

The Monthly Report

117 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
January 2018 92% Organized



Vol. 118 Issue 1

Chartered April 6, 1901

Calendar of Events

Branch Meeting
Thurs Jan 3rd @ 7:00 pm
Labor Hall
2812 Lombard AVE
Everett WA

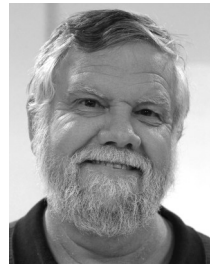
Happy New Year

**Branch Retiree-Installation
of Officers Dinner**
Saturday January 12, 2019
Shawn O'Donnell's in Everett

Regional Basic Shop Steward College
Feb 10th thru 14th
Goldbar

Statewide Training
March 21st thru 24th
Wenatchee

2019 RAP
Sept 29th thru Oct 4th
Missoula, MT



President's Page

President
Bob James

Carrier held up at gunpoint - A Lynnwood Regular Carrier was held up at gun point for his packages. They also took his wallet. He did the smart action of giving them what they wanted. Evidently the three young men had stolen a car in Kent and came up to our area to steal mail and parcels. The carrier was smart and told them he did not have a phone. So, he was able to call the police right after the bad guys left him. The police were able to find them after about 20 minutes and arrested them without incident. My understanding is that they were tossing out parcels and other mail from the car as the police were pursuing them.

Day of Observance for President Bush - December 5 was the day of the official state funeral and usually that is the day that is observed. The memorandum on this Day is included in our National Agreement (NA). You can go to NALC.org and read the current NA. If you are a regular and scheduled for work and did not work that day, that would be your administrative day and paid as such. If you had that day as a non-scheduled day or annual leave that you used for that day, you qualify for a day of administrative leave in the future. The memo calls for the administrative leave to be taken within the next six months. CCA's, I believe, do not qualify for administrative leave under this memo.

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Sgt-at-Arms:

Jon Thompson

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2017 Monte Waite 425-405-8560

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December Branch Meeting Minutes

The December 6 Branch meeting was called to order at 7:03 PM with 21 members present. Flag was presented. Roll Call of Officers found all present except Jon Thompson and Dan Newman.

Correspondence in-Holiday card from WA State Labor Council

Correspondence out-none

Announcements - Steward Meeting-no meeting call Bob or Michelle

Committee Reports:

MDA- Bob turned money in. \$114 from the meeting drawing and \$2,000 check from Mark Hawkins. Branch Looking for MDA Coordinator

Legislative – Bob - Day of Observance for President Bush - December 5.

The White House Postal Task Force released its long awaited memo on Postal Service finances and operations.

Health Benefits - Frank Costa – Open season ends December 10. Went over breast cancer facts. Prescriptions are part of the federal health plans.

Financial Report – Annette Buechler - Total deposits - \$12,465.65 Total withdrawals - \$31,414.00 Balance - \$17,718.76 Building fund- \$404,643.62

Food Drive - Branch Coordinator Chris Kelly- We have 10,000 Thank you cards printed now.

Snohomish County Labor Council – Holiday Meeting is this Wednesday at 6 PM. Branch looking for delegates to represent us at their meetings.

Silver Tips tickets - go to website.

WA State Labor Council - counting ballots for the President's position today.

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VP-ing
Michelle Decker
Vice President

I hope everyone had a safe and happy holiday!

I would like to thank Tami Watson, Tina Myers, Dee Ann Johnstone and Gene Lentz for getting our vacation bidding done for 2019, at the Everett Installation. It's not an easy thing to do, stress is up and you guys were able to accomplish this once again.

Our offices have had many CCA's converted to PTF or full time regulars in the past year. One thing that has been an issue is most newly converted Carriers don't know you cannot use annual leave during the first 3 months after conversion. Management has been, for the most part, honoring your vacation/time off requests but LWOP-leave without pay- is what Carriers are receiving for their time off.

Safety is always an issue during this time of year. For many our start times have changes back an hour and now we are out delivering in the dark longer than before. Everyone must stay safe and take the time you need while out on the street to work safely. Management should provide you with headlamps and show covers if needed for ice. With the weather getting colder, possible snow this year, If you cannot make it to a delivery or deliveries, don't risk an injury or accident for that delivery. We are constantly being told in standup if it is unsafe, do not deliver.

Management has instructed carriers to provide medical documentation when they call in sick. This has been an ongoing issue with Management. ELM section 513.361.c states in part "For absences of three days or less a supervisor may require an employee to submit medical documentation of the employee's illness when the supervisor deems documentation desirable for the protection of the interests of the Postal Service. The day after a holiday or after a scheduled day off is not a good reason to require medical documentation. Heavy mail volumes is also not a good reason. If an employee is on restricted sick leave, then they could request the documentation.



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 July 2006 newsletter.

This month's topic is Social Security. Under FERS, Social Security is a part of your retirement package and is administered by the Social Security Administration, not OPM. How much you will get under Social Security depends on how long you worked under the system, your total lifetime earnings, and when you retire. If you retire at the earliest possible age, 62, your benefits will be less than if you work to a later age. Each year you should receive a statement from Social Security giving you information on your earnings to that point as well as estimates of benefits at various ages of retirement. Full retirement is age 65 for people born before 1937 and 67 for people born after 1960. If you were born between 1938 and 1959, your full retirement age is somewhere between 65 and 67. There is a chart showing this which can be found at www.socialsecurity.gov.

Even if you delay retirement beyond age 65, you should sign up for medicare at 65. Next month I will write about medicare and FEHB. When you decide to retire, you can apply for Social Security benefits online at the above website, call 1-800-772-1213, or stop by any Social Security office.

If you retire under CSRS and you worked in the private sector long enough to get Social Security benefits, your benefits will be reduced based on a complicated formula because of a law called the "Windfall Elimination Provision". This law was passed in 1984 or 1985 and many people have been working to get it repealed because many feel it is unfair

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Old Business – none

New Business:

Opened Floor to discussion

Lynnwood carrier held up at gun point on November 26. They wanted his parcels. They also were stealing mail. Police caught them about 20 minutes after they left him. Carrier complied with the thieves-he gave them the parcels and even his wallet. The thieves wanted his cell phone but he said he did not have one. Smart under pressure.

Branch Election - Vice-President
Report of Committee Chair Tina Myers.

DeeDee Roberts 86

De' Franklin 109

Dianna made Motion to accept report of election committee. Seconded by Frank. Passed

An Appeal was made to the election procedure. Currently at the election committee level.

Officers - Please attend the Installation dinner on January 12 so that you can be sworn in.

Chris K. made Motion to destroy ballots from previous election. Terry seconded. Passed

Day of Observance - memo in National Agreement

Did any regular work yesterday?

If regular worked, nsd or you used annual-you get an administrative day in future, use within 6 months, apply using P S Form 3971.

Change in the Letter Carrier pay scale - We will need to modify our bylaws to reflect the language that concerns NALC 1 level O,

Budget - presented last month, Chris K made Motion to accept as presented. Seconded by Randall.

Jeff Johnson's retired - President of WA State Labor Council - I attended his retirement party. He has been a great friend to Letter Carriers. From running Labor to Neighbor for labor friendly candidates, and Jeff spoke at several of our state conventions, and helped us with the rally in 2013.

Report on state convention site 2021-We will be making a final decision soon on hotel.

WA State Labor Council Ballot - sent in Letter Carrier Political fund-Go to NALC.org to sign up to stop the privatization task force

Organizing - USPS keeps hiring. Please check about them being members. New NALC Member CCA's-Please welcome them

Change in Start Time grievances-Report-Bob filed grievances at Arlington and Monroe

Bob has Formal A's at Edmonds and Marysville

Michelle is handling the Everett grievance on this.

Branch Retiree/Officer Installation Dinner -Dec 12 notice in newsletter, Shawn O'Donnells

2019 Training - Regional-Basic Shop Steward College- February 10 to 14th
State Wide Training - March 21 (travel) to March 24

State website is down - they are working on it.

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Health Benefit Report/ MBA

Frank Costa

From AARP April 2018

THIEVES TARGET NEW MEDICARE CARDS: Scammers are already hard at work to learn your info. The new card will no longer display Social Security numbers, which aided scammers in opening fraudulent financial accounts, filing bogus tax refunds and otherwise stealing your money and identity. But crooks still want card details. So guard your MBI (Medicare Beneficiary identifier) just as you did with your previous Medicare number, your Social Security number and other personal identifiers. Share only with trusted health care providers or when you contact Medicare. If you need to show your Medicare card, carry a photocopy with some characters blacked out to prevent any problems in case your wallet is lost or stolen. Don't leave the number in emails or on your computer in digital files, which could be easily intercepted. And check every statement from Medicare for bogus services and billings.

A crook with your MBI or other personal health info. can bill thousands of dollars in treatments and equipment to your Medicare account or get bogus prescriptions written by working with a crooked doctor. Even worse: if the bad guy gets caught, Medicare may not know if you were a willing participant-- unless you had alerted them to statement discrepancies. These fraudulent bills could jeopardize your benefits. Ever since the new card rollout was announced last May, criminals have been working overtime to revive old schemes that let them use the change to their advantage. SCAM; Crooks call you to claim that Medicare needs to verify your identity before a new card is issued, that you need to pay for a replacement card or that you owe a new fee to pay for updated coverage. **DON'T BELIEVE IT.** Your new Medicare card will automatically be mailed sometime in the next 12 months. There's no charge or action required. And benefits don't change. Final note: When you get your new card, be sure to destroy your old card. Don't just toss it in the trash. Shred it. You don't want your Social Security number sitting in plain sight in your trash.



Buzzin Around

Shop Steward-Lynnwood
Branch Food Drive Coordinator
Chris Kelly

January is here. I am starting off this year with only about 10 grievance issues pending. Much better than over 100 pending issues like last year and the year before. Bids are still not being posted timely. Mgmt. has 14 days from the day of vacancy to get a bid posted. Not happening. The union has been asking for \$25.00 a day until the route is put up for bid. P.M. Feliciano is also being told he can't promote CCAs to regular status and assign them the residual bids if Lynnwood has unassigned regulars. We do have unassigned regulars. They are all 204(b) carriers who already have had their bids taken away. So if he does assign residual bids to the 204(b) carriers, then in 4 months we take the bid away from them and the cycle keeps repeating. One of our 204(b) carriers has had their bid taken away 3 times already. These 204(b) carriers do not want to carry mail. I hope that the P.M. will stick up for Lynnwood and stop the delays.

Few more holidays to get through then we can all relax.

See ya, Bye

BRANCH RETIREMENT/ INSTALLATION DINNER

Saturday, January 12, 2019

Shawn O'Donnels

122 128th St SE

425-338-5700

Everett

No Host Bar – 6 PM

Dinner

7 PM Dinner Includes: Salad, London Broil & Baked Salmon, Garlic Mashed Potatoes, Rice, Vegetables, Desert

\$15 per person, \$25 per couple. Gold card Members and Spouses are free. Retirees and Spouse since last retirement dinner in January, 2017 are also free. (Secretary Tina Myers can tell you if you qualify.)

Please RSVP by Monday, January 7 to Bob James at 425 220-9709 so we can let the restaurant know how many people to expect. Please return your payment ASAP but no later than January 12, 2019. (You can pay at the door)

National Business Agent Nick Vafiades will be there to install officers and speak to audience about NALC issues. Any questions, please call Bob James at 425 220 9709.

Please return with payment to:

NALC Branch 791, 2812 Lombard Ave #209 Everett, WA 98201

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For those attending any training, please submit your 3971's as soon as possible. Copier - I signed contract with Electronic Business Machines. We will get new copier next week.

District Safety Task Force - DeeAnn Johnstone-Safety exercises on zero run away and roll away accidents.

Grievance numbers - call Bob-he will send e-mail to stewards with 2019 numbers around the first of the year.

Step B Decisions - 17-477 EVJ, Everett HUB, individual grievance, carrier was converted to career status, assigned T-6, hold in place on their pay. Resolved in accordance with National Memo

Branch Impasse items-

Edmonds - one impasse withdrawn, another adds language that allows CCA's to make vacation selection.

Marysville - quota will stay the same.

Snohomish - non-choice at 10 percent, CCA's can make vacation leave selections, choice at 10 percent,

Bob will get changes made to LMOU's and signed.

WSALC Scholarship - keep watching the WSALC website as the 2019 rules and application form will be posted soon or in the WSALC newsletter.

Death and Condolences - None reported

NEXT MEETING - Thursday, January 3, 2019 @ 7 PM

Good of the Order-Bob talked about couple that seemed to be fishing for mail in the blue collection mail box in front of the Labor Council building. Frank described what fishing in a mailbox is.

Eric 5 PTF's will be converted to regular and placed on routes on Saturday.

Pot Drawing - MDA- \$13 DeeDee Roberts won-donated all to MDA

Adjourn

President's Annual Report for 2018

In accordance with the Branch Bylaws, this is my annual report. The Branch is in compliance with all laws and regulations that govern a USPS labor organization. We are current with all fees and dues required by the IRS, Department of Labor (DOL) and the National Association of Letter Carriers. This year we were audited by the DOL and have made adjustments they recommended. The Branch uses a professional service to help us with the reports that we must make as a Labor organization. Our finances are in good order and audited on a regular basis by our Trustees.

We have approximately 390 active members. We continue to recruit new CCA's into membership. We are currently at about 90 percent organized. Our Branch has members that train in the Carrier Academy at the Everett HUB and Organizers.

Officers and Stewards are fulfilling their fiduciary responsibilities to our members. The Branch continues to spend your money on training of stewards.

Chris Kelly, our Food Drive Coordinator, keeps the Branch on track to have a successful Food Drive year after year. Dan Newman, our Branch Editor, publishes the newsletter with quality information in it and on a consistent, timely basis.

Election Results 2018

Office of Vice President

On November 16th 2018 ballots were tallied.

Ballots mailed 440

Ballots counted 195

Ballots rejected 11

Ballots returned 2

Total Votes:

DeAntha Franklin 109

DeeDee Roberts 86

Totals have been verified by each member of the Election Committee.

Thanks to our Election Committee-Michelle Decker, DeeAnn Johnstone, Robert James, and Randall Wirtz. Tina Myers - Election Chair

“president’s page” continued from page 1

If you worked on December 5 (and some places did work regulars) you would be paid for those hours and get a day of administrative leave in the future for the hours you worked. There are other specifications in the memo (PTF’s, OWCP, Discipline, etc.) so if you are in a different category, read the memo and see what it states. I looked through our Branch database and saw that we did have disputes over the Day of Observance for President Reagan in 2004. The disputes for that Day were two-fold. Management wanted to 1) place the Administrative Leave on the annual leave calendar and 2) if the annual leave quota was met they did not want to grant the administrative leave for the requested day. There were 30 carriers that qualified for the deferred administrative leave. It took awhile, but we received a Step B Decision that enforced both of the Union’s positions. The White House Postal Task Force released its long awaited memo on Postal Service finances and operations. The memo was supposed to be released in August, but the Administration wanted to wait until the mid-term election results were in. If you have the NALC letter carrier app for your phone you already saw the NALC summation on this report. I will just hit a few highlights. It appears the report calls for massive service cuts in the operations of the USPS. These cuts would be in the form of frequency of delivery and other cuts. A dramatic rise in what USPS charges for package delivery is recommended in the report. NALC believes that the recommendations in this report would not help the Postal Service to meet its goals of universal service and would reduce the ability of the USPS to provide affordable and efficient mailing service to the American public.

“retiree’s corner” continued from page 3

The “Government Pension Offset” is another such law. This law affects how spouses, widows and widowers benefits are paid and will reduce the amount of social security benefits paid to your spouse, widow or widower by 66%.

*Have a safe and Happy
New Year*

3996’s Part II

Shop Steward Everett Hub

Dee Ann Johnstone

Last month in **3996’s Part I**, I wrote 26 possible reasons a Carrier may need auxiliary assistance (taken from a class at Regional Assembly). Below are additional reasons a Carrier may need auxiliary assistance:

- 27.) Odd shaped mail
- 28.) Full coverage
- 29.) Customer phone calls
- 30.) New deliveries
- 31.) Deviation for delivery of Express Mail
- 32.) Work on case labels
- 33.) Checks, food stamps
- 34.) Revised form 1621 (route information)
- 35.) Sorting through 3M mail in PM
- 36.) Checking Form 3982 (pink cards)
- 37.) Power outage, fire drill, etc. (minutes)
- 38.) Meeting with Manager (minutes)
- 39.) No vehicle
- 40.) Vehicle breakdown
- 41.) Delivering mail cased by others
- 42.) Excessive hold mail
- 43.) Marriage mail
- 44.) Time spent filling out Form 3996
- 45.) Talking to Union Steward
- 46.) Delivery Confirmation Pieces (#)
- 47.) Edit sheets
- 48.) S-999 mail in DPS
- 49.) Upside down DPS
- 50.) Full coverage in DPs (#)
- 51.) Delivering DPS missorted mail
- 52.) Previous day bring backs/cleanup
- 53.) Mail box full maintenance

The reasons a Carrier uses on a PS Form 3996 are not limited to the 53 reasons listed in Part I & II; rather just some examples. The PS Form 3996 is a very important form; it allows the one actually carrying/casing the mail to cite what may prevent them from completing all the work in 8 hours. In addition to this form, Carriers should also make sure to fill out PS 1571 if you are instructed not to deliver mail. The M41 131.44 states “Report on Form 1571 all mail undelivered-- including all mail distributed to the route but not cased and taken out for delivery. Estimate the number of pieces of mail.” The M41 furthermore states 131.45 “Do not curtail or eliminate any scheduled delivery or collection trip unless authorized by a manager, in which case you must record all facts on Form 1571.”

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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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SIGN UP FOR A CHECKING ACCOUNT WITH COMMUNITY 1st

**WE HAVE FOUR
CHECKING ACCOUNTS
TO CHOOSE FROM!**



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