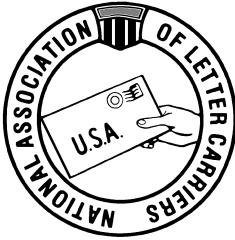


The Monthly Report

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
April 2019 92% Organized



Vol. 118 Issue 4

Chartered April 6, 1901

Calendar of Events

Branch Meeting

Thurs April 4th @ 7:00 pm
Labor Hall
2812 Lombard AVE
Everett WA

Regional Basic Shop Steward College

April 14th thru 18th
Goldbar

Food Drive Work Party

Sunday, April 28th
8m to 11am
2812 Lombard Ave. in downtown Everett

State Convention

May 16th-19th Yakima WA

Branch 791 Annual Picnic

Sunday August 4th

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

Many Carriers are having issues with their OWCP claims. The big issue is that claims are being denied. A common reason for the denial is because the claims are not supported with enough information. If you file a CA2 for an occupational disease and illness for a medical condition that has developed slowly over a period of time, one of your requirements is to provide a detailed statement of your exposure to the stressful conditions that are causing the disease or illness. They ask for complete details of the conditions of employment which are believed to be responsible for the disease or illness. This allows your doctor to know exactly what it is physically that you do while at work. The statement should include details on your physical movements of what part of the body is injured. For example, if you have a right shoulder injury, you would want to explain how much you use your right arm during the day. Casing- for 1-2 hours a day, you are constantly raising your arm anywhere from waist level to over your head 18-20 times a minute. Describe pulling down-withdrawing mail from waist level to above the shoulder for 15 minutes. Loading the parcels and mail into the vehicle, re-arranging the mail while out on the street. How many deliveries do you have? How many parcels are delivered? And when dismounting for delivery, you have to describe how many times you open and close the sliding door.

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Treasurer:

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Sgt-at-Arms:

Jon Thompson

Health Benefits/MBA:

Frank Costa 360-568-4375

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2018 Brad Webb 425-367-8731
2019 Monte Waite 425-405-8560

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MARCH MEETING MINUTES

President called the March meeting to order at 7:00 PM. Flag salute was done. 20 members were present. Roll Call of Officers found all present except HBR Frank Costa and Trustee Brad Webb.

No Guest

No New members sworn in

Correspondence in-

PSLA-Puget sound labor agency requesting donations for help to move to a new location in Seattle.

Washington state alliance for retired Americans requesting us to be affiliates to their organization. Cost would be \$50.00

Nancy Webber called suggested donation in Gerry Webbers name to hospice of Skagit County.

Announcements- Steward Meeting- not scheduling stewards Michelle has made arrangements to meet with stewards when needed.

Steward training-planning some training for the stewards before the monthly meetings

WSALC Scholarship forms are on the state website a signature is needed.

Contact Branch President Michelle for signature.

Arrangements to meet the carrier can be made as it must be postmarked by April 1st, 2019.

Committee Reports:

Legislative – Bob James report

Rick Larsen signed on H-Res 23 (door to door delivery), H-Res 33 (stop privatization) H-Res 54, (6-Day delivery) & H-Res 60 (restore standards).

Health Benefits - Bob James mentioned the Mutual Benefits from NALC and about having life insurance for your spouse as the cost of Burial service can be overwhelming.

Financial Report – Annette Buechler (February)
Total Deposits-\$12,434.02 Total Withdrawals-\$9,109.05 Balance-\$28,517.21 Building Fund \$423,378.19

Food Drive - Branch Coordinator Chris Kelly:

Tee Shirt deadline is March 25th.

Work Party is April 28th at the Labor Temple 8:00 AM



Franklin1st

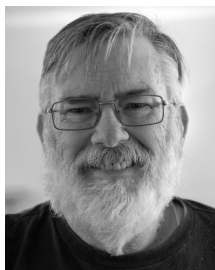
De Franklin
Vice President
Shop Steward Lynnwood

Lynnwood is hard at it again. As management continues to violate the contract, the Stewards continue to grieve (and win). It's only March 9th, we're barely into the New Year and the Lynnwood Stewards have already processed 65 grievances and counting. That's 65 grievances in 27 days of Steward Time. 14 days in January, 5 days in February and 8 days in March, that's roughly 2.5 grievances per day. I'd say that was some kind of a record but last year the Lynnwood Stewards processed well over 400 grievances.

What grievances you ask. A Notice of Removal, No T-6 Pay, multiple Letter of Warnings, multiple 7 day Suspensions, multiple 14 day Suspensions, Unrequested LWOP Hours, Unscheduled Sick Leave for Approved FMLA, Missing Paychecks, Too many Reneges to count, Failing to Grant Advanced Sick Leave, Parking Issues, Sick Leave on the Annual Leave Calendar, LWOP on the annual calendar, Not training CCA's on Walking Routes, Not Training CCA's on 2-Tons, Bumping off an OPT's, multiple No Uniforms Cards, Work Hours, Failing To Post Opts, multiple Dignity & Respect, Start Times, Overtime, No PS1723 Documentation, Borrowing CCA's, No Information Request Given, No Interviews Granted, Cell Phone Violations, you name it, we probably did it.

We (the Stewards) were really hoping to have a less productive year in the filing of grievances, but at this rate we just might end up filing more than last year.

3 new Lynnwood Stewards will soon be off to training. I'd like to welcome PK Strom, Joanie Durgan and David Shields. With 3 more set of trained eyes maybe management will start following the contract and less time will have to be spent filing grievances. But until then, if you're not sure of something or you have questions, don't hesitate to ask a Steward. And remember, I believe there's no such thing as a dumb question, just ask Bob James, I asked him plenty.



Retiree's Corner

Jim Reid
Director of Retired Members

I thought that it was time again to talk about the benefits of retaining your membership in the NALC after retirement, so I looked at the article I wrote for the March 2005 newsletter for ideas. I decided that it was good enough, so with the exception of this preamble and the closing remarks, this is a re-run.

If you are reading this article, chances are you are a member of the NALC, either active or retired. If you are an active member, you might be wondering why you should retain your membership after retirement. After all, when you are retired, management can't harass or discipline you so you don't need our representation anymore. Think again.

Under the Postal Reorganization study commissioned by the President, there are many proposals that would affect postal retirees, and the NALC will fight for us, but these are just proposals at this time. This article is about four things that concern retired members right now.

COLA. The feds are always trying to cut retiree's cost of living allowance, possibly because they think we are an underrepresented group, or maybe because they think the NALC (and other unions) will sell us out to get better bennies for the active members. The NALC fights just as hard for us as for active members.

Windfall Elimination Provision (WEP). If you have retired under CSRS but worked a job under social security before, after or during your postal employment and therefore are or will become eligible for Social Security benefits, this law penalizes you. Even though you paid into both systems, in the government's eyes, you are a double dipper and not entitled to full S.S. benefits. In fact, your benefits could be cut by as much as 55%. Private sector employees who paid into two systems (S.S. and employer pension) get both benefits. Bills have been introduced to right this injustice, and the NALC supports them.

Government Pension Offset (GPO). This is closely related to the WEP above. If you have retired under CSRS and have a spouse getting social security who dies,

continued on page 7

"minutes" continued from page 2

Check for the cookies from United Way in the offices Wednesday May 8th

District Safety Task Force- Dee Ann Johnstone- Seattle district safety taskforce will be conducting zero rollaway/runaway prevention exercises at the following offices on:

March 18th Marysville

March 9th Marysville

March 27th Monroe

Old Business –

October Branch meeting changed to Thursday the 10th

New Business:

New Key list for main door, need the number on the keys to get keys to the correct people, Commendations for Nick Vafiades, and Debbie Dixon-Chair entertains **motion** to send to the state and be presented at the state convention. Dan moved/ Eric seconded/passed.

Bob James and Randall Wirtz created 2 new resolutions:

Resolution for CCA Step Increase-Motion by Chris Kelly with option of later amendments seconded by Dan Motion Passed.

Resolution for CCA's maximization- Motion by Chris Kelly with option of later amendments seconded by Dan Motion Passed.

Chris Kelly makes suggestion if not too late to recognize Jim Burke as LBA.

Branch picnic - scheduled for August 4th 9 AM to dusk-Forest park 802 E Mukilteo Boulevard Everett 98203

Picnic committee-Randall Wirtz, Monte Waite-Bob James and Annette also volunteered.

Randall has created a face book event.

For the Picnic more Sun shelters/Outdoor canopy's and BBQ's needed. Carriers talking about more games to play.

Convention committee-Michelle assigned Bob James as Chair of the committee, He will be sending out emails to the committee-

Randall-credentials committee-Dee Ann, Monte, Diana, and Kate

Mary and Eric volunteered for the convention committee.

The Branch has paid \$7,000 deposit to Embas-

sy suites in Lynnwood.

The Branch is still looking for Golf tournament chair for our 2021 State Convention.

Open Floor

Michelle did a visit to the Lynnwood office, no other visits panned as of now.

Jenny requested a visit to Edmonds.

Monty will ask Deon if interested in golf chair.

Letter Carrier Political fund-Go to NALC.org to sign up to stop the privatization task force

Organizing-

New members that have not signed up will usually sign up after passing probation.

Everett Main is a 100% organized.

New NALC Member CCA's-Please welcome them

2019 Training-Info on WSALC Website-Basic steward college dates wrong

No state wide training in Wenatchee this year- Brian still wants to continue the SWT in the future

OWCP Training was held in Seattle, Feb 17th-20th, attendees:

De'Antha Franklin

Randall Wirtz

Kate Muething

Second possible OWCP training in September 2019, not definite yet.

CCA invite at Alfy's on Broadway 3/28/19 at 6:00pm-Pizza and soda.

Regional-Basic Shop Steward College- April 14 to 18 Jacob Bak, Joanie Durgan, David Shields, Eric Cavcey, Peter Strom, Jon Leathart, all are signed up to go-checks have been sent.

Regional Second year steward college- September 8th to 12th, 2019 Attending: Randall Wirtz, Dee Ann Johnstone, Chris Carlson, Mary Bowler, Brad Webb

State Convention-Yakima May 16th, 17th and 18th

2019 RAP- Missoula, Montana, Sep 29 to Oct 4 For those attending any training, please submit your 3971's as soon as possible.

Bob James, Randall Wirtz, Monty Waite, Dan Newman & Eric Cavcey volunteered to meet Sunday at 12:30pm and move the old desk and assemble the new desk.

continued on page 5



Health Benefit Report/ MBA Frank Costa

Frank is off this month

If you are in need of more grievance numbers-call Michelle

Arbitrations-none.

Step B Decisions- Sustained

18-479-EVJ-Carrier not able to work because of medical boot-on the job injury-

18-114-EMH-HRSSC requesting additional information when Carrier files for FMLA using the NALC forms-

18-491-EMD-Everett Main start time change to 8:00am-resolved back to back to 7:00am. Implemented on March 9th.

Step B Decisions- Impasse

18-568-LYF-Notice of Removal/NBA appealed to arbitration

Step B appeals that are being shipped out of state to other DRT's, so return decisions are taking longer.

Branch Impasse items-none received

Death and Condolences- Angela Firth's father passed, Ken Krill's Father passed, Jim Spieth's father passed.

NEXT MEETING - Thursday, April 4th, 2019 @ 7 PM

Good of the Order-

Bob – Community First Credit Union is offering a scholarship for members with a March 31st deadline.

WALC scholarship is April 1 deadline

Pot Drawing- MDA- \$27.00 –Mary donated back to MDA

Almond Roca Candy -Eric

Basket –Eric

Basket –Dianne

Journal Book –Dianne

Meeting Adjourn @ 8:12pm



Buzzin Around

Shop Steward-Lynnwood
Branch Food Drive Coordinator
Chris Kelly



April is here. In a little over 30 days, Saturday, May 11th 2019, is the Letter Carrier Food Drive. The Work party will be on Sunday, April 28th. Right here at the Labor Temple, 2812 Lombard Ave. in downtown Everett across the street from Angel of the Winds event center. Our usual room is not available this year but I'm sure the room we get will be downstairs, so park in the lower parking lot. Come at 8:00 a.m. and if we have at least 15(more is better) dedicated volunteers, we usually finish prepping the cards and bags for each route in every Snohomish County Post Office by 11:00 a.m.-ish.

We will then decide if we want to go and have pizza and salads to thank you for your time. Usually the answer is yes.

Please e-mail me at chrisd.kelly@frontier.com or call and leave a message at home, #425-775-2694 or cell #425-220-5577 to let me know if you will be one of the dedicated volunteers. I know some of the volunteers have been assisting with this task for well over 15 years and I really appreciate you. It would be great for some "new" volunteers to come and see how this works. This doesn't mean the "professional" volunteers can stay home.

I also hope that the volunteers will assist in taking as many trays of cards and bags back to your Post Office, so please drive your big car, van or truck and assist in this task.

Food Drive T-shirt order forms went out in March and hopefully you took advantage of the local vendor and ordered a T-shirt.

I look forward to seeing you on Sunday, April 28th.



Proposed By-Law Change

Change Article 6 Section 1 by changing the words after Branch 791 to : for active members shall be the same as set by Article 7, section 2 (a) of the NALC National Constitution."

Article 6 section 1 now reads:

ARTICLE 6

DUES AND ASSESSMENTS

Section 1- The dues of Branch # 791 shall be a sum equal to two (2) hours pay for a City Carrier Grade 1 Step D Letter Carrier at the rate set by the National Agreement or whatever rate is set for a minimum dues structure by National (N.A.L.C.) whichever is greater, per month for active members. Additional two-dollars (\$2.00) per pay period will be added to the minimum dues structure as established by National. (Jun 05)

Change to:

ARTICLE 6

DUES AND ASSESSMENTS

Section 1- The dues of Branch 791 for active members shall be the same as set by Article 7, section 2 (a) of the NALC National Constitution. Additional two-dollars (\$2.00) per pay period will be added to the minimum dues structure as established by National. (Jun 05)

Submitted By:

Describe twisting and reaching for the gathering of the mail for delivery if you have a mounted route. You can also say how many times on average you pull the emergency break. You want to include anything and everything that you use that right shoulder for during your normal day while at work. Having a detailed statement will help with the processing of your claim.

We are required to give management an emergency contact number. Many of us have given them our cell phone numbers. We have had many issues in our offices where management is calling us while out on the routes asking questions about packages or mail problems. While working, management has the ability to text us on our scanners for asking these questions. There is no requirement for you to answer your personal phone when management calls. Additionally, when you are not working there is no requirement to answer a call or text from management. One of the biggest issues with this is for the CCA's. Management has got into the habit of calling or texting the CCA's to come in early, come in late or not at all. This is a big problem for those CCA's that are being sent to other offices. If you are on the schedule to work at the office you are assigned to and receive a phone call or text stating you need to go to a different office, you should be showing up to the office you are assigned to, clocking on and then traveling to the different office. Mileage should be paid for the travel as well.

PLEASE ACTIVATE YOURSELF

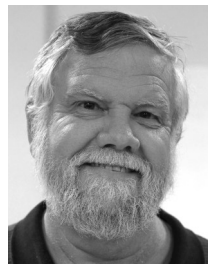
Photos this issue courtesy of Jim Reid,

you would not get the same survivor or spouse benefits as a non-government retiree. Again, you are a double dipper and your “Spousal” benefits would be reduced by an amount equal to two-thirds of your annuity amount, which in many cases could completely eliminate any survivor benefits. Again, bills have been introduced to modify or eliminate the GPO.

Premium Conversion. As an active federal employee, you pay for your health care premiums with pre-tax dollars. This is money taken from your paycheck before it is subject to income tax or social security tax (for FERS employees) withholding, meaning that your taxable income is correspondingly less. Retirees have to pay for health benefits after income tax has been deducted from our full annuity, causing us to pay more income tax. The NALC supports premium conversion for retired Letter Carriers.

This is just 4 of many reasons to remain a member of the NALC after retirement, and the best part is that a retired member of branch 791 only pays \$2 per month.

In closing, sign-up to become an NALC e-activist, it's important, and once you retire, your automatic deduction to COLCPE stops, so don't forget to sign up for a new one, I forgot for over a year!



Legislative Info
Bob James
Retired Member

Congressman Rick Larsen has signed onto the following NALC endorsed bills before the U S House of Representatives. H. Res. 33 is that a sense of the House is against privatization of the USPS. H. Res. 54 is that the sense of the House to take all appropriate measures to continue six-day delivery by the USPS. H. Res. 23 is that the sense of the Congress that door delivery should continue for business and residential delivery. H. Res. 60 That the sense of the Congress is that service standards should be restored to those that were in effect on July 1, 2012. Please take the time to thank Congressman Larsen for his support of Letter Carriers and the U S Postal Service.

**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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*Promotion ends April 30, 2019. 80% maximum combined LTV on home equity products. Minimum opening balance of \$15,000 required for free appraisal. A fee recoupment will be collected if you payoff and close the loan within the first 36 months if there were out-of-pocket costs paid by Community 1st. Home must be located in Washington state. Consult with your tax advisor. No manufactured homes or condos. Member must provide hazard insurance coverage. All loans are subject to credit approval and other underwriting criteria. NMLS#403439