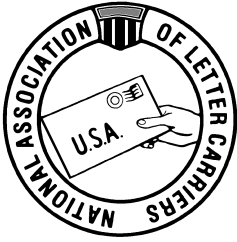


The Monthly Report

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



Vol. 118 Issue 9

September 2019 92% Organized

Chartered April 6, 1901

Calendar of Events

Route Count/ Adjustment Training

Wed. Sept 4th
7:00 pm

Labor Hall
2812 Lombard AVE
Everett WA

Next Branch Meeting

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

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

Safety is all of our responsibility. There are procedures that govern how safety is to be addressed. If these issues are not addressed, they can and often do lead to accidents. From little things like the banding strap left on the floor, the use of a broken piece of equipment to the failure to write up your vehicle with a warning light on or a turn signal light that is burnt out. If there is an issue with your vehicle, it needs to be reported immediately and if you are told to use the vehicle without the issues being fixed, they have put you in a dangerous situation that could result in accident or injury. You need to make your union rep aware if something like this occurs. You have the right to refuse an instruction if you feel it would put yourself in danger or it would be unsafe.

Article 14 of the National Agreement states:

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.

14.2 The Employer and the Union insist on the observance of safe rules and safe procedures by employees and insist on correction of unsafe conditions. Mechanization, vehicles and vehicle equipment, and the work place must be maintained in a safe and sanitary condition, including adequate occupational health and environmental conditions. The Employer shall make available at each installation forms to be used by employees in reporting unsafe and unhealthy conditions.

continued on page 7

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Department of Labor's Hall of Honor

Learn more at : <https://www.dol.gov/general/aboutdol/hallofhonor>

John R. Commons (1862 — 1945)

"This is the first great problem of modern democracy... how to get a fair living by reasonable hours of work leaving enough leisure for both childhood and manhood."

John R. Commons of the University of Wisconsin was a creative force behind innovative concepts of social legislation involving trade unionism and collective bargaining. Commons was known as the "spiritual father" of Social Security. Virtually all progressive social and labor legislation enacted in the 20th century can be attributed to him.

Cyrus S. Ching (1876 — 1967)

"I believe... very firmly and sincerely that free collective bargaining can be used as one of the great cornerstones of our democratic institutions."

Cyrus S. Ching was an enlightened industrialist who translated his concepts of human relationships into beneficial and productive labor-management relationships, and established a pattern of constructive cooperation with employees. His wisdom and creativity prompted President Truman to name him the first director of the Federal Mediation and Conciliation Service.

Samuel Gompers (1850 — 1924)

"To be free, the workers must have choice. To have choice they must retain in their own hands the right to determine under what conditions they will work."

Samuel Gompers was a cigar maker who, in 1886, became the first president of the newly-formed American Federation of Labor. He favored indigenous approaches to workers' problems, preferring to operate within American institutions rather than in opposition to them.



Franklin1st
De Franklin
Vice President
Shop Steward Lynnwood

Grievance Free

The Lynnwood Stewards finally got their “*Get out of Jail Cards*”.... they let us pass go and we plan to keep on going.

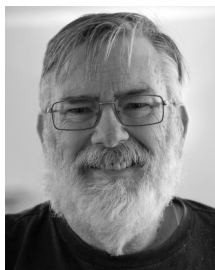
The back log of grievances for the Lynnwood Office has finally come to a close. After 3 plus years of processing grievance after grievance, management ignoring the National Agreement, ignoring memos signed by Postmaster Generals, all but outright saying “who cares about the DRT decisions”, not caring about a person’s medical restrictions, not honoring leave slips, paying employees incorrectly, or not paying them at all, to placing a carrier on a 16.7 (emergency suspension) because they looked frail, we the Stewards are all caught up and done.

I think we started off the 2019 year with roughly just about 150 back logged grievances. I know I’m not just speaking for myself when I say that it’s so much nicer to be delivering mail instead of being trapped in a room with no windows, no ventilation, most of the time its hotter than the mail truck when its 90 degrees outside and the smell from packages with strange (to me) food that can upset the strongest of stomachs, like....wow.

So how did we get out of the office and back to the street? I’d like to think that it’s because we hit management so hard so many times and the DRT started naming them in the grievances, or the decisions started going so one sided in favor of the Union that someone must have taken notice, or.... maybe they actually learned something, like how to follow the National Agreement.

So, where do we (Lynnwood) stand now as of grievances? There are none! None that require tedious attention and massive Steward time to fight. The cell phone grievances dropped right off the map once the penalty reached the outrageous payments of hundreds of dollars, but management has recently started violating this again, so if you have been called, without permission please contact a Steward, just not me, ... go tell Carlson.

continued on page 7



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 November 2005 newsletter.

My article this month is about credit for military service for retirees. It used to be that if you retired from the Post Office (or any government agency) under CSRS, you would get credit on your annuity for prior military service, but if you were eligible for Social Security, this credit was eliminated at age 62. That law was changed in 1982 to allow post 1956 military service to become a permanent part of CSRS retirement if a deposit was made to the employing agency. This deposit is equal to 7% of the base pay earned while in the service plus interest. FERS employees are also subject to this deposit, but their military deposit is 3% of the base pay.

The process is pretty simple, with a short form and a copy of your DD214 to send in. For more information, contact your personnel office or give me a call and I will help.

Every employee needs to look into this very carefully, and I urge you all to pay this deposit as soon as possible. When the law was changed in 1982, I remember receiving something explaining this procedure, but I was only on active duty for 15 months in '68 & '69, the pay wasn't much, and I thought that it really didn't matter because I did not expect to be eligible for social security because I hadn't worked outside of the government long enough. I also thought that even if I somehow became eligible for social security, if my annuity were reduced at age 62, it would be more than offset by the social security checks. Things change. I became a paid union officer, and that was just enough to make me eligible for a minimal social security check at age 62. I still put off thinking about the military deposit until I realized that because...

continued on page 7



Picnic Recap

Shop Steward - Marysville
Randall Wirtz

August 4th was Branch 791's annual picnic at Forest Park in Everett. I had the privilege of working with the picnic planning committee as this year's chairman. Thanks to all that attended, helped set up, helped cleanup, and brought a delicious dish to share. For those of you who couldn't make it, I hope to see you next year. Special thanks to RAA, Michael Keels, from the NBAs office for attending! It was great having you. Additional thanks goes to Branch President, Michelle Decker, for arriving early with her family to help set up, bringing her BBQ, and to her boyfriend, Chad Baunsgard, for cooking on that grill. Of course the picnic wouldn't be the same without our Slip n Slide kick ball game with kiddie pools as the bases. Thank you Jeff Hansen for taking the lead on the kickball game and everything that was needed to keep that running smoothly. It took many trips and many buckets to get all the pools filled with water, much appreciation for all the wagon trips to accomplish that. Judging by the smiling faces of the participants, the game was a success and everything was worth it. Other highlights included the parks petting zoo. Located down the hill there were horses, ducks, goats, pigs, and sheep to name a few. The branch had a raffle and gave away 6 prizes of gift cards to local eateries. Congratulations winners. Major props to Annette Buechler for picking up a fully cooked full sized pig cooked lechon style, it was a show stopper. Thank you Angelo Gardon, for chopping up the lechon. Photos and videos of the branch picnic can be found at <https://www.nalcbranch791.com/2019branchpicnic> Let us know if you can think of any ways to make next year's branch picnic even better and your feedback will be forwarded to next year's branch committee chairman. This year's picnic had plenty of shade thanks to the undercover picnic table area we reserved and thanks to everyone who brought and set up their own shade tents. The branch showed a lot of teamwork and leadership skills working together to get those things built and broken down.

continued at column right

It certainly was a hot day.

There were plenty of coolers and drinks to keep everyone refreshed and the drinks cold. Thank you to the Costco crew who made it in just before closing to get hamburgers, hotdogs, matching buns, condiments, numerous boxes of sodas and waters as well as fresh vegetables. Much appreciation to our Vice President, De'Anthia Franklin, for giving up multiple weekends to clean, season, tow, and set up your wonderful hot dog cart that also had a flat top grilling surface, and an extremely useful refrigerator. As well as for your husband, Robert Mercado, for cooking up many varieties of hamburgers and hotdogs, it was all delicious. The picnic got underway at 9am and didn't die down until 7pm. It was great socializing with people from your own office, meeting people from other offices inside the branch, and also talking with member's friends and family. Branch 791 Potluck Picnic BBQ complete. 'Rise with us'

I want to thank all that joined together for the 2019 Branch picnic on August 4th. This was a great opportunity for all members and their families to enjoy the day together. I want to express my appreciation for all that participated to make this picnic a success. It was a pleasure to have our NBA Regional Assistant Michael Keels join us for this event. Thanks to Jeff Hansen and Steve Bicket of the Everett Main office for organizing the kickball games. Congratulations to the seven winners of the prizes raffled. Angelo Gardon's wife and daughter, Sherri Boober's daughter Sarah Graham, Gabe Burt, Bob Temple, Cecilia Justavino and Janet Pollack. I look forward to another successful picnic next year.

Michelle



**Health Benefit Report/
MBA**
Frank Costa



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

Some photos from
**Union Solidarity Night
Aqua Sox Baseball Game**



Yes we made it! We placed in Category #6 - #9 out of 10 in the National results for 2019. Thank you again for all your help and hard work. In the last 17 years we have placed from #1 to now #9 in our category. That is really an accomplishment that we should all be proud of. We have placed in the top 10 for at least 17 years. WOW!

The delivery of all the paid mailings (cards and bags) really do make a difference.

When we added bags to the mix, we tripled our collections. We actually ran out of postal equipment to put the food in. Yes, the bigger offices didn't always have the cardboard totes. We actually used GMPACS and tubs and anything we could find to put the food in.

Thanks again,
Chris Kelly – Branch Food Drive Coordinator 2019

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**

Some Photos from the
**Branch 791's annual picnic
at Forest Park in Everett.**



**Have a
Safe,
Fun
and Happy
*Labor Day***

Photos this issue courtesy of Jim
Reid, D. Franklin and Annette
Buechler

“president’s page” continued from page 1

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.

There are several safety related forms that you need to know about which should be used when needed. The form 1767 is for safety issues to be brought to management’s attention as well as providing a record so the problem isn’t forgotten. This form has multiple copies, one of which is returned to the person filling it out. Additionally one is sent to the Installation Safety Committee for follow up to ensure the issue is corrected. Form 4565 Vehicle Repair Tag is used for identifying vehicle defects needing repair for the safe operation of the vehicle. Everyone should be using Notice 76 during the morning vehicle inspection. It is important that the inspection is properly done daily to ensure for the safety of you the driver as well as anyone that the vehicle comes in contact with each day.

“retiree’s corner” continued from page 3

of the “Windfall Elimination Provision” that was passed in 1983 I would only receive about half of the social security benefits I would otherwise be eligible for. I paid the deposit shortly before retirement, and it still did not amount to much, but more than half of it was interest because I waited so long.

**Welcome Past President Ken Titus
to our Gold Card members.
Congratulations !!
Thanks to Ken for
his 50 years to Br 791**

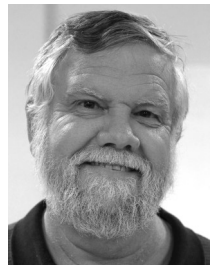
“franklin 1st” continued from page 3

Management is still attempting to give out 14-day suspensions with no progressive discipline, I’m not too worried about that, I’m certain even the newer alternate Stewards can and will win those grievances (D. Shields), and I’m pretty sure there will be water and/or popsicles for the rest of the year from all the previous settled grievances.

All in all this year brought an end to the massive backlog of grievances at Lynnwood and unless management goes wacko (which is possible) I don’t see the same type of backlog happening again.

Thanks for all your patience if your grievance was on hold for an extended time, we truly didn’t forget about you, we just had to get to your grievance.

Passing go and not looking back
De’ Antha



Legislative Info

Bob James

Second District L C,

Branch 791 Legislative Liaison

I am pleased to announce that Congressman Rick Larsen (WA-2) has signed onto the USPS Fairness Act, H. R. 2382. He signed onto the legislation on July 24, 2019. As I write this information, the bill has 212 cosponsors. Seven of those cosponsors are from Washington State U S House delegation.

This bill would eliminate the requirement for the Postal Service to “pre-fund” health benefits for future retirees. Just looking at the USPS financial data for the last six years, 2013 to 2018, the USPS would have had a positive revenue flow that would allow for investment in our company.

PLEASE ACTIVATE YOURSELF

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

Check out this cool summer special!

2.02%	APY* CD
	12 MO
	\$500 minimum

2.17%	APY* CD
	18 MO
	\$500 minimum

2.32%	APY* CD
	36 MO
	\$500 minimum



OFFER ENDS SOON!

*APY = Annual Percentage Yield. Federally insured by NCUA. The following rates are current as of July 12, 2019. If you redeem your CD before it matures, you may have to pay an "early withdrawal" penalty or forfeit a portion of the interest you earned. Minimum to open promo CD is \$500. Dividends are paid monthly by posting to an account or by adding to the certificate balance to compound each month. The account will automatically renew at the end of the term to the standard certificate rate. This is a limited time offer, subject to limitations and restrictions.

