

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
(425) 609-4544 - fax
June 2019 92% Organized



Vol. 118 Issue 6

Chartered April 6, 1901

Calendar of Events

Branch Meeting

Thurs June 6th @ 7:00 pm
Labor Hall
2812 Lombard AVE
Everett WA

Reminder

There are no Branch Meetings
in July and August

Branch 791 Annual Picnic

Sunday August 4th
For more info:
www.facebook.com/events/2271352203186138/?ti=icl

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

I want to thank all the Carriers that came for the Route Count and Inspection training May 9th, conducted by Nick Vafiades - our National Business agent. Nick provided us with a lot of information we are using to help us get through the route counts at the Everett Main Office.

For CCA's that are being converted to career Carriers, there have been conversion classes in the past that were offered. This class allowed an NALC representative to go to the classes and speak about health benefits, other benefits and answer questions. As a Union representative for this class for several years, there are many questions answered and much information given in the time spent with these newly converted carriers. Recently, the Postal Service has decided to do away with these classes and now replaced the classes with an online training class offered through a computer at the individual stations. The Union is allowed to properly inform the newly converted Carriers about the NALC health benefits as we have the right under Article 17.6 of the National Agreement. When speaking with the Carriers at this class, the Union had a half hour to discuss health benefits among several other things. Some examples: changes in benefits regarding sick leave,

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"The next time you wonder what the union does for you, take a look at the car you drive, the house you own, the standard of living you have, and realize that the union got these for you and that management is hell bent on driving your standard of living into the ground."

Tom Kelly

Officers	Contact Information
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President:	
Michelle Decker	425-387-3369
e-mail	licoriceforest@yahoo.com
Vice President:	
De Franklin	425-489-8985
email	Deantha@gmail.com
Secretary:	
Tina Myers	425-299-7170
e-mail	Totallyt59@hotmail.com
Treasurer:	
Annette Buechler	425-322-3257
e-mail	MABuechler@comcast.net
Sgt-at-Arms:	
Jon Thompson	
Health Benefits/MBA:	
Frank Costa	360-568-4375
Trustees:	
2017 Dan Newman	425-263-1249
2018 Brad Webb	425-367-8731
2019 Monte Waite	425-405-8560
Dir. of Retired Members:	
Jim Reid	425-337-4665
email	jimreid100@gmail.com
Stewards:	
Lynnwood:	
Chris Kelly	425-775-2694
e-mail	chrisd.kelly@frontier.com
De Franklin	425-489-8985
email	Deantha@gmail.com
Chris Carlson	206-890-9946
Email	ccarlson7310@gmail.com
Snohomish:	
David Casper	
Monroe:	
Bob James	425-220-9709
Marysville:	
Randall Wirtz	425-422-3440
email	randallwirtz@gmail.com
Everett HUB:	
DeeAnn Johnstone	425-232-7547
Mary Boller	425-381-5021
Email	loygreat.mb@gmail.com
Everett Main:	
Abdala Hilaly	425-501-6959
email	Hilaly123@gmail.com
Brad Webb	425-367-8731
email	bandswebb97@yahoo.com
Edmonds:	
Kate Muething	513-545-2986
email	MuethingK1@gmail.com
Jenny Wilson	425-691-0037
Arlington:	
Bob James	425-220-9709
Editor:	
Dan Newman	425-263-1249
e-mail	newm394@gmail.com

May Branch Meeting Minutes

May meeting called to order 7:01. Flag salute was done. 21 members were present. Roll call, all officers were present except for Trustee chair Dan Newman.

Guest- none. No new members sworn in.

Committee Reports:

Legislative – Bob James report-Patty Murray signed on H-RES 99, Maria Cantwell has not signed on, please contact her. Postmaster general wants to keep 7 day delivery.

Health Benefits - Frank Costa – HBR, Mutual benefits are maturing at 5.4%.

Financial Report – Annette Buechler- Total deposits \$12,427.78 - Total withdrawals \$13,454.41 - Balance \$31,608.19 - Building fund \$436,818.76

Food Drive - Branch Coordinator Chris Kelly- Work party went well, thanks to everyone that volunteered. Haven't received posters, short on cards and bags. Watch for cookies on 5/8. Continue to pick up food as long as it's put out.

District Safety Task Force-Dee Ann Johnstone- Remember to check ignition switch for key falling out. CCA's street observations are private and are not shared with management.

Correspondence in-

Thank you from Providence Hospice and home care foundation of Snohomish Co. for donation in Gail Melvin's name.

Letter from Branch 130 Tacoma seeking help at their booth or monetary donation for the Muscular Dystrophy Sponsor day at YMCA Camp Seymour on June 27th, 2019.

WSLC convention July 25th-27th Double tree Sea-Tac.

Letter from Operations Programs Support-Everett Main will have route counts and inspections May 13th-18th-98201 zone and May 18th-24th 98203 Zone

Correspondence out- None

Announcements- request for head shots of Stewards and Officers for website, send to De'Antha.

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Franklin1st
De Franklin
Vice President
Shop Steward Lynnwood

“The Benefits of NALC/Union Membership”

Collective Bargaining... “The heart and soul of the labor union”

Question, “What is the purpose of a Union?” Answer, “To help us all live better lives.” Question, “What does a Union give us as members?” Answer, Let’s start off with some of the standout benefits, the Union gives us; The power to negotiate working conditions, Job stability, Higher wages, Workplace safety, The opportunity to fight discipline, Paid vacation time, Paid training, Paid Holidays, Paid sick leave, Health care, COLA’s (cost of living adjustment), No lock out (aka no strike), Paid uniforms, The right to overtime, and some persons may even receive a monetary compensation (payment) for managements wrong doings.

Who wouldn’t want more protection and benefits? I know I certainly do. With that being said, let’s all encourage our non-members to join, and invite them to the next Union meeting. Share your thoughts on why it’s beneficial to be a member. The goal is to move our Branch from 92% organized, to reaching the goal of 100% organized.

Let’s all congratulate the Arlington & the Everett Main offices for having a 100% organized membership and encourage the non-members in the following offices to become Proud Members of the NALC.

Branch 791 Membership Stats:

- Edmonds 5 non-members
- Everett Hub: 2 non-members
- Lynnwood: 4 non-members
- Monroe 2 non-members
- Snohomish 2 non-members
- Marysville 2 non-members

Hope to see more of you at the next meeting
De’ Antha



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 February 2007 newsletter.

This month’s article is just going to be a review of some basic retirement rules; based on questions I have recently been asked.

WHEN TO RETIRE: If you retire on the first, second, or third day of a month, your retirement will start that month. For instance, if you retire the 1st of September, your retirement starts in September and you will receive an annuity check the first of October covering September. If you retire the 4th of September or later, your retirement starts October 1st, and you will receive a check November 1st covering October. This is like taking a month LWOP before retiring. It is therefore best to retire the first three days of a month, or the last few days of a month to keep the no pay period to a minimum.

MILITARY BUY BACK: Federal workers are covered under CSRS or FERS. If you were in the military, the service time counts for retirement, but when you reach the age for social security, your Post office pension will be reduced by an amount depending on how long you were in the service. You can make a deposit to “buy back” this time, so that when you reach the age to begin receiving Social Security, your Post Office pension will not be reduced. The amount you pay is a percentage of your total earnings while in the military, and that percentage varies depending upon your coverage (CSRS or FERS). Retired military personnel are also subject to the buy back provision, but at some point they must make a decision whether or not to waive their military pension.

HEALTH BENEFITS: You can carry your health benefits into retirement, but they will cost a little (not much) more.

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"minutes" continued from page 2

Old Business –

October meeting will be 2nd Wednesday, October 9th, in same room.

New Business:

Union door looks like attempted break in, Downstairs door- if used, please be sure it is **locked** when leaving.

State Convention-Yakima-Committee Appointments-

Davis Shields-nominations

Bob James-Memorial scholarship

Randall Wirtz-Credentials

Frank Costa-Retirees

Dee Ann Johnstone-Mileage and Per Diem

Email from president Wiggins-Golf facility has a dress code-No Jeans, and must have a collar shirt.

NBA- Director of city delivery, Chris Jackson will be meeting with USPS HQ on Management taking pictures when a 3996 is requested.

Nick will pass on any info as soon as he knows anything.

NBA will have route count and inspection training here: Thursday May 9th for -5:30pm. Training is open to everyone.

Picnic committee-Randall, Monte, Annette, Bob-August 4th 9-dusk-Forest park 802 Mukilteo blvd.

Convention committee-Bob members- Dee Ann, Monte, Diana, Mary, Eric

We are still in need of a Golf tournament chair and looking for a golf course for our upcoming convention?

2018 NALC election results upheld by Department of Labor

New Mexico Carrier killed on his route trying to defuse a dispute

National Grievance, CCAs exceed the cap in 62 of the 67 districts.

National Grievance unilateral implementation of the consolidated casing initiative.

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

Organizing-

Everett 100%

Office Visits-None-Met with Edmonds Post-

masters and signed a revised and updated LMOU. Revised copies to Lynnwood Postmaster and Monroe Postmaster. Need to contact Marysville.

Open Floor

Looking for Carrier Academy class facilitators for the Everett Hub. Contact Michelle.

No Stewards meeting. Talk/Ideas about a Stewards night out.

Frank to attend Health Benefits convention in LV Oct 20 ~23

2019 Training-

Regional-Basic Shop Steward College attendees: Jacob Bak, Joanie Durgan, David Shields, Eric Cavcey, Peter Strom, Jon Leathart
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

Grievance numbers-call Michelle

NALC submitted input on Next Generation Delivery Vehicle (NGDV's).

Arbitrations-None

Step B Decisions-

18-173-MAR- CCA annual leave-resolved, grievant shall be granted an AL day of choice.

18-485-EVJ-Remanded, Everett Hub start time-

19-071-LYF-Resolved, additional AL additional slots granted

19-072-LYF-Denied, Renege on Step B Decision

Branch Impasse items-Edmonds-holiday pecking order-change

Death and Condolences-

Edmonds Brian Hanke father passed.

NEXT MEETING - Thursday, June 6th, 2019 @ 7 PM

Good of the Order-

Pot Drawing-MDA-\$21.00

\$11 to MDA and

Tina donated \$10.00 to MDA

Tina- Hat

Adjourn @ 8:00

Since all the workers in the industrial community get the benefits of these services performed by the union, made possible by the union, we believe that since all the workers share in the services all the workers ought to share in the cost of providing those services.

—Walter Reuther



**Health Benefit Report/
MBA
Frank Costa**

1 IN 30 BABY BOOMERS (born 1945-1965) HAS HEPATITIS C AND MOST DON'T KNOW IT

Baby boomers are at risk for Hepatitis C. If left untreated, Hep C can cause liver damage, and even lead to liver cancer. The good news is that if you have Hep C, it can be cured. Hep C is not tested for in routine blood work. All it takes is a simple, one time test. So ask your healthcare provider about getting tested for Hep C today. It's the only way to know for sure.

WHY BABY BOOMERS ARE AT RISK FOR HEPATITIS C

The Hep C virus is spread by blood-to-blood contact with infected blood. Hep C was discovered in 1989 and donated blood was not routinely screened for Hep C until 1992. It's likely that most Baby Boomers were infected before that time and may only be showing symptoms now.

Check the Hep C risk factors that may apply to you:

1. Being a baby boomers (born 1945-1965).
2. Getting tattoos, body art or body piercings with unsterilized tools.
3. Getting blood transfusions or having received blood products before 1992.
4. Being a health-care provider that had an accidental needle stick.
5. Using unsterile needles or straws with recreational drugs.
6. Getting organ transplants before 1992.
7. Being a Vietnam-era veteran.
8. Having long-term dialysis for kidney disease.
9. Being born to a mother with Hep C.
10. Having HIV.

If any of these risk factors apply to you, you may be at risk for Hep C. The good news is Hep C can be cured. Ask your health care provider for the Hep C test today.



**Buzzin Around
Shop Steward-Lynnwood
Branch Food Drive Coordinator
Chris Kelly**

What a beautiful day for a Food Drive. As I write this, the weather report for Sat., May 11th will be in the 80's. I can't wait.

On Sunday, April 28th, we had our work party to prep the cards and bags for the Food Drive. We only had one problem with one office being prepped for bags twice. That issue will not happen next year. We prepped from 8:00 to approx. 10:45 a.m. and then went off for Pizza for lunch.

The volunteers were:

Dan Newman and his wife Yolanda, Joanie and Jon Durgan, Dianna Engeseth, Nick Kunz, Kathy and Terry Martinson, Jenny and Seraphina Wilson, Tina Myers, Annette Marie Buechler, Mary Bowler, Randall Wirtz, Abe Ruizo, Eric Cavcey, Dave Casper, Frank Costa, Dee Ann Johnstone and Rudy. Many of the volunteers took cards and bags to the Post Offices. Dianna and Vicky Bowler drove a van full of cards and bags to the Post Offices on Monday, Feb. 29th and Frank Costa took Granite Falls to their P.O. Monte Waite was on vacation for the work party but was able to use the postal truck and stuffed it with the Hub's cards and bags on Tues., April 30th.

Pre Thank You cookies were distributed on Wed., May 8th to your post office from VOA and your local Food Banks.

Posters finally showed up on Monday, May 6th. A little late to get out to all the Post Offices and helping organizations who use them to advertise this great event.

I hope all the stations got the cards and bags out on time.

I am also hoping that we will get some volunteers to come and enjoy the day at the Post Office to give us some help. You never know what will happen on a very beautiful day.

Results will be done approx. May 20th and I will send the totals to national by June 1st deadline and we will see if we can move up in our division. We have held steady at #5 in the nation in our branch size. Until then, thank you so very much for all your help.

Too many Managers - Dan Newman, Everett Main

I've become a creature of habit. One of the things I do with complete regularity is check the news from NPR on my phone. I do this on a daily basis and I enjoy the variety of stories that they choose to post. One of today's stories (5/20/2019) was especially interesting to me. It's was written by Camilla Domonoske and was titled: "Ford Slashes 10% of Its Global Salaried Workforce"*. I find this story to be interesting in a number of ways. First of all, my older brother has been a high voltage electrician for Ford Motor for more than 40yrs, and that company is a frequent topic of our conversations. We are constantly comparing which of us works for the worse company. Generally, he agrees that I win. The other thing about the article that caught my interest is because I work for the Postal Service. You see, many years ago I read an article about the USPS's continuing financial woes. A main point of that old article was that the Post Office was wasting oodles of money on mgmt. personnel. In fact, the article stated that the PO had a higher ratio of "Mgmt. to employee" than any other business in the country. If I remember correctly the rate at the time was 1 mgmt. type for every 14 employees. And the author laid the blame of the Post Office's money problems squarely at the feet of this overabundance of Mgmt. personnel. When I see that Ford is now, all these years later, realizing that Mgmt. is actually a drain on their ability to turn a profit...well, it tends to curl my short hairs. For me it's easy to believe that mgmt. is a waste of money just from my personal experience with the PO. For instance, at the Everett Main, mgmt. has been complaining about "the numbers" for as long as I've been working there. When I started at the Main there were only 2 supervisors, 1 Mgr and a Post Master and the "numbers" according to them sucked. Now - some 25 years or so later - we have a Post Master, 1 Mgr, and 4 supervisors and the "numbers" still suck! Yea, I guess you do get what you pay for. They say "Ford has a better idea". I can only hope that someone at the Postal Service is listening.

* read the complete article at: www.tinyurl.com/yx19jagu

***"He who works with his hands
is a laborer.***

***He who works with his hands and his head
is a craftsman.***

***He who works with his hands, his head and his heart
is an artist."***

— Saint Francis of Assisi

***He who works with none of the above is a Manager
— Daniel of Newman***



Contract Quiz Bomb

True or False Questions to Test Your Contractual Cognition

T or F

- 1) The NALC must equally represent all city carriers in contractual matters, even if they don't belong to the Union.
- 2) The use of the term "scab" by a Union is protected by the National Labor Relation Act
- 3) Regular employees on limited duty are guaranteed 40 hours of work, compensation or a combination thereof per week
- 4) Employees on light duty are guaranteed 8 hours of work per day and 40 hours per week
- 5) Mgt must post the holiday schedule as of the Wednesday proceeding the week in which the holiday falls

Answers

- 1) True - See JCAM page 1-1. Having been granted exclusive bargaining rights for city letter carriers, labor law requires us to equally represent all city letter carriers. Article 1, section 1 of the National Agreement give us both the right and the obligation to equally represent all city letter carriers
- 2) True - See M-00684 US Supreme Court decision dated June 25, 1974. "Rather than being a reckless or knowing falsehood, naming the appellants as scabs was literally true"
- 3) True - **Limited** duty - M-00583 Step 4. If 40 hrs are not worked, then a CA-7 should be submitted
- 4) False - **Light** duty - See C#00935, National Arbitrator Mittenhal: Employees on light duty may be sent home before the end of their scheduled tour due to lack of work.
- 5) False - Article 11, section 6.A. This provision requires the Postal Service to post the schedule by the proceeding **Tuesday**

“president’s page” continued from page 1

annual leave, holiday pay, thrift savings plans, bidding, eReassign, flexible spending accounts, life insurance, dental and vision insurance, pay schedule and holiday pecking orders. If you have been or will soon be converted to career status, please call me to get this information. It is important to us that you are aware of the new benefits and time lines you will have on doing things after conversion. For the offices that are not allowing Union representation speak with you after you are converted, let the stewards know so grievances can be filed.

JUST A REMINDER...

There are no monthly Branch meetings in July and August

...AND A HEADS UP!

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

**See you on Wednesday
the 9th of October at 7:00 pm**

**THINK MGT IS VIOLATING YOUR RIGHTS ?
IGNORING OUR NATIONAL AGREEMENT?
BULLYING YOUR FELLOW CARRIERS?**



**Tell a Steward
Join us at our monthly
Branch meetings and
learn to defend yourself
Visit our website - NALC.org
seek the truth**



Legislative Info

Bob James

Second District L C,

Branch 791 Legislative Liaison

S. Res. 99 has been introduced into the current Senate to ensure that the Postal Service remains an independent establishment and not be subject to privatization. This is the companion bill to H. Res. 33 that is in the current House. Senator Patty Murray has signed onto S. Res. 99.

I have reached out to Senator Cantwell’s office on this bill. The Senator’s response was that she supports six day delivery and is against privatization of the Postal Service. Her office is looking into co-sponsorship of S. Res. 99.

Please call Senator Cantwell’s office at (202) 224-3441 and ask her to sign onto S. Res. 99. For more information on our bills in Congress, just go to NALC.org and in the “search” box type in S. Res 99 or anything else you may want to learn more about.

“retiree’s corner” continued from page 3

The amount you pay now is based on the Post Office paying a portion which has been negotiated by our union. After retirement, your portion will be the same percentage other active and retired federal workers pay. In my opinion it is still a bargain, and much cheaper than trying to get an “outside” health plan. You can still change plans and options during open season, you are not “stuck” with what you had when you retired. CAUTION: you need not be enrolled in the same health plan, but you MUST be enrolled in some FEHB health plan for five years prior to retirement in order to keep your enrollment.

PLEASE ACTIVATE YOURSELF

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

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