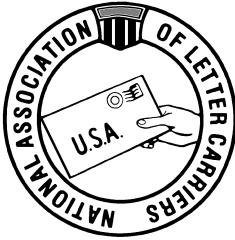


The Monthly Report

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
August 2019 92% Organized



Vol. 118 Issue 8

Chartered April 6, 1901

Calendar of Events

Reminder

There are no Branch Meetings
in July and August

Next Branch Meeting

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

Branch 791 Annual Picnic

Sunday August 4th
For more info:
www.nalcbranch791.com

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 was informed that four offices in the Branch will be having 6 day route counts and inspections. Lynnwood is scheduled September 7th through September 13th for zones 98037 and 98043. Edmonds is scheduled for September 14th through September 20th for zone 98026. Snohomish is scheduled for September 14th through September 20th for zone 98290. Marysville is scheduled for October 5th through October 11th for zone 98270. During these counts, local management is given little control over the entire process. They are aggressively attempting to capture projected savings however possible. As we have seen recently in Monroe and Everett, the inspection results have been less than accurate. Management seems to take the inspection results as accurate representative times for the routes. We also saw extremely light mail volumes during the weeks. As a result, the office times selected have been low and the street times for transferring territory are low as well. During the 3999 (ride along) this is the times they use to transfer territory by sections of the route. If this day is abnormally low volume, that will be reflected when the times are transferred to another route.

continued on page 7

"If you always do what you've always done, you'll
always get what you've always got."

Henry Ford

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**Branch 791 Potluck
Picnic BBQ**

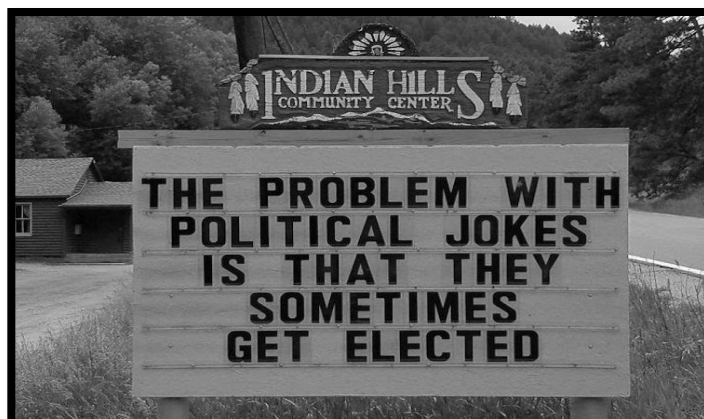
Randall Wirtz

Marysville Shop Steward

August 4th at Forest Park in Everett (802 E Mukilteo Blvd) we are lucky enough to have another branch wide picnic. All carriers and their families are welcome. Undercover picnic table area is reserved from dawn until dusk so show up all day. Burgers and hotdogs will be served from noon until 5pm. Come play slip n slide kickball, talk with friends, and meet carriers from other offices in our branch. Join us for a day of fun. Bring your favorite dish. Prizes for best side dish and dessert. The park has plenty of electrical outlets, sink, and nearby bathrooms. Horseshoe pit, basketball court, tennis court, hockey/soccer goals, or just a field to play catch on is available. Remember Everett Parks are alcohol free so just bring your sparkling personalities. Hope to see everyone there.

**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





Franklin1st
De Franklin
Vice President
Shop Steward Lynnwood

So summer is finally here....

Our Branch Picnic is quickly approaching and should be lots of fun.

Aug 04, 10:00 AM – 8:00 PM

Forest Park, 802 E Mukilteo Blvd, Everett, WA 98203.

Last year the Branch Picnic was a huge success. We hope this year it is an even bigger hit. There will be games for all including the return of the ever so popular slip and slide kickball, horseshoes, with available tennis courts, hockey area and soccer field. So bring all your gear and prepare to have fun.

The food should be plentifully and taste great, just as it did last time.

At the last picnic I think there were maybe up to 125 people at the most crowded point, with maybe 50 or so being the smallest number. Can we beat that this year? I hope so.

With Jeremiah (out of the Lynnwood Office) possibly not being able to attend this year maybe someone new has got a chance at winning the best dish.

His turtle was pretty impressive.

So bring your family and lets all have a good time. Don't forget your beach/lawn chairs and a sunbrella. Hope to see you all there and enjoy the sunshine when you can find it.

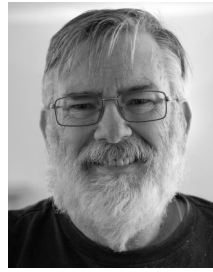
Don't forget to visit the Branch website for all upcoming events.

www.NALCbranch791.com

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**



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 October 2005 newsletter.

Chapter two of the NALC retirement manual concerns the eligibility requirements for retirement. While I was an active carrier, this never concerned me because I was under CSRS and I knew that I would reach the minimum 30 years service before I reached the minimum age of 55. In later years, however, I did have carriers ask me about eligibility requirements who were either under FERS or under CSRS who started their Postal career late in life.

Under CSRS, you may retire and receive an immediate annuity at:

age 55 if you have at least 30 years of service;

age 60 if you have at least 20 years of service;

age 62 if you have at least 5 years of service.

Under CSRS, if you retire without meeting these requirements, you still may be eligible for a deferred annuity. You must have at least 5 years of service, have contributed to the CSRS retirement fund and left that money in the fund when you retired. Under those conditions, your annuity would begin on your 62nd birthday.

This may seem strange, but I have had this question asked. A person age 60 who retires with 20 years service will receive an annuity based on 20 years service; they will not receive the same amount as a 55 year old with 30 years just because they are older. Annuities are all based on years of service, period.

FERS is a little more complicated. First, there is a minimum retirement age which changes depending on when you were born. For instance, if you were born in 1948 the MRA is 55.

continued on page 7



Contract Quiz Bomb

True or False Questions to Test Your Contractual Cognition

T or F

- 1) When using FMLA for an eligible condition, Mgt must consider the absence as if the employee had not even taken the leave
- 2) If a request for FMLA be deemed as unqualified, an employee cannot be disciplined for having attempted to obtain FMLA coverage for the illness
- 3) Under certain circumstances an Employer can interfere with the employee's attempt to exercise an FMLA right
- 4) Which of the following are examples of prohibited conduct by the employer: refusing to authorize FMLA leave for an eligible employee, discouraging use of FMLA leave, manipulating employee hours to avoid FMLA responsibilities, &/or retaliating against an employee for attempting to use FMLA leave.
- 5) Any violation of the FMLA Dept's regulations constitute interference, restraining &/or denial of the exercise of rights provided by the FMLA
- 6) If you suspect a violation of your FMLA rights, or if you have questions concerning those rights, you should immediately contact your Steward

Answers - see US Dept. of Labor - Wage and Hour Division Fact Sheet #77B

- 1) True - Using qualified FMLA leave prohibits Mgt from any attendance discipline associated with that leave
- 2) True - An employer is prohibited from discriminating or retaliating against an employee for having exercised or **attempted to exercise** any FMLA right.
- 3) False - An employer is prohibited from interfering with, restraining, or denying the exercise of, or the attempt to exercise any FMLA right
- 4) All of the examples given are prohibited conduct and a violation of FMLA rights
- 5) True
- 6) True



Everett AquaSox vs. Tri City Dust Devils Union Solidarity Night

Thursday, August 15, 2019
7:00 PM - 10:00 PM

TASTY THURSDAYS: ENJOY \$2.50 12OZ
COORS LIGHT, \$2.50 SODAS, \$2.50 HOT
DOGS, AND \$2.50 POPCORN ON ALL THURS-
DAY HOME GAMES!

Everett Memorial Stadium
3802 Broadway Everett, WA, 98201

*See your Steward for info and free tickets –
First come, First served*

TODAY'S MIGHTY OAK IS JUST YESTERDAY'S NUT
THAT HELD ITS GROUND.
source unknown



Health Benefit Report/ MBA

Frank Costa

Tooth decay in Baby teeth: continuation.
Clean your child's teeth at home. Wipe the baby's gums with a clean, wet gauze pad or wash-cloth after each feeding, before sleep. This removes bits of food that can harm teeth that are starting to come in. It also helps the child get used to having his mouth cleaned. As soon as the first tooth appears, start brushing your baby's teeth twice a day (morning and night). Use a soft-bristled, child-sized toothbrush and a fluoride toothpaste. Until the child is three years old, use no more than a smear or grain-of-rice-sized amount of fluoride toothpaste. For children three to six years old, use no more than a pea-sized amount of fluoride toothpaste. The American Dental Association recommends that you brush your child's teeth until she or he is at least six years old. When your child is old enough to do the brushing, watch to make sure she or he is not "rushing the brushing." Children should be taught to spit out toothpaste, not swallow it. First Dental Visit: Talk to your dentist about planning the child's first dental visit. It's helpful to have the first visit after the baby's first tooth appears but no later than the first birthday. This first visit is a "well-baby checkup" for your child's teeth. At this visit, the dentist can check for decay and other problems. He or she can show you how to properly clean your child's teeth. Also, the dentist may offer advice on your child's diet, pacifier use and oral care products for your family. He or she can tell you how to prevent injuries to your child's teeth and mouth and what to do in case of a dental emergency. Children should get the ideal level of fluoride to help prevent tooth decay. Ask your child's dentist about how your child can get the right amount of fluoride.

As it has over the decades, the union movement stands for the fundamental moral values that make America strong: quality education for our children, affordable health care for every person—not just some—an end to poverty, secure pensions and wages that enable families to sustain the middle-class life that has fueled this nation's prosperity and strength. Union members and other working family activists don't just vote our moral values—we live them. We fight for them, day in, day out. Our commitment to economic and social justice propels us and everything we do.—

John Sweeney, November 2004



Buzzin Around

Shop Steward-Lynnwood
Branch Food Drive Coordinator
Chris Kelly

Hello, I have not received my Postal Record magazine to see if the final results are in. Again, thank you for all your help with the prep of the cards and bags for almost all of Snohomish Co. and the delivery of the cards and bags. Thank you to the carriers and volunteers who work on the Food Drive day. Rain or shine we get it done. I know our totals were low this year but our efforts were still great. See ya, Bye

Letter Carrier Food Drive Totals

Office	2018	2019
Arlington	9986	1,241
Ed-Perrin	32,162	29,116
Ev Main	18,480**	23,504
Ev HUB	31,584	28,830
Edmonds	2,271	
Gold Bar Duo	0	0
Gran Falls Duo	1,675	8,355
Lk Stev Duo	20,000	0
Lynnwood	32,843**	32,587
Maltby	10,100	0
Marysville	24,845**	20,426
Monroe	6,960	7,033
Snohomish	20,414**	17,696
Stanwood	23,143	19,424
Sultan Duo	1,500	0
PB Drive	2,954**	1,404
Br Totals	238,917	198,616

** reflects cash and checks converted to food lbs.

Duo stations = Sultan/Goldbar; Granite Falls/Lk Stevens

PLEASE ACTIVATE YOURSELF

NALC MEMBER'S ANNUAL PICNIC/BBQ

August 4th

802 E. Mukilteo BLVD, Everett WA 98203

9:00AM-Dusk



There will be a contest for best side dish and dessert.

Hamburgers, hot dogs,

soda and water will be provided.

BURGERS AND DOGS WILL BE SERVED NOON-5

The picnic shelter has electrical power, running water,
wheel chair access and restrooms near by.

Again, there will be slip-n-slide kick ball games!!

The park has horse shoe pits, playground, tennis courts and
a water park for the kids.

Bring your family, your best side dish or dessert and have fun!

"president's page" continued from page 1

It is very important for Carriers to be aware of a few things as you go through these route counts and inspections. Management should not make any operational changes. An example is how the mail is distributed to the unit or the Carriers routes. All mail must be delivered every day. If for any reason it is not, complete a 1571 and keep a copy. There should be no auxiliary assistance if it can be avoided. This means if you are on the 8 hour only list, excluding medical 8, you can be required to work into overtime on your own assignment. At no time should a medical 8 hour only be required to work into overtime. If you are a Carrier that has restrictions, do not exceed your restrictions during the count and inspections. Carry your routes as you do every day. Do not take short cuts. Conduct a full and thorough vehicle inspection. Continue to do your route maintenance and verify the hold mail. If you do not, this will only hurt the times for your routes during the counts. Make sure you take both breaks and your lunch break. You are invested in this outcome as this count and inspection could change your assignment for years to come. After the week of inspection, you should have two consultations. One for the evaluation of the route times, and one for the adjustment discussion. Management fails to do this process accurately. They may not do both consultations or they do not let you discuss during this process. They should be recording your comments during these discussions on the forms. Management is required to record your comments, recommendations, whether you agree or disagree and the reason for your agreement or disagreement. If you have any questions on counts and inspection, please contact me.

**Experience is not what happens to you;
it's what you do with what happens to you."**

Aldous Huxley

Photos this issue courtesy of Jim Reid

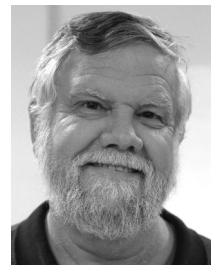
"retiree's corner" continued from page 5

If you were born in or after 1970 the MRA is 57, with a scale for the birth years in between. To receive an immediate annuity under FERS, you must:
Meet the MRA with 10 years service
Meet the MRA with 30 years service
Be age 60 with 20 years service
Be age 62 with 5 years service.

Under FERS, the immediate annuity mentioned above is not your complete retirement. For instance, a person born in 1948 with 30 years service would be eligible for an immediate annuity at age 55 (2003) but this is only a portion of their retirement package, TSP is part of their package and must be withdrawn from the program, and social security is part of their package which they will not receive until age 62 (reduced benefit) or full benefit at age 66.

Age 66 for full benefit is for this example of someone born in 1948. People born earlier may be eligible at age 65, people born later may have to wait until age 67. This again is a scale depending on year of birth, for example, someone born in 1958 can receive full benefits at age 66 years and 8 months.

The NALC has two fine booklets on retirement, one for CSRS and one for FERS. If interested, call or send me an e-mail and I will send you one of these booklets, or they can be viewed and/or downloaded at NALC.org.



Legislative Info

Bob James

Second District L C,

Branch 791 Legislative Liaison

The USPS Fairness Act which has the bill # of H.R. 2382 was introduced about two months ago. This legislation would repeal the requirement to prefund future retirees of the U S Postal Service health benefit premiums. The repeal of these payments would significantly improve the financial positions of the USPS. The repeal would also have the USPS make those payments, as other government agencies and private corporations, on a pay-as-you-go timeline. As I write this message, it has 173 cosponsors. Five members of the Washington State delegation in the U S House have signed onto this bill. Congressman Larsen (WA-2) has not signed on. Please contact his Everett office at (425) 252-3188 and ask him to sign onto this legislation.

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.

