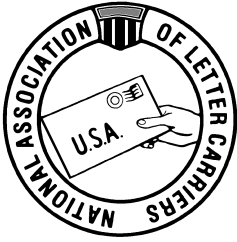


# The Monthly Report

## 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  
March 2019 92% Organized



Vol. 118 Issue 3

Chartered April 6, 1901

### Calendar of Events

#### Branch Meeting

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

#### Regional Basic Shop Steward College

April 14th thru 18th  
Goldbar

#### 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

**Discipline-** If you are called in to an investigative interview with management and you believe the interview could possibly lead to discipline, you have the right to request a steward be present. There are many reasons you would want your steward there. Management asks questions that you may not understand. In most interviews management asks if you are aware of a rule or an ELM cite. They ask if you have been made aware of something that you may not have been. The Carrier's instinct is to say yes, I understand even though you may not. Discipline is to be issued as a corrective action, to correct a behavior or situation that they have attempted to correct before issuing the discipline. The carrier needs to be fully aware of the rule, instruction or whatever it is that needs to be corrected. Do not answer questions and then ask for your steward. Having your steward present during questioning, insures when you answer the questions being asked, management has recorded the correct responses. If you do receive discipline, please let your steward know as soon as possible. We have time limits of 14 days to file a grievance from the date the discipline is issued. If you wait a week to say something it makes things more difficult as the steward's time to investigate is cut short. As the weather has turned on us lately, we have seen more on the job injuries. With the weather and ice, please make safety your priority when out delivering mail.

*continued on page 7*

**Officers****Contact Information****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

## November Branch Meeting Minutes

8:00 meeting starts:

Branch meeting was called to order on February 7<sup>th</sup>, 2019.

Roll call of officers, absent was Health Benefits representative Frank Costa.

No new members were sworn in.  
No guest attended.

Survey concerning the next contract is available on the NALC website.

Motion by Diane to present Susan Del Bene and Rick Larsen with awards at the state convention, motion seconded by Bob James. Motion passed.

Randall Wertz, (chair) Monty Waite and Michelle Decker volunteered for the Picnic committee. Picnic will be on August 4<sup>th</sup>, 2019 at (same place)?

Financial report read by Annette and accepted.

Step B Appeals are being sent out of state due to back log.

Everett main start time grievance not returned and was sent to Long Island Marysville, Lynnwood won start time grievances. Edmonds lost start time grievance

*continued on page 4*



## Franklin1st

De Franklin  
Vice President  
Shop Steward Lynnwood

### The Four-Letter Word.

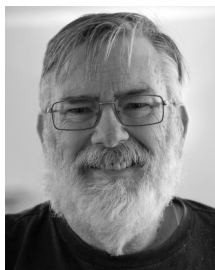
Snow, Snow and more Snow. We had record amounts of snow fall for the month of February. (Well if you ask anyone that carried mail that's what you'll hear). The last time I remember that much snow was 2008.

Although the State routes, highways and city roads are all the responsibility of the Washington State Department of Transportation it didn't really seem like any of the roads were getting any treatment, whether it be sand, de-icer or a plow. In fact, most roads resembled that of an Olympic Ice rink and drove just as.

If you were able to get to work and drove an LLV, you were hampered by the 3-speed Turbo automatic transmission, the 90hp engine and a curb weight of 2,700 lb (1,200 kg), and if you drove a CRV, you were not much better off being the weight of it is only 3,000 pounds (1,400kg) and it too sports a 4-cylinder engine. Just in case you didn't know, you were basically driving the same vehicle with one exception, the CRV is newer.

None of this was prime in helping ensure that the mail was delivered in a timely manner. When presented with these facts and the obstacles of : the numerous extra Amazon pallets, (because their delivery drivers felt it unsafe to work under the snow conditions), customers not shoveling clear paths to the mail box or the customer that did shovel the snow, but managed to pile it right in front of the mailbox, the snow and ice covered stairs, the two feet of snow that you had to trudge through, along with the two foot to three foot ice berm created by the snow plow when it did manage to make its way into the neighborhood, the mounds of extra automobiles that littered the roads, the hanging tree branches that dropped the melting snow, the slush that hid inches of solid ice below your feet, the slow and miserable drive to the route because you had chains on, constantly getting stuck and fishtailing, all while your chains were still intact,

*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 September 2006 newsletter.

**TAXES!!!** Everybody's favorite subject. Retirement taxes can be complicated; here are the basics from IRS.

If you retire on a disability, your entire annuity is fully taxable until you reach your minimum retirement requirements of age and years of service. When you reach this minimum, your annuity payments are taxed as if you took regular retirement.

Your annuity will include a taxed portion and a tax free portion. This tax-free portion is based on what you contributed while you were working. To find the amount of your monthly tax-free portion, there are three charts to follow depending on when your annuity began and if it is reduced for survivor annuity and the ages of you and your spouse.

Example: a retirement that started after January 1, 1998 in which the combined ages of the retiree and his/her spouse added up to more than 110 would have a factor of 360. This number, 360, is divided into the amount of employee contributions and that number is the amount of tax-free money you receive each month. When that tax free amount equals the amount of your employee contribution, your annuity is fully taxable from that time on. If you die before reaching that amount, your spouse can claim that monthly amount until the full employee contribution amount is reached. If you die before reaching that amount and you have no spouse, Well, BOHICA, so live long and prosper.

Actually, retirees will get a form 1099R each year giving them the amount of taxable income for preparing your tax return.

## **Department of Labor's Hall of Honor (for more visit:**

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

### **The Chinese Railroad Workers (1865 — 1869)**

From 1865-1869, 12,000 Chinese immigrants constructed the western section of the trans-continental railroad - one of the greatest engineering feats in American history. Their efforts, which connected the western United States to the eastern United States, laid the foundation for the extraordinary economic prosperity enjoyed by the United States in the years that followed. Many of these workers risked their lives and perished during the harsh winters and dangerous working conditions. They faced prejudice, low wages and social isolation. Despite these challenges, they courageously took a stand to organize for fairer wages and safer working conditions. Their efforts not only bridged our nation together, they advanced the cause of good, safe jobs for all workers, immigrant and native workers alike.

### **Esther Peterson (1906 — 1997)**

"...make a difference by the way you live your life."

A lifelong advocate for workers and consumers, Esther Peterson was the highest ranking woman in President John F. Kennedy's administration. During her near decade tenure at the Labor Department, she fought to improve labor standards and advocated on behalf of working women. The daughter of Danish immigrants, she was a fierce proponent of the 1963 Equal Pay Act. That same year, the Presidential Commission on the Status of Women, of which she was Executive vice Chair, issued a groundbreaking report called *American Women*. Addressing issues such as a job discrimination, equal pay for equal work, and daycare, the report formed a cornerstone for policies that enhanced women's participation in the many aspects of American life.

*continued on page 6*

*"minutes" continued from page 2*

Bob, Mary, Annette, looked at 3 hotels for the 2021 Branch 791 State Convention. Leaning towards Embassy Suites in Lynnwood. \$164.00 per night + tax for 2 years out. Hotel has swimming pool, gym, every room is a suite, Branch obligated to 330 rooms. Motion to accept the Hotel made by Jim Reid and seconded by Kate Muething. Motion passed.

Installation dinner was held at Shawn O'Donnells on January 12<sup>th</sup>, went well

OWCP training February 17, 2019 ~ February 20<sup>th</sup>, De'Antha Franklin, Randall Wertz and Kate Muething will attend.

Basic Shop Steward College is April 14<sup>th</sup> ~ 18<sup>th</sup>. Six members will be attending.

Regional Shop Steward College is September 8<sup>th</sup> ~ 12<sup>th</sup>, 6 possible stewards will be attending.

No Branch impasse items received. MDA pot drawing \$17.00 Diane donated money

MDA chocolate won by Mary

Meeting adjourned at 7:47pm

"The freest government cannot long endure when the tendency of the law is to create a rapid accumulation of property in the hands of a few, and to render the masses poor and dependent."

**Daniel Webster**



## Health Benefit Report/ MBA

Frank Costa

### CUT YOUR FLU RISK IN HALF:

Washing your hands at least 3 times a day can help. Preventing colds and the flu is in your hands. Following the tips below can cut your flu risk in half. Wash your hands often! Use soap and water. Use a towel to turn off the faucet and open the door. If there's no water, use a hand sanitizer that contains alcohol. For even more protection, talk to your health care provider about getting a flu vaccine. Stop the spread of germs. Cover your nose and mouth with a tissue when you cough or sneeze. Disinfect solid surfaces at work and home often. (e.g. door knobs, TV remote, etc.) Don't touch your eyes, nose, and mouth. Avoid close contact with people who have a cold or the flu. Get more information at [cdc.gov/flu](http://cdc.gov/flu)

### HOW CAN YOU TELL IF IT'S A COLD OR THE FLU?

**COLD:** Symptoms develop slowly and are usually milder. May include: Fever up to 102°F, Runny or stuffy nose, Mild fatigue, Cough, Slight muscle aches, Mild headache, Sore throat, Sneezing, Watery eyes and can last 2-14 days.

**FLU:** Symptoms come on suddenly and are more severe. May include: Fever over 103°F, Stuffy nose sometimes, Extreme fatigue, Dry cough, Muscle aches, especially in arms, legs, and back, Headache, Nausea, Chills and sweats, Loss of appetite, can last 2-7 days, but cough and fatigue may linger for 2-3 weeks.

**FACT:** Antibiotics don't work on cold or flu viruses.

### TREATING COLDS AND THE FLU IS ABOUT COMFORT:

Get lots of rest, especially while you have a fever. Rest helps your body fight illness. Drink lots of fluids. This helps loosen mucus. Soothe a sore throat by gargling with warm salt water, or try throat spray or lozenges. Use a saline (salt water) nose drops. They loosen mucus and moisten tender skin in your nose. Avoid alcohol and tobacco. They can make cold symptoms worse. Your doctor may prescribe a flu antiviral drug. But it works best if started within 2 days of getting sick.



## Buzzin Around

Shop Steward-Lynnwood  
Branch Food Drive Coordinator  
Chris Kelly



Wow, last time I wrote it was 50 degree weather. Call me a Jinx.

Now, a blanket of white, ice and chains for work trucks and personal vehicles. February 10, 2019 sucks. Thank you for every postal worker who makes a "snow" plan to get to work. Remember this is a great way to "learn" how to drive in the Washington snow. If you are on the clock and driving a postal vehicle, you have automatic towing service if you become disabled. It could take a while but someone should show up. You get on the job training on how chains work with the ice and snow element. Try not to get into a preventable accident because, Lynnwood just paid out over \$10,000.00 to catch up Safe Driving awards through 2018. Lynnwood will be paying out safe driving awards in April and November of each year.

Lynnwood has 6 vacant routes to be posted for bids. All bids are being grieved for timeliness. Check the "bid board" for the postings. As of 2-7-19 to 2-14-19, bids #3763, 3753 and Reserve Regular position have been posted. No later than 2-16-19, bid T-6 string #13 needed to be posted for bid without a penalty. The other bids still pending to be posted are #3723 and 3772 with a penalty.

Lynnwood has two unassigned regulars. They are both 204(b) carriers and do not carry mail. The Postmaster continues to assign residual vacancies to 204(b) carriers instead of promoting the CCAs to regular status. This is his discretion. If a 204(b) carrier is assigned a residual route and then does not occupy the route then that bid is then posted for bid at the 4 month rule deadline.

Also Aux. route #3645 is being grieved to be made a full route with 1300 approx. deliveries. Also route #3664 will be opening another senior housing complex on the route which will bring the deliveries to well over 1700 deliveries. I believe another aux route needs to be created soon.

98087 routes continue to grow and develop. I predict soon their zip code will need some adjustments. All this means more full time jobs. Promotions of CCAs. The Postmaster hasn't been able to keep up with the attrition rate. That means if hiring doesn't improve, we will be back to "major mandos" before next holiday season.

*continued on page 7*

*"hall of honor " continued from page 4*

As the mother of four, she knew firsthand the challenges of balancing the demands of career and family, and pushed to establish a day care center at the Labor Department, which was the first on-site day care center at a federal government agency. Today, the department's child development center, which first opened its doors in 1968, bears her name.

### **Bayard Rustin (1912 — 1987)**

A man of many facets and talents, of great nuance and complexity, an idealist and a pragmatist, a mischief-maker and a consensus-builder, a gifted orator and a dazzling intellect, Bayard Rustin remains unequalled in his effectiveness as a labor, civil and human rights leader. An openly gay man in a cruel era, Rustin's determination to achieve social justice and equal opportunity was matched only by his personal courage. He was among the first of the Freedom Riders. He advised Dr. Martin Luther King, Jr. on the Montgomery Bus Boycott. He was instrumental in the success of organizations like the Congress of Racial Equality and Dr. King's Southern Christian Leadership Conference. He was a chief organizer of the March on Washington for Jobs and Freedom, applying his deep study of principles of nonviolence to the demonstration. The lives of countless workers are better today because of Rustin's activism, but his most lasting legacy was articulated by late Senator Daniel Patrick Moynihan when he said: "He taught us love and gave us peace."

**"All that harms labor is  
treason to America." –  
Abraham Lincoln**

**PLEASE ACTIVATE YOURSELF**

### **A Letter to My Cancer:**

It may seem like you have control in my life right now,  
but you really don't.

Your presence only makes me stronger, braver,  
kinder, wiser.

I choose how I think, what I speak and how I love.

You will never be able to touch those things.  
Never.

The fear of your name no longer haunts my soul  
because I know that my soul belongs to me and to God.

You may take your claim on this frail outer shell  
but never on my divine spirit that cries out  
"I am not my body".

My soul will run, leap and tower over your attempts  
to pull me down into despair.

Those who surround me will fight with me  
to let it be known that we will not surrender.

Our hearts and souls are tied together in a lasting bond  
that no amount of your impeding growth can break.

You see cancer, you do NOT own me.

I own myself.

And I will survive.

By Ginger Johnson, Founder, HappierCancer.com

Submitted by DeeDee Roberts  
Lynnwood Carrier - author unknown

## **Make a Difference in 2019**

Do you have a passion for helping Children?  
Our Branch is currently in desperate need of a Coordinator for our Muscular Dystrophy Association (MDA) Program.

If you can help, please contact Bob or Michelle.

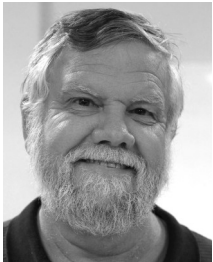
**"There can be no keener revelation  
of a society's soul  
than the way in which it treats its  
children."**

Nelson Mandela

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

Management has been reminding us to be safe while delivering in these conditions. If an accident or injury occurs, they will question you and ask if you had been informed to be safe as they have had multiple stand-ups on safety, thus trying to show you failed to follow their instructions; and this is them trying to prove you were fully aware of their safety rules. Sometimes management acts as if accidents/injuries are planned. Please inform your Stewards or me if you are involved in an accident or have been injured on the job. Keeping us informed early would help us represent you as best as we can.

Shop stewards must make sure that management sticks to agreements which have been negotiated with workers. They must also make sure that management carries out decisions reached in grievance settlements. The stewards spend a lot of time making sure the Carriers are represented in our offices. Please thank your steward for the job they do for you. They don’t hear it often, but deserve to every day. I personally would like to thank all the Stewards for keeping me busy and doing such a great job with keeping up with everything going on in your stations and fighting for the rights of all the carriers.



**Legislative Info**  
**Bob James**  
Retired Member

H.Res. 33 has been introduced into the current Congress. This is a sense of the U S House that the USPS should not be privatized. This bill is identical to last Congresses’ H. Res. 993. Representative Rick Larsen (WA-2) signed onto the bill on January 28, 2019. I wrote to his office and thanked him for co-sponsoring this legislation. As I write this Representative Kilmer (WA-6) is the only other Washington State member of the House to sign onto this legislation.

Photos this issue courtesy of Jim Reid,

*“buzzin’ around” continued from page 5*

Don’t forget the Letter Carrier Food Drive to happen on Saturday, May 11<sup>th</sup>. If it happens to be your SDO, help out your T-6 and maybe a few others and volunteer to pick up food from the mail trucks. The more helpers to bring back the load, the sooner the carriers can return. Call me or e-mail me if you want to help. Thank you in advance.

See you, Bye

*continued from page 3*

the extra inches of tire chain that rattled so loud you thought your chains were broken, that annoying sound of chains on dry pavement and I don’t want to leave out the drivers behind you, visibly upset because you were driving to slow.

If these were things that bothered you, you’re not alone.

It may have been due to the 20.5” inches of snow that fell, but I don’t recall seeing any delivery drivers other than the dedicated letter carriers that braved the impossible. No other delivery service worked harder than NALC members, and for this we thank you.

Go figure, I’m hoping for 40 degrees and rain and if I never see snow again it will be too soon for me.

Be safe, stay warm and again, thank you.

De’Antha



**THINK MGT IS VIOLATING YOUR RIGHTS ?**

**IGNORING OUR NATIONAL AGREEMENT?**

**BULLYING YOUR FELLOW CARRIERS?**

**Tell** a Steward and  
**Join** us at our monthly  
Branch meetings  
**learn** to defend yourself  
Visit our website - [NALC.org](http://NALC.org) - to seek the  
truth



**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

# CD SPECIAL



**2.00%** APY\*  
**18-Month CD**

**OFFER ENDS SOON!**

\*APY = Annual Percentage Yield. Federally insured by NCUA. The following rates are current as of January 1, 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. This offer is limited to funds not currently on deposit with Community 1st. Minimum to open promo CD is \$5,000. 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 regular certificate rate as follows: 18 month to 12 month. This is a limited time offer, subject to limitations and restrictions.



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