action, including removal from the Postal Service.

Postal Service policy on workplace harassment in part: Harassment in unwelcome verbal or physical conduct, which is so severe or pervasive that it interferes with or changes the conditions of one's employment by creating a hostile, intimidating, or abusive working environment.

Joint statement on violence and behavior in the workplace in part: We also affirm that every employee at every level of the Postal Service should be treated at all times with dignity, respect and fairness.

Everett Main Test on consolidated casing: I received information from National that states the USPS anticipates all sites will be implemented by the end of July. For the purpose of the test, letter carrier routes are identified as Office Caser/Carrier Assignments or Street Carrier Assignments. Carriers with Office Caser/Carrier Assignments will case and pull down the mail for up to six routes and then complete street duties for the remainder of their assignment. Those carriers with the Street Carrier Assignments complete street duties for approximately seven hours and 45 minutes. The remaining 15 minutes of office time are used to perform limited functions such as vehicle inspections and obtaining accountable items. Some do's and don'ts while this test is being performed.

**DO:**

Make accurate clock ring moves, all carriers should clock on or move to office time.

retrieve and sign for all accountable items prior to clocking to the street.

ensure the assignment get proper mail volume credit. case or route SPRs on office time.

Check vacation holds and undeliverable 10 day holds.

Fill out 3996's for overtime or auxiliary assistance.

*continued column right*

**DON'TS:**

Cut corners

Work off the clock

Forget that you are entitled to 5 minutes of personal time in the office.

Skip lunches or breaks.

**Consent to be in video footage without first reviewing the terms of that consent and call the NBA if you have any questions.**

*“franklin 1st” continued from page 3*

The first fun activity is a Paintball function at **Doodlebug Sportz Indoor Paintball in Everett**. In an effort to keep people on the same schedule, the night will be on July 11<sup>th</sup>, the same night and time that we would have had our Union meeting (No meeting in July). Be sure to RSVP on line.

There's too much to list, and lots to view.

Now head on over to the website and check it out.

[www.nalcbranch791.com/website](http://www.nalcbranch791.com/website)

Again thanks to Randall for being a fast learner.

De' Antha



## Legislative Info

Bob James

Second District L C,

Branch 791 Legislative Liaison

Senator Maria Cantwell has signed onto S. Res. 99. This is the sense of the Senate that that the USPS remain an independent government entity and not subject to privatization. Senator Cantwell signed onto the bill on May 16, 2019. Both of our Senators are now signed onto our legislation. S. Res. 99 has 52 cosponsors as I write this article. (42 Democrats, 8 Republican and 2 Independents)

Photos this issue courtesy of Jim Reid

**The Monthly Report  
National Association of Letter Carriers  
Branch 791  
2812 Lombard AVE # 209  
Everett WA 98201**

**ADDRESS SERVICE REQUESTED**

## **Attention Retirees**

**Don't forget the  
retirees' breakfast  
Thursdays  
10:00 AM at  
Evergreen Lanes  
in Everett.**

*The Monthly Report* is published monthly by National Association of Letter Carriers, Branch 791. Letters or articles published are not necessarily the views of Branch 791 or its officers and must be signed by the writer. Co-written letters or articles must be signed by all writers. Deadline for the next issue is the tenth of the month or receipt by the Editor on that date. Editor's address: 2812 Lombard Ave Suite 209, Everett, Wa. 98201-5821

# **TELL US HOW WE'RE DOING!**



**COMMUNITY 1<sup>ST</sup>**  
CREDIT UNION

**generations**

A DIVISION OF COMMUNITY 1<sup>ST</sup> CREDIT UNION

## **Help your favorite team member win a trip!**

Stop by a branch or email you comment to [marketing@myc1cu.com](mailto:marketing@myc1cu.com) and let us know how we're doing. Submit your comment by August 15th!

\*Federally insured by NCUA