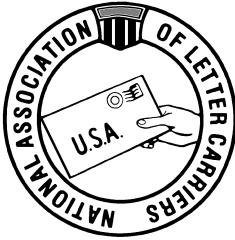


The Monthly Report

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

February 2018 92% Organized



Vol. 118 Issue 2

Chartered April 6, 1901

Calendar of Events

Branch Meeting
Thurs Feb 7th @ 7:00 pm
Labor Hall
2812 Lombard AVE
Everett WA

Valentines Day
Feb 14th

President's Day
Feb 18th

Regional Basic Shop Steward College
April 14th thru 18th
Goldbar

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

One of my focuses for the future of the Branch is to ensure the offices have stewards and those stewards are getting the training they need to be successful as stewards. The Branch will be sending stewards to basic training in April and intermediate training (year 2) in the fall. We have some new alternate stewards that will be going to the training classes as well. One thing I feel is important is to keep the stewards informed on how to properly represent the members with their grievance filing. The more knowledge and information we consume, the better we can represent all the Carriers. Stewards and alternate stewards we have in the offices need to be trained on how to make sure management is complying with the National Agreement, handbooks and manuals as well as how to file successful grievances. Please contact me with any issues you may be having in your offices. I will investigate and properly handle the situations brought to my attention. One concern I have been made aware of is the working environment in some offices. If there are situations that you may be dealing with in your office that you feel are violations of the contract or manuals, please let me know so these issues can be investigated. The stewards and branch officers are all voluntary positions; no one is forced to be in their positions.

continued on page 7

Officers	Contact Information
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President:

Michelle Decker	425-387-3369
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Vice President:

De Franklin	425-489-8985
e-mail	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
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Trustees:

2017 Dan Newman	425-263-1249
2018 Brad Webb	425-367-8731
2019 Monte Waite	425-405-8560

Dir. of Retired Members:

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Editor:

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January Branch Meeting Minutes

The January 2019 Branch meeting was called to order at 7:02 PM. Twenty-two members were present. Flag salute was made. Roll Call of Officers found all present except Annette and Jon.

Guest - Kevin Ernest WSALC Executive Board member assigned to our Branch. Kevin is from Branch 450, working Letter Carrier. Kevin said that changes are being made to education program, No State Wide Training this year, WSALC books are being audited. Everett Rally was a success, H. Res. 993 high amount of cosponsors. New congress and hope that Postal Reform NALC thinks will help will be passed, New 8th Congressional District representative Kim Schrier is very supportive of USPS. Importance of NALC App.

Correspondence in-Holiday card from Director of City Delivery Chris Jackson

Holiday card from NBA Nick Vafiades and staff
SCLC - request for donation of money to help with the hosting of Solidarity night at The Silvertips Hockey

Received results of voting for WSLC officers

Correspondence out - None

VP Michelle swore in CCA Joanie Durgan, Lynnwood

Committee Reports:

Legislative – Bob - Congress is back in session as of today. Senate committee with oversight of USPS is still chaired by Sen Johnson. He believes in privatizing the USPS. House committee with oversight is to be Elijah Cummings, Maryland. He is very much in favor of keeping USPS as it is.

Health Benefits - Frank Costa – Article in newsletter.
Financial Report – Annette Buechler- Total deposits-\$12,438.13 Total withdrawals-\$5,217.02 Balance-\$24,939.87 Building fund- \$395,872.63

Food Drive - Branch Coordinator Chris Kelly-2nd Saturday in May, Black color day off, Brooks Bennett is now Region 2 food drive coordinator, Some branches/states trying envelopes for money at food drive, Requested that people that attend meetings with have a list of names with their days off.

Old Business – Frank asked about status of Everett Labor Temple building. Bob said as far as he knew that building is not up for sale at this time. Dan spoke about owning a building and the obligations and ramifications that would entail. Branch is still looking and our rent is reasonable.

continued on page 4



VP-ing

De Franklin
Vice President
Shop Steward Lynnwood

Hello Branch 791 members.

I would like to reintroduce myself. My name is De'Antha Franklin, the new Vice-President of our Branch. I am a working Letter Carrier of 18+ years, all done at the Lynnwood station, and the current owner of route 4305 in the Mount Lake Terrace, zone 98043.

I am an acting full-time steward in Lynnwood and I have filed many grievances since becoming a steward. In the past two years at Lynnwood we have had lots of new and repeat grievances concerning annual leave, scheduling, cell phones, and getting the Lynnwood Management to abide by their settlements at both the Informal A and Formal A level.

As your new Vice President I plan on helping your new President Michelle Decker as she takes on the leadership and running our Branch. My goals are to help Michelle enforce the National Agreement in all our stations, look for Letter Carriers that can be trained and mentor them to be Stewards and to help CCA's in any way I can.

If you have any concerns or questions please feel free to contact me, and I promise to do my best to help you in any way that I can.

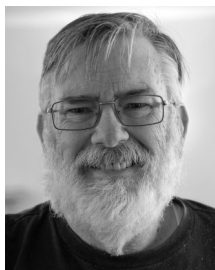
Make a Difference in 2019

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



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 August 2006 newsletter and was updated 1/8/2019.

As a matter of fact, I had a discussion with a carrier at the January meeting on this very topic.

This month, we will discuss Medicare and how it fits with your health benefit plan. There are four parts of Medicare, parts A, hospital insurance, part B, medical insurance, part C Medicare advantage and Part D Prescription drug coverage.

Part A is Hospital insurance and if you have worked for 10 years or more in medicare employment, you should be able to receive part A with no premiums, and the USPS came under medicare in 1983.

Part B is Medical insurance and is fee based. You can sign up for it during your initial enrollment period which is 3 months before the month you turn 65, and 3 months after the month you turn 65. If you don't sign up for it then, you can sign up in any open enrollment period which is January through March of each year. **Caution;** decide if you want it before you turn 65. If you don't sign up for it during your initial enrollment period, your part B premium will go up 10% for each 12 month period you were eligible but did not have it.

If you have part B and FEHB, benefits will be coordinated between the two, with FEHB as your primary payer if you are still working, and part B as the primary payer if you are retired.

The question then is, if you have FEHB, should you sign up for part B? That is a question only you can answer, and each individual should look into this very carefully. Get a list of what part B covers and what your FEHB plan covers, and compare them.

Continued on page 7

"minutes" continued from page 2

New Business: Opened Floor

Dan made 2018 Trustee Chair officer report - Books found to be accurate and in good order. First January Audit will be scheduled soon. 2019 Trustees are Dan, Brad, Monte.

Day of Observance - memo in National Agreement

Any problems with carriers applying and getting granted for that day? Sounds like only one station, one carrier. Bob encouraged the carriers that qualify to submit their 3971's as soon as they could, so they would not forget about this benefit.

Government shutdown - Bob said does not affect USPS. Chris said that she understood that OPM was not processing new retiree's paperwork.

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

DeeAnn made motion to donate \$250 to Hockey Solidarity night, Jacob seconded, Passed

Organizing - USPS keeps hiring. Please check about them being members.

New NALC Member CCA's - Please welcome them and help them as job is not easy.

Getting reports of Lynnwood Management intimidating CCA's and new regulars from attending the Branch meeting-Lynnwood stewards would look into this.

Branch Retiree/Officer Installation Dinner-Dec 12 notice in newsletter, Shawn O'Donnell's in Everett. Tina has reached out via letter to the retirees that qualify.

Bob thinks RAA Dixon will be assigned to do the swearing in.

2019 Training-WSALC President Wiggins said they hope to have a letter out on this soon. I asked for info to be placed on website.

Regional - Basic Shop Steward College - April 14 to 18

Janice Cliatt, Jacob Bac, Eric Cavcey

Joanie Durgan, David Shield

State Wide Training - None scheduled for this year.

Regional Second year steward college - September 8 to 12

Randall Wirtz, DeeAnn Johnstone, Chris Carlson

2019 RAP- Missoula, Montana, Sep 29 to Oct 4

For those attending any training, please submit your 3971's as soon as possible.

Copier - I signed contract Electronic Business Machines. Should be installed tomorrow.

District Safety Task Force - DeeAnn Johnstone-Quarterly Meetings, let Safety Officer know about any safety concerns you may have.

Grievance numbers - 2019 numbers assigned to stewards.

Put out e-mail on this to stewards.

Arbitrations - one of our impassed Step B decisions has been certified for arbitration.

Step B Decisions - none

Bob said that it seems the process has slowed down. Not getting confirmation letters of receipt of grievances. I added the tracking to each grievance file. Kevin said Mats Julian is now full-time Step B NALC representative and there are 100 cases awaiting decisions.

Start times grievances for Marysville, Edmonds and Lynnwood have been appealed to Step B

Branch Impasse items - Lynnwood on annual leave just received. Bob passed out copies to Lynnwood stewards. Went over as there are many moving parts to the language added to the Lynnwood LMOU.

WSALC Scholarship - Info not published yet for 2019, keep watching website and for newsletter.

Kevin reminded attendees about submission of Bob Morley Award and the Outstanding Service Award.

Death and Condolences - None reported

NEXT MEETING - Thursday, February 7, 2019 @ 7 PM

Good of the Order - Frank reminded folks about the NALC Mutual Benefit Association on reasonably priced Whole and term Life Insurance

Pot Drawing - MDA-Total \$25, Jenny won, \$20 to MDA, \$5 to her. Seahawk calendar to Dianna, Almond Roca to Eric, Notebook to Michelle

Adjourn 8:14 PM

**NOTHING STRENGTHENS AUTHORITY
SO MUCH AS SILENCE -
LEONARDO DA VINCI**

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 - and learn the truth

**ALL TRUTHS ARE EASY TO UNDERSTAND ONCE THEY
ARE DISCOVERED; THE POINT IS TO DISCOVER THEM. -
GALILEO**



Health Benefit Report/ MBA

Frank Costa

SPORTS EYE PROTECTION: For

Parents and Coaches of Young Athletes.

Eye injuries don't have to be part of the game. The facts are, More than 600,000 eye injuries related to sports and recreation occur each year. Over 85% of children do not utilize protective eyewear in situations that represent a risk of eye injury. Every 13 minutes a person with a sports related eye injury visits an emergency room. More than 90% of all eye injuries can be prevented with the use of appropriate protective eyewear. Many organizations, researchers, and Individuals strongly advise the use of Protective Eyewear: The American Academy of Pediatrics, American Academy of Ophthalmology, American Optometric Assoc., American Public Health Assoc., and The Coalition to Prevent Sports Eye Injuries, National Eye Institute.

BUYING TIPS: Use the recommended eye protection table to find the eye protection safety standard for your sport. Ensure that the protector you purchase meets or exceeds that recommended standard. For outdoor sports, insist on 100% UVA & UVB protection. Additionally, photochromic (lenses that change color) or tinted lenses are excellent for sports various light situations. For both indoor and outdoor sports, anti-reflective coatings add comfort by reducing glare. Frames must be used with a sports band or retention strap to ensure the frames stay in place.

YOU CAN TAKE ACTION. Help prevent a child from becoming an eye injury statistic. If you are a parent, guardian, coach or sports program director of young athletes, you are responsible for the safety of their eyes while participating in sports with known eye injury risks. For the children who need corrective prescription lenses, it is important to know that regular eyeglasses and contact lenses provide little or no protection. In fact, regular eyewear may even cause a more severe eye injury. Talk to your eye care professional about protective sports eyewear with your prescription. While no single device can prevent all injuries, sport eye protection that meets stringent ASTM standards for the sports being played can significantly reduce the risk of sport-related eye injury.

continued on page 7



Buzzin Around

Shop Steward-Lynnwood
Branch Food Drive Coordinator
Chris Kelly

It is February already. Wasn't New Years just a week or so ago? We are getting closer to the spring time weather. Soon we will see bulbs sprouting and getting ready for the flowers. I love this time of the year. Not too hot, not too cold, just right. I sound like baby bear from Goldilocks. Now that I say that, we will probably get snow. I sure hope not. It is good practice to drive in snow every now and then. If it snows in Lynnwood once every 5 to 10 years I would be ok with that. I enjoy being part of the weather. I get to be physically part of the seasons. We have the opportunity to be in all kinds of weather. Good, bad and the ugly. We are an active part of Mother Nature. Look around, watch the clouds, sky and the trees. Always be aware of the weather around you. Enjoy your surroundings, smell the roses. Smell the rain. Enjoy!

See ya, Bye

Answers to Crossword on page 6 **NO PEEKING!**



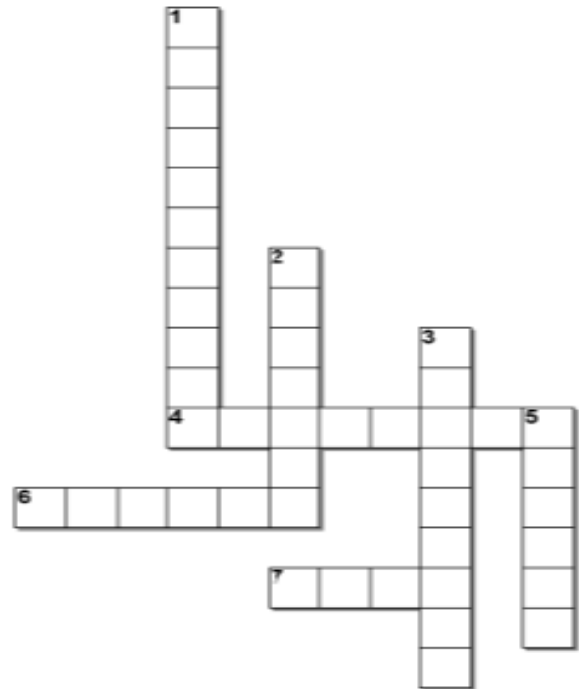
**Everybody has something to say
about Work**
Match the Source

- | | |
|---------------|----------------------|
| A) The Talmud | F) Ovid |
| B) Muhammad | G) Ecclesiastes 3:13 |
| C) Aristotle | H) Aesop |
| D) Confucius | I) Dhammapada v.166 |
| E) Sophocles | J) the Bhagavad Gita |

- 1) "No labor, however humble, is dishonoring."
- 2) "Those who earn an honest living are the beloved of God".
- 3) "The end of labor is to gain leisure."
- 4) "Choose a job you love, and you will never have to work a day in your life."
- 5) "Without labor nothing prospers."
- 6) "Take rest; a field that has rested gives a bountiful crop."
- 7) "That each of them may eat and drink, and find satisfaction in all their toil – this is the gift of God".
- 8) "Union gives strength"
- 9) For the sake of another's benefit, however great it may be, do not neglect one's own benefit. Clearly perceiving one's own benefit one should make every effort to attain it.
- 10) "No one who does good work will ever come to a bad end, either here or in the world to come"

* *Answers: 1=A, 2=B, 3=C, 4=D, 5=E, 6=F, 7=G, 8=H, 9=I, 10=J*

LABOR HISTORY CROSSWORD



Across:

4. Founded the Knights of Labor in 1869
6. Are formed to help workers (plural)
7. Congress passed it in 1938 - abbreviated

Down:

1. Man who cofounded the "Wobblies" (with middle initial)
2. Started the AFL
3. Pres. Who made Labor Day a holiday
5. Worker generated work stoppage

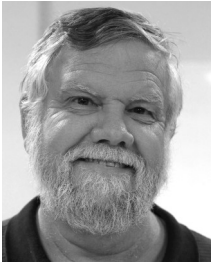
*answers on page 5



Your new Branch Officers (left to right): Monte Waite - Trustee; Dan Newman - Trustee; Jim Reid - Dir. of Retiree's; Frank Costa - Dir of MBA/Health Benefits; Jon Thompson - Sgt. @ Arms; Michael Keels - R.A. ; Annette Buechler - Treasurer; Tina Myers - Secretary; De Franklin - Vice Pres; and Michelle Decker - President

“president’s page” continued from page 1

We do this because we care for ourselves and others and our futures with the postal service. We need to keep management honest, fair and respectful to all letter carriers. I look forward to working with the new Vice President De’Antha Franklin and the other Officers of the branch.



Bob James
Retired Member

Assaults at Work - Last month I wrote about a Lynnwood carrier that was robbed at gun point. If you follow the Postal news that appears, you will see that unfortunately throughout our nation Letter Carriers are assaulted, robbed or even worse. A good article to read about this appeared in the March 2015 edition of The Postal Record (page 34) and written by Kevin Card of the Compensation Department.

M-1870 is the latest in Memorandums that cover CCA's. You can go to NALC.org and read it and get info that may be important to you. These are questions that I have been asked about lately by CCA's.

32. Do CCAs that are converted to career status carry their annual leave balance over when hired?

No. Currently, CCAs receive a terminal leave payment for any leave balance at the end of the CCA appointment.

33. Are CCAs covered by the Memorandum of Understanding, Re: Bereavement Leave?

Yes, however, CCAs do not earn sick leave and therefore may only request annual leave or leave without pay for bereavement purposes.

As you read this, I am no longer the Branch President. I will help President Michelle in any way that I can. And, I hope to continue to be of service to Branch 791 in the future. Thank you for allowing me to serve over the years as your president. It has been and honor and a privilege.

Fraternally,
Bob James

Photos this issue courtesy of Jim Reid,

“health benefit/MBA” continued from page 5

RECOMMENDED EYE PROTECTION:

BASEBALL: ASTM Standard F910 (Face Guard attached to the Helmet) (Batting/Base Running), ASTM Standard F803 for Baseball, (Fielding).

BASKETBALL: ASTM Standard F803 for Basketball. (ASTM Specifies Age Ranges)

RACQUETBALL: ASTM Standard F803 for Racquetball.

SOCCER / SQUASH: ASTM Standard F803 for Soccer and Squash.

FOOTBALL: Polycarbonate Eye Shield Attached to Helmet Mounted Wire Face Mask.

VOLLEYBALL: ASTM Standard F803 for Basketball.

LACROSSE: ASTM Standard for Lacrosse.

“retiree’s corner” continued from page 3

There may be things that plan B will cover that your particular FEHB plan does not. Another thing to look into is, if you are retired and plan B will become the primary payer, would you want to switch to another FEHB plan that is cheaper, or switch from your existing high option plan to low option?

Check all this out very carefully. For 2019, the enrollment for plan B (during your initial enrollment period) is \$135.50 per month (or higher depending on your income). You can get more information on Medicare at 1-800-MEDICARE or www.medicare.gov.

Part C is Medicare advantage and is a supplemental plan sold by insurance companies to cover what is not covered by Medicare. This is basically what your FEHB plan becomes when you retire and are under Medicare.

Part D is prescription drug coverage. If you have an FEHB program, you will probably not need Part D.



**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

**RING IN THE NEW YEAR
WITH THE RESOLUTION TO SAVE!**

**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 1ST
CREDIT UNION