



# The Seventy-Niner

Volume MCIII Number 9



September 2018

President's Report:

## 5,000 CCAs to Gain Career Status This Fall

-B J Hansen-

We have great news for just about everybody from the national level. NALC and the Postal Service have settled quite a few national-level grievances recently. Settlement M-01892 concerns the number of CCAs on the rolls. It's agreed that, in addition to conversions to residual vacancies required by the MOU regarding full-time regular

opportunities in our craft, CCAs in 200 workyear offices (for Branch 79, that's Seattle and Bellevue) with 30 months or more of relative standing on September 1, 2018, will be converted to full-time regular career status in their installation. CCAs in offices below 200 workyears (for Branch 79, that's Auburn, Bothell, Enumclaw, Issaquah, Kirkland, Mercer Island, Redmond, and

Renton) with 30 months or more of relative standing on September 1, 2018, will be converted to part-time flexible career status in their installation. These conversions will be effective "as soon as administratively practicable" but no later than 60 days from the settlement date of July 27, 2018. NALC projects more than 5,000 CCA conversions to career nationwide, with around 3,500 conversions to PTF in smaller offices.

### Notice of Nomination and Election

Nominations for the position of Delegate to the 2019 Washington State Association of Letter Carriers' Convention to be held May 16-19th in Yakima and for all full-time and part-time Officer positions: President, Vice President, Secretary-Treasurer, Asst. Secretary-Treasurer, Financial Secretary, Director of Retirees, Director of Insurance, Editor, Sergeant-at-Arms, Trustee (3), will be open until the close of the October 10<sup>th</sup>, 2018 regular Branch membership meeting.

Petition of Nomination for candidates for election to office or for election to Delegate to convention shall be signed by one member in good standing and must be presented, with the candidate's written acceptance on officially prescribed forms, to the Committee on Nominations no later than adjournment of the October 10th regular Branch membership meeting.

All candidates for election must be able to establish eligibility to the position to which nominated at the time of nomination. All regular members shall be

eligible to hold an office or position in the Branch, except that any regular member who voluntarily or otherwise, holds, accepts, or applies for a supervisory position in the Postal Service for any period of time, whether one (1) day or fraction thereof, either detailed, acting, probationary or permanently, shall immediately vacate any office held, and shall be ineligible to run for any office or to be a delegate to any convention for a period of two (2) years after termination of such supervisory status. Only a retired member may hold the office of Director of Retirees. Upon nomination, the candidate must certify that he/she has not served in a supervisory capacity for the 24 months prior to the nomination.

In the election of all Branch Officers and in all Delegate elections, a ballot will be mailed to all regular members at the last known address with a prepaid, preaddressed envelope. All mailed returned ballots must be in the hands of the Election Committee no later than December 8th, 2018.

*Rules for Advertising - Page 4*

Settlement M-01893 is about changes management made to promotion pay rules for city carriers in the Employee and Labor Relations Manual Section 422.2, and the "Hold in Place" rule that was applied to Rate Schedule Code Q7 (Table 2) carriers who promoted before the revisions. The "Hold in Place" rule is rescinded. Affected carriers will get their Step increases and have their pay calculated retroactive to the time they should have received their Step increase(s).

This settlement also agrees to ELM revisions to reflect that, as of November 24, 2018, there will be no promotions within the city letter carrier craft. Instead, T-6s will be paid additional compensation equivalent to 2.1 percent of their applicable hourly rate for all paid hours. All T-6s will be considered to be in a higher grade for the purpose of applying ELM 422.225 provisions.

Our new contract grants holiday pay to CCAs, but management disputed the

**(Continued on Page 4)**

# Branch Meeting Summarized Minutes

## August 8th, 2018

-Assistant Secretary-Treasurer Kevin Gottlieb-

President BJ Hansen called the August Branch meeting to order at 7:00 PM.

A roll call of officers found Mark Myers absent.

**Communications:** Kevin Gottlieb read two thank you letters to the branch.

**Applications for Membership:** Kevin Gottlieb read the names of 19 new applications for membership. **MSC**

**No Unfinished Business**

**No New Business**

**No Officers' Recommendations**

**President BJ Hansen:**

- Spoke about Mark being absent from tonight's meeting.
- Bob McLean is in the hospital for knee surgery.
- Don Bennett is attending a special WSLC delegate meeting.
- A motion was made to excuse Don Bennett from tonight's meeting because he is on official union business. **MSC**
- Pearl Jam is doing a concert tonight in support of homelessness.
- Spoke about dog issues with the homeless.
- Anniversary of voting rights act.
- National Settlement on CCA conversion delays and holidays.
- An agreement on CCAs with 30 months or more will be converted to full-time or part-time flex.
- Flipping case labels are coming to Wedgewood and Term Station. Discussion about how offices are chosen.
- Thanked Kevin Gottlieb for filling in for Mark tonight.
- Management in Seattle has declared war on the grievance process. Trying to schedule Labor/Management meeting. 454 grievances are at Seattle Formal A.
- Spoke about the acting manager of Labor Relations.
- Thanked Seattle Formal A Stewards and the Step B Team.
- There will be a meeting of the Building Association officers the night of the September branch meeting.

- The next branch Retirement Seminar will be held October 18, 2018 at 7pm.

**Vice President Chriss Daniels:**

- 1941 grievances to date.
- Spoke about a Bothell grievance meeting tomorrow night.
- You can download the manual Falsifying Clock Rings from the NALC website. There is also a daily log that can be downloaded on an app.

**Business from the Floor:**

- Falsifying clock rings and getting fired in the past.
- Disposing of trash at the Swedish Center.
- 1<sup>st</sup> Congressional District has signed on to HRes 993.
- Bothell issues with stools being removed and no lunches in the break room.
- Carlo Salazar may be going to Texas. The recent primary results shows labor reps being successful. National Officer elections are coming up.
- A thank you to the branch for sending them to National Convention. Mark did a great job with hotel accommodations.
- A suggestion that the work hours booklet be included in the union orientation packet for new CCAs.

**Band Ken Eline:**

- Uniform issues.

**Condolence Committee Ron Jilk:**

- Read the names of those who recently departed. A moment of silence was observed.

**KCLC/WSLC Mark Myers:**

- BJ spoke about the meeting Don Bennett is attending tonight.

**Good of Order Peggy Cooper:** no report

**Legislative Committee Rick Horner:**

- Spoke about the primary results.
- Missouri voters rejected Right to Work.
- Labor candidates did well in Washington State.
- Spoke about HRes 993.

**(Continued on Page 6)**

# The Seventy- Niner

Official publication of Branch 79. Published monthly in the interest of Branch 79, National Association of Letter Carriers, AFL-CIO, representing the Letter Carriers of Auburn, Bellevue, Bothell, Federal Way, Enumclaw, Issaquah, Kirkland, Mercer Island, Redmond, Renton and Seattle.

All articles are the opinion of the writers and do not necessarily reflect the attitude of Branch 79, its Officers or Members.

**Garrett Scott, Editor**  
**Chris Larsen,**  
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or

**Seventy-Niner**  
210 Queen Anne Ave N #201  
Seattle WA 98109

**Branch 79 Editorial Policy**

Contributors are expected to use good taste and keep articles free of personal attacks and discriminatory or prejudicial references.

Facts presented must be accurate.

Submissions must comply with Article 1 of Branch 79's by-laws, which states, in part, that the object of this Branch is to unite members into one harmonious body for their mutual benefit.

All articles submitted to The Seventy-Niner are reviewed to ensure compliance with this policy.

**Normal Office Hours:**  
**(M-F) 7:30am - 5pm**  
**(206) 284-3420**  
**Website: NALC79.org**  
**Fax: 206-284-3432**

## Branch Officers

President .....B J Hansen  
Vice-President .....Chriss Daniels  
Secretary-Treasurer.....Mark Myers  
Asst. Sec-Treas.....Kevin Gottlieb  
Sergeant-at-Arms..Edward Johnson Jr.  
Dir. of Insurance.....Michael C. Keels  
Director of Retirees.....John Sweeney  
Editor .....Garrett Scott  
Trustee .....Rick Horner  
Trustee .....Jo Ann Pyle  
Trustee .....Brian Wiggins

# Shop Stewards

- Auburn.....Julie Blackwell
- Auburn.....Son Nguyen
- Bainbridge Island.....Erika Wales
- Ballard.....Tyson Burchak
- Ballard.....Michelle Holthaus
- Ballard.....Matt Rollins
- Bellevue Annex.....Eric Magat
- Bellevue Annex.....Harpreet Singh
- Bellevue Crossroads....Chris Bradshaw
- Bellevue Crossroads.....Henry Luiten
- Bellevue Main.....Cory Carlson
- Bellevue Main.....Victor Correa
- Bitterlake.....Carol Ford
- Bitterlake.....David Yi
- Bothell.....Susan Mulholland
- Bothell.....Terry Nixon
- Burien**.....
- Columbia.....Edward Johnson Jr.
- Des Moines.....Simratpal Gill
- Enumclaw**.....
- Georgetown.....JV Cortez
- Interbay.....David Kidder-Fincher
- Interbay.....Jose Martinez
- Issaquah**.....
- Kirkland.....Archie Asberry
- Kirkland.....Alfredo Dwan
- Lake City.....Andrew Forray
- Mercer Island.....Amlin Santos
- Midtown/Seattle.....Pedro Mobley
- Mill Creek.....Brian Wiggins
- Mill Creek.....Yoshi Nagamatsu
- North City.....Joshua Berg
- North City.....Pedro Vargas
- Part-Time Regulars.....Kevin Cronin
- Redmond.....Ken Stevens
- Redmond**.....
- Renton/Hlds....Deborah Znak-St.Germain
- Renton/Hlds.....Willie Castro Jr.
- Renton/Main.....Joseph Muro
- Riverton.....Dave Heiszler
- Riverton.....Curtis Matthews
- Seattle Carrier Annex....Teresa Danning
- Seattle Carrier Annex.Andrea Demajewski
- Seattle Carrier Annex...Enrique Molina
- Skyway.....Lee Brown
- Term Station.....Gerlyn Elaydo
- Twin Lakes.....Kevin Gottlieb
- Twin Lakes**.....
- University.....Will Collins
- University.....Garrett Scott
- Wallingford.....Ralph Coolman
- Wallingford.....Nick Simmons
- Wedgwood.....Susan Steele
- West Seattle.....Kim Shasteen
- Westwood.....Scott Anderson
- Westwood.....Brad Larsen



## Director of Retirees

**John Sweeney**  
206-283-3079

## Director of Insurance

**Michael C. Keels**  
206-380-5971

(NALC Health Benefit Plan / MBA)

# Dates to Remember

## Branch Meeting

Swedish Club  
1920 Dexter Ave N  
September 12th / 7 pm

## Next Month's Meeting

October 10th/ 7 pm

and at each meeting's conclusion:  
**Drawing for \$50 Gift card**

## Retired Club

IHOP  
10002 Aurora Ave N  
September 18th @ 11:00 AM  
Hope to See You All There!

## Steward Council

Branch 79 Office  
210 Queen Anne Ave N  
September 26th / 7 pm

# GOLD CARD MEMBERS

- |                    |                      |                  |
|--------------------|----------------------|------------------|
| Larry Austin       | Robert Geiger        | Wayne Morgan     |
| Leonard Berglund   | Conrad Gettman       | Ed Morris Jr.    |
| Gene Betz          | June Gravelle        | Kenneth Nelson   |
| Billy Bigelow      | Francis P. Hennessey | Gary Nolta       |
| Robert Bigelow     | Ron Henry            | Mike Offield     |
| G.R. Blair         | Danny Hess           | Larry Olsen      |
| Lawrence J. Branze | Kenneth Hicks        | Junji Ono        |
| Sylvester Bunker   | Charles H. Houston   | John Otis        |
| Frank Burdulis     | Earlie L. Hudson     | Charles Owens    |
| Richard Byland     | John Janousek        | Dan Padilla      |
| George Condon      | Ronald Johnson       | David Parmelee   |
| Beverly Cook       | Kenneth Johnston     | David Payne      |
| William Coyner     | Jerry Jonason        | Robert Peterson  |
| Larry Davis        | Richard Klein        | James Robinson   |
| Eugene Dell        | Frank LaRiviere      | David Rodger     |
| George Egger       | Ernest Lendy         | Don Sanders      |
| Ronald Eng         | Donald Lowe          | Donald Shannon   |
| Ronald Engen       | Roy Luquette         | Ronald Sherrard  |
| Robert Erb         | Peter Madsen         | Wayne Sonnenfeld |
| David Erickson     | Michael Mangan       | Robert Stringer  |
| James Farmer, Jr.  | John Martin          | Robert Studley   |
| Jon Felker         | Richard McFadden     | Jimmy Terada     |
| Willard Fox        | Robert McBerry       | Ben Wittick      |
| Earl Frank, Jr.    | Bruce Miner          | Donald Wissinger |
| William Gallagher  | Michael Molloy       | James Wood       |
|                    | Lafayette Moore      |                  |

### (President's Report from Front)

effective date. Settlement M-01894 decided that CCAs who were on the rolls Christmas Day 2016, New Year's Day 2017, Memorial Day 2017, Independence Day 2017, and remain on the rolls as a CCA or career carrier as of July 27, 2018, will receive holiday pay for the listed holidays.

Settlement M-01895 addresses the delay in retroactive pay adjustments for former CCAs who were converted to career during the retroactive payment period (November 26, 2016-August 7, 2017) following ratification of the 2016 National Agreement and did not receive their retroactive pay on February 23, 2018. Affected carriers will receive one-time lump-sum payments, determined by the length of time spent as a CCA during the back pay period. Those converted between November 26, 2016 and February 18, 2017, will get \$50. Those converted between February 18, 2017 and May 27, 2017, will get \$100. Those converted between May 27, 2017 and August 7, 2017, will get \$150.

Another settlement, M-01896, addresses the flawed calculation that was used to calculate step credit for former TEs. The Postal Service has agreed to recalculate eligible employees' TE service, which will result in more than 600 former TEs receiving an additional step increase retroactive to May 26, 2018.

In addition to all these settlements, our fifth COLA under the 2016-2019 National Agreement is finalized at \$645 annually (31 cents an hour). The five COLAs calculated under this agreement total 86 cents an hour.



Jack Hayes, Rep. Pramila Jayapal and Don Bennett at a recent political event

### Guidelines for Political Advertising in *The Seventy-Niner* or by Mail

1. Any candidate for any elective Branch 79 office may purchase political advertisements in *The Seventy-Niner*.

2. Political advertising will be carefully scrutinized to avoid publication of any libelous material for which Branch 79 could be held responsible.

3. The cost of political advertisements shall be \$3. per square inch. Full payment must accompany the advertisement. Make checks payable to Branch 79, NALC.

4. Ads will appear as submitted (camera-ready and correctly sized) and will not be altered or edited. Ads must include the exact dimensions (width and height). A photograph may be submitted as part of the advertisement. Candidates may also include a digital version of their ad, if desired.

5. All ads must be mailed via certified mail to the Secretary-Treasurer, Branch 79, 210 Queen Anne Ave N #201, Seattle, WA, 98109. **The advertisement and correct payment must be postmarked no later than the Friday following Branch meeting for publication in the following month's issue.** Ads sent or brought to the Branch office or Editor in any way other than the above-prescribed method will not be accepted.

6. No political material relating to candidates in Branch elections shall be accepted for publication, except paid political advertising.

7. The membership list is confidential and will not be released. Candidates who wish to mail political material directly to the members may have their mailing addressed through the Branch for a \$115 service fee. If the candidate does not wish to have their mailing addressed through the Branch, a mailing service will be used and the candidate will be responsible for any costs beyond the service fee.

8. On request, one set of Shop Steward mailing labels will be provided at no cost to a member campaigning for office.

9. If you have any questions regarding ads or payment, please contact the Branch office or the Editor in advance, as no exceptions will be made to the above policy.

# At the National Convention

-Secretary-Treasurer Mark Myers-

**A**t our national convention, I had the honor of serving on the Board of Tellers. On Monday morning, at 8 AM, along with delegates from each of the 15 NALC regions, we met in the convention hall for our assignments. I was assigned section 14, which was part of Region 9 with delegates from Georgia, Florida and North and South Carolina. Our job is to count the delegates standing when a vote result has been challenged and a division has been called for. Sometimes, the tellers aren't needed to clarify a division if it's obvious when the delegates stand up, either yea or nay, as it might be very lopsided one way or the other. But when it was close, and division was called for, we took out our clickers and went to work.

My first experience was a little rough. Some folks were talking to the person next to them, and not paying attention. When I tried to get their attention, my arm movement was misunderstood and half the row sat down before they had been counted. Then they had to get back up with not just a little grumbling at the one who was talking. The next row misunderstood what was happening and started to sit down as well. Ugh! Anyway, after counting, I had to hurry up to the front to turn in my number as I was the last one to finish. The next time, they were much better, and I complimented them on being

quick learners..... they didn't seem moved by my praise.

Another duty of the Tellers is to "pass the hat" when there is a collection for an injured carrier or other charitable cause. There was a collection for a carrier who had been severely injured, and for the Flint, Michigan water issue. We handed out canvas convention bags to our sections, and the generosity of the Letter Carriers was just plain amazing. They filled the bags with over \$15,000 cash, which was matched by the NALC, and raised over \$30,000 to be shared by the recipients.

Thank you to National Business Agent Paul Price for nominating me to represent Region 2 on the Board of Tellers, and to you, the members of Branch 79 for allowing me to serve as delegate to the National Convention.

## Summer Picnic

The summer picnic was held on Sunday, August 12th, at Petrovitsky Park in Renton. It was great to see so many people out at the park having fun, especially the kids. I was happy to see Letter Carriers from other branches also attending, including Ric Wolf, Floyd Duggan, and Ric Baird from Branch 130, Tacoma, and Ray Johnson from Branch 2038, Kent. New Picnic Chair Edward Johnson

was working the grill, with help from Scott Anderson and Dwayne Miller. Softball Tournament Chair Ron Jilk always does a great job managing games between the teams, eight this year. Regional Administrative Assistants Debbie Dixon and Nick Vafiades were at the picnic, as well as recent retirees Bob Brinkman, Mike Campeau, and old friends Joe and Judy Whetung. The Branch 79 picnic and softball tournament is a great summer event for friends and family: if you haven't attended before, bring the kids and an appetite and you'll enjoy it.

## Branch Donations

During the month of July, Branch 79 made donations to:

- \*Friend to Friend America
- \*Planned Parenthood
- \*Sight Connection
- \*The Salvation Army

If you have a favorite charity or organization you would like the Branch to donate to, please send the Trustees information about the charity for review. In addition to the name of the charity, and what they do, please provide the Trustees with their address, phone number, and website.

Send the information to:  
Branch 79 Board of Trustees, 210 Queen Anne Ave N #201, Seattle, WA 98109

# MEMORIAL

**Brother Joe Melnikas**  
Active

**Audrey Brewer**  
Mother of Sister Jodie Olson

**Taylor Craig Fehlen**  
Son of Sister Cheryl Fehlen

**Maria Christie Lumbera**  
Sister of Brother Jeffrey Lumbera

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Shoreline WA 98155

206-365-2659 Cell: 206-271-3053

Seattle Even Zips

**Larry Anderson**

Retired Br. 79

P.O. Box 69444

Seattle WA 98168

206-465-6111

# Welcome New Members

- |                 |                    |
|-----------------|--------------------|
| Tetyana Weaver  | Michael Ellis      |
| Billy Rausher   | Hy Truong          |
| Altera Fliehler | Jui-Pin Chen       |
| Fadi Aboulhosn  | Allen Sanderson    |
| Elizabeth Carr  | Arega Getahun, III |
| Randolph        | MIng Luo           |
| Bongolan        | Joshua Guthrie     |
| Emmanuel Easter | David Shemtov      |
| Kenneth Ravens  | Minh-Hong Ngo      |
| Nicholas Plantz |                    |

## (Summarized Minutes from Page 2)

- Labor should pick up more seats this fall.
- Garrett Scott we need a change in congress this Fall and spoke about the Right to Work vote.

### Organizing Committee Scott Anderson:

- There was a meeting prior to tonight's meeting.

### MDA Brian Wiggins:

- Informed the members of tonight's MDA drawing prizes on back table.
- WSALC funded Danielle Heredia to National Convention in Detroit.

### Retired Club Pat Costello:

- Next meeting is September 18, 2018 at IHOP.
- Spoke about the Pledge of Allegiance.

- BJ and Brian announced that Seattle is being considered for the 2024 National Convention. The committee will visit Seattle soon.

### Editor Garrett Scott:

- Deadline is Sunday

### Director of Retirees John Sweeney: no report

### Director of Insurance Michael C Keels:

- MDA brochures on back table.

### Trustees' Report:

- Rick reported that the trustees met and found the books in good order. **MSC**
- The membership was also informed of the donations approved by the officers.

### Secretary-Treasurer Report:

- Kevin reported on the Branch finances. **MSC**

- Membership report was given.

### Good of the Association and Improvement of the Service:

- Brooks Bennett gave an Auxiliary report.

### BJ gave the upcoming dates to remember.

### Picnic & Softball Committee:

- Ron Jilk gave the upcoming softball tournament report.
- Edward Johnson - picnic is this Sunday.

### MDA Door Prize: Chris Larsen and Jack Hayes

### Door Prize: Michael C. Keels

Meeting adjourned at 8:15

Books are closing at 8pm

# Urge Your Member of Congress to Co-Sponsor H. Res 993

-Trustee Rick Horner-

In July of this year, a bipartisan group of Letter Carrier friendly members of the U.S House of Representatives introduced House Resolution 993 (H. Res 993). This was in response to the President of the United States and his Office of Management and Budget (OMB) deciding that the Postal Service needs to be privatized.

Apparently, what's old is new again. I thought they were over that idea. Almost nobody except the current Administration, UPS and Fed-EX have been calling for privatization recently. Wouldn't it be a better idea that Congress fix the mess they made in 2006 when they mandated pre-funding of future retiree health premiums for 75 years into the future? Giving the Postal Service some pricing flexibility would help, too.

As I write this, there are 80 co-sponsors of this resolution, two from Washington State, Suzan Delbene 1<sup>st</sup> district and Denny Heck 10<sup>th</sup> district. We need 218 and more nationwide to have a majority. Please help put an end to this misguided madness by calling your representative in Congress. The item reprinted below from the August 9, 2018 NALC Bulletin will help guide you through the process. In solidarity.

## House Resolution Introduced on USPS Privatization

On July 16, a bipartisan group of 10 representatives introduced a House resolution (H. Res 993) calling on Congress to take all appropriate measures to ensure that the Postal Service remain an independent agency of the federal government and not be subject to privatization. The bipartisan resolution was introduced by Reps. Rodney Davis (R-IL), and Stephen Lynch (D-MA). Other

original co-sponsors were Reps. Brian Fitzpatrick (R-PA), Paul Cook (R-CA), Brian Mast (R-FL), Don Young (R-AK), Cedric Richmond (D- LA), Stephanie Murphy (D-FL), Dave Loebsack (D-IA) and Marcia Fudge (D-OH).

The resolution's introduction comes in response to the recent Office of Management and Budget (OMB) government reorganization and restructure plan titled "Delivery Government Solutions in the 21<sup>st</sup> Century." While the report takes direct aim at numerous agencies, it also calls for privatizing the Postal Service.

"NALC commends our bipartisan friends in Congress for their immediate action to push back against this ill-conceived idea that would adversely affect the constituents they represent and the letter carriers who serve them seven days a week," said NALC President Fredric Rolando.

"Privatization of the Postal Service would inevitably increase costs and limit service for locations not deemed profitable, which is just the tip of the iceberg. Privatization will also threaten the standard of living of letter carriers and all postal employees," Rolando continued.

"Just as NALC laid out for the White House postal task force, we believe that sensible financial reforms are the way forward- not burning down the barn at the behest of private shippers," Rolando said. "We encourage all members of Congress to co-sponsor this important bipartisan resolution and oppose any effort to privatize this public institution based in the Constitution."

As of press time, the resolution had 147 co-sponsors. NALC encourages all letter carriers to contact their members of Congress to urge them to become co-sponsors of this resolution by going to:

<https://www.nalc.org/hres993>

<b>Membership Report</b>	
<b>As Reported at the August 2018 Branch Meeting</b>	
<i>Secretary-Treasurer Mark Myers</i>	
<b>New Members</b>	<b>18</b>
Left Service	15
Transfer Out	0
Cancelled	0
Retired	8
Deaths	0
Active	1830
Associate	32
Total Retired	503*
*Includes Gold Card Members 77	
<b>Total Membership</b>	<b>2365</b>

# Newbie the New Guy: a Tragedy

-Don Nokes-

Most of us can agree that what happens to our newbies during the daily walk-arounds by supervisory personnel is tragic. All that quibbling could be comic if not for the disciplinary backlash that often washes over the new guys and ends up washing many of them out the door. Sadly, many of the new workers come to the craft with the naiveté that they're only here to do a job and then go home at the end of the day. Well - Not! First you must haggle your way out the door, then beg pardon for your performance, and in the end, excuse all your best efforts as if you were trying to make your way to the toilet. "Pardon me. Excuse me. I'm so sorry." There certainly is a lot of drama. But, what if the senior carriers were to treat these "daily estimates" for the new guys like the Greeks did. The Greeks had their fair share of tragedies, tragic characters, and famous tragedians. There's that famous playwright – a/k/a "The Tailor's Lament", Euripides. There's Oedipus Rex – (The Eyes Have It.) And Prometheus Bound, or "I ate your guts." – to name-drop but a few. The Greek tragedies had a chorus, of course. It served to comment on the moral issues raised by the drama. The chorus would chirp up from the wings or step out from the shadows, and speak to the action on stage in an attempt to fill in the blanks. It was like a running commentary on the back-story; essentially keeping the audience clued in on whom to boo. If our senior carriers could chime in, with one voice, like the Greek chorus, the daily estimates might sound something like this:

Supervisor (addressing Newbie): I'm here for your commitment.

Chorus: (Shouting) "It's an estimate, not a commitment!"

Supervisor: You will have an 8-hour day.

Chorus: "No, you won't!"

Supervisor: DOIS says...

Chorus: "DOIS doesn't carry mail."

Supervisor: ...You're to be out by 9 am.

Chorus: "Tell the supervisor you'll do your best."

Newbie: I'll do my best.

Supervisor: Your best?! No wonder the post office is failing.

Chorus: "No! It's the 5 Billion dollar pre-funding, you pea brain. Besides, you can't do better than your best."

Supervisor: Let's see what the clipboard says.

Chorus: "Clipboards can't talk."

Supervisor: The Workload Status Report indicates you're to leave by 9 am.

Newbie: I'll do my best.

Chorus: "Yeah! The Workload Status Report is an estimate, not a commitment."

Supervisor: Are you telling me that you can't take this meager amount of mail today?

Chorus: "Don't argue!"

Supervisor: Are you saying that you won't be out by 9?

Chorus: "If you can't make 9 am, ask for a 3996!"

Supervisor: Do you mean you're going into overtime?

Chorus: "You need help."

Newbie: I need what?

Chorus: "You need a PS Form 3996. It's a request for assistance, also known as 'help'."

Newbie: I need a PS Form 3996.

Supervisor: You don't need a 3996.

Chorus: "Oh, yes, you do!"

Supervisor: You're not getting one from me.

Chorus: "Ask to see the Shop Steward."

Newbie: I'd like to see the Shop Steward.

Supervisor: You don't need to see the Steward!

Chorus: "You do, too, and you need a 3996. Make sure it's signed, and always request a copy."

Supervisor: I'm going to deny your request for assistance. I'm marking this request as "denied."

Chorus: "That's okay. Ask for a copy, and make sure it's signed."

Supervisor: You're having an 8-hour day.

Chorus: "What you're getting is a bad time. Ask to see the Steward."

Newbie: I need to talk with the Shop Steward.

Supervisor: I told you – you don't need to see the Steward.

Chorus: "Oh, yes, you do."

Newbie: He won't let me see the Shop Steward.

Chorus: "We've got your back. We heard you ask. Talk to the Steward at break time."

Newbie: What do I say?

Chorus: "Tell the Steward you were denied your 3996, denied assistance, and your request to speak with the Steward was also denied."

Newbie: What can a Steward do?

Chorus: "The Steward can file grievances on your behalf."

Newbie: What's a grievance supposed to do?

Chorus: "Grievances can prevent supervisory personnel from violating contractual rules and regulations outlined in the USPS Handbooks M-41 and M-39."

Newbie: M-41, M-39?

Chorus: "The M-41 Handbook outlines the City Carriers Duties and Responsibilities. The M-39 states the rights and responsibilities of management."

Newbie: What's the M-41 got to do with me?

Chorus: "Handbook M-41 131.4: requires letter carriers to verbally inform management when they cannot complete all of their assigned daily duties as scheduled."

Newbie: Did I do that?

Chorus: "You did indeed. When you informed the supervisor you needed assistance and asked for a PS 3996. Now the supervisor's got some work to do."

Newbie: But all he did was make demands and argue with me.

Chorus: "Sounds like somebody doesn't want to do THEIR job."

Newbie: The supervisor said that according to DOIS, I had to be out by 9 am.

Chorus: "That's where the Class Action Settlement M-01664 applies."

Newbie: What's an M, zero, one, six – whatever?

Chorus: "M-01664! It's a grievance settlement. It requires adherence by management personnel and it states

**(Continued on Page 9)**



**(Newbie from Page 8)**

in part: "The Delivery Operations Information System (DOIS) is a management tool for estimating (emphasis added) a carrier's daily workload."

Newbie: I'm lost here. What's this mean to me?

Chorus: "It means DOIS can't tell you anything about your leave time. It's a guess at best."

Newbie: Then the supervisor can't say when I need to be out?

Chorus: "Oh, he can say whatever he wants, but it's only a guesstimate. And in this case, your guess is as good as the supervisor's, even better, as you're the one doing the actual work."

Newbie: So, this M, zero, one – something, something, something, is like a rule?

Chorus: "M-01664 is a grievance settlement that has to be adhered to."

Newbie: I'm not big on rules. I'm not sure what it means to me.

Chorus: "This settlement protects you.

It further states: The use of DOIS does not change the supervisor's scheduling responsibilities outlined in section 122 of Handbook M-39. . ."

Newbie: The M-39? What's that again?

Chorus: "The M-39 is the Rights and Responsibilities Handbook for management. The M-39 Section 122.22(a) further requires management to "provide assistance where necessary for carriers to meet scheduled leaving times..." In addition, section 122.32 outlines management's responsibilities in assigning overtime or auxiliary assistance when relief is needed. The use of DOIS does not allow management to ignore any of these obligations."

Newbie: That's a lot of language, but what does it mean?

Chorus: "It means, if you've asked for assistance by requesting the PS Form 3996, that the form cannot be denied.

Check out M-39 122.33. And make sure the 3996 is signed and always request a copy." Fini.

Okay – as a play, this coming of age saga of Newbie the New Guy was indeed tragic. There's no denouement. There's only a bit of Bildungsroman built into it, and I've left a lot of things dangling – like participles – all over what's left of little Newbie's story. As the curtain comes down, what's the takeaway? Just this – it's a simple request for solidarity. It's a story about sticking together. It's about caring enough to share everything we know to help each other stay out of harm's way, no matter what we may believe our status to be. What if we did help the newbies and each other to stay informed? What a different workroom environment we would have - instead of our present day tragedy.

"Hang together; or hang separately." ~ Ben Franklin

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## Congratulations Recent Retirees

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Todd Werre

# Retirement Land Dispatch

-Mary Bartley-

Greetings from retirement land, a continually wonderful place to be. First, let me thank all of you who voted for me to be a delegate to the 2018 National Convention in Detroit. It is a truly invigorating experience to be in a hall with 5000 fellow carriers from across the country. The very first evening I met several members of the hosting Detroit branch. They were so friendly and proud of their revitalized city and other areas of their state. Did you know that Michigan has wine country AND a year round Christmas town?

President Rolando is such a dynamic speaker. His opening day speech set up the agenda for the rest of the convention. He talked of the power of unity, both within our ranks and within the labor community. We heard from the presidents of the APWU, the Mail Handlers' Union, the United Auto

Workers' Union, and my favorite, Sara Nelson, the president of the Assn. of Flight Attendants-CWA. Along with many other labor activists, their message was that there is power in unity. And that we need to have each others' backs.

Speaking of which, I again would like to emphasize the importance of maintaining your membership in our Union even after you retire. The dues are minimal and you get so much in return. Our Union has the backs of us retirees. They not only help us through the bureaucracy of retiring, they can help with many post retirement issues up to, and including, helping your family deal with your death. For those of you who retired, or will retire, under the CSRS system, our Union is continuing to put pressure on Congress to eliminate the Windfall Elimination Provision and the Government Pension Offset.

In addition to legislatively trying to get rid of these provisions that reduce our Social Security benefits, they are looking to the court system to see if there is a legal redress to these unfair Acts.

Just as the Union has our backs, we need to help our Union. As retirees, we are "unHatched." We have a political freedom that active carriers do not have. There are three very easy ways to help our Union. First, you can contribute to the Letter Carriers Political Action Fund. A monthly donation can be deducted from your pension as easily as it was deducted from your paycheck. Second, you can download the NALC app to your smart phone (I just recently joined the 21<sup>st</sup> century and got a smart phone. If I am able to get the app, anyone can!). Third, join our Branch Auxiliary. The purpose of the Auxiliary is to support letter carriers. We have both social and legislative activities that help to accomplish this goal. These three simple activities can have a profound effect on your life and the lives of our fellow letter carriers.

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# Solidarity in Action: 2018 NALC National Convention

-Scott Anderson, Organizing Committee Co-Chair-

Picture this... you are in a very large convention center hall, and are surrounded by nearly 6,000 of your co-workers, friends and family, standing, cheering and giving a "letter carrier cheer" for the last speaker. I almost forgot, over 95% of the people in the room are wearing the same light blue "Letter Carrier Political Fund" t-shirt. "Hip Hip Hooray!", "Hip Hip Hooray!" "Hip Hip Hooray", reverberates through the room and you feel the energy echo through your body.

This, my brothers and sisters, is what I had the awesome pleasure to experience at the 2018 NALC National Convention in Detroit, Michigan from July 16th through 20th. It was an experience I will never forget, and I greatly look forward to attending many more.

As the organizing committee co-chair, I feel it is crucial for me to tell you why what I experienced this week matters, and why it matters to all of you reading this. We need everyone! Every member, your family and your friends! Every co-worker! We need you to get involved, make your voices and opinions heard, and band together to save the United States Postal Service.

Building relationships is the key to our future. We need to build relationships with our neighbors, our co-workers, and our customers. All of this work, is easy for us. We see the people of this great country every day while we deliver the mail. We can simply talk to them about why the Postal Service is a crucial service to the people of this country, and how what we do binds together this great nation.

As a letter carrier of not yet 3 years of Full-Time Service, I know that I am here for the long haul. I have at least 27 years until I'm eligible to retire. I love my job, and I am willing to do whatever it takes to keep my job and ensure the positive future of the US Postal Service.

I have and will continue to write, call, or email my elected representatives. As the people that have power to make change, they must know that I need them to support me, my co-workers, and the US Postal Service. House Resolution 993 was just introduced in the US House of Representatives. Write, call and email your representative and ask that they Co-Sponsor H.R. 993. Immediately.

You might think that this is a lot of work. It is not. I can call my elected representatives in 10 to 15 minutes. I can write my elected representatives in 30 minutes. I can email my elected representatives in 5 to 7 minutes. These are simple and concrete things you can do right now, that can have a lasting impact on your job, your retirement, and the jobs and retirements of your co-workers, neighbors, members, and friends. It is the least you can do for yourself, your family, and those of your co-workers and union brothers and sisters.

As a union, this is the least we can do for each other. After all, a union is: an organization of workers who have come together to achieve many common goals; such as protecting the integrity of its trade, improving safety standards and conditions, and

attaining better wages, benefits (such as vacation, health care, and retirement), and working conditions through the increased bargaining power wielded by the creation of a monopoly of workers.

At National Convention, we saw many powerful speakers including Sara Nelson, International President of the Association of Flight Attendants - CWA, AFL-CIO; Mark Dimondstein, President, American Postal Workers Union, AFL-CIO; Mike Palecek, President, Canadian Union of Postal Workers. All of these great speakers brought a similar message: Solidarity! The message rang loud and clear throughout the Cobo Hall Convention Center.

At a time when the rights of the working people of our country are under attack, especially for public sector workers, we must stand together, in solidarity with our other union brothers and sisters, to fight the heinous attacks on our rights to collective bargaining, fair wages and benefits, safety and working conditions.

I am so thankful for the opportunity to represent the members of Branch 79 at this year's convention, and look forward to future opportunities to do so. I will always share what I've learned and hope to empower everyone to get involved. Again, thank you, and let's go make waves this election cycle.

In Solidarity,

Scott

# Branch 79 Picnic

-Edward Johnson Picnic Chair-

**W**ho knew when Henry Ford created his factory in Kingsford, MI to make charcoal briquettes from the scraps of wood leftover in the manufacturing of the Model T we would be using his same briquettes some 90 yrs later.

This year's Branch 79 picnic at Petrovitsky Park in Renton was a great success. Thanks in part to the hard work of the committee members: Chriss Daniels, Heather Sadar, Deborah Znak St. Germain, Jack Hayes, Denise Notman, Scott Anderson, Franklin Anderson, and Dwyane Miller. The grills were hot as we cooked up plenty of burgers and hotdogs. Many cold drinks, salads, sides and desserts were on the tables. Thanks Scott and Dwyane, for helping with the grill. A big thanks to Chriss, Deborah,

Heather and Jack for setting up and keeping the food refreshed. We fed a lot of our members and their families.

Franklin and Denise ran the kids' games, having a good time with the tug of war, cornhole boards, sack races and water balloon toss. There were prizes for the kids. Kimmy's Kloset was there again face painting kids of all ages. Ken Eline led the band. It's always nice to hear and see them play.

It was great seeing Region 2 RAAs Nick Vafiades and Debbie Dixon. Vice President of WSALC Ray Johnson was out at the softball tournament. Big thanks to Ron Jilk for organizing the games. Auxiliary members Rick Baird, Mary Bartley, and Chris Larsen had a table to sign up new members. They

also had information on House Resolution 993.

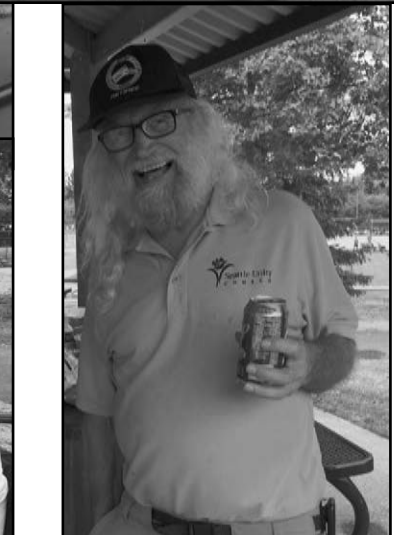
It was a fun day of games, food, and even better union company. The raffle prizes were won by Dee Franklin from Lynwood, Jenny Wilson from Edmonds and Debbie Buck from Westwood.

It's just a small thanks from your union to you for all you do throughout the year. If you couldn't make this year, try and make it out next year. We're always looking for any suggestions for next year's branch picnic, so feel free to pass them along. If history has a way of repeating itself, we will have that same Kingsford charcoal fired up ready to go next year and who knows, maybe 90 more.

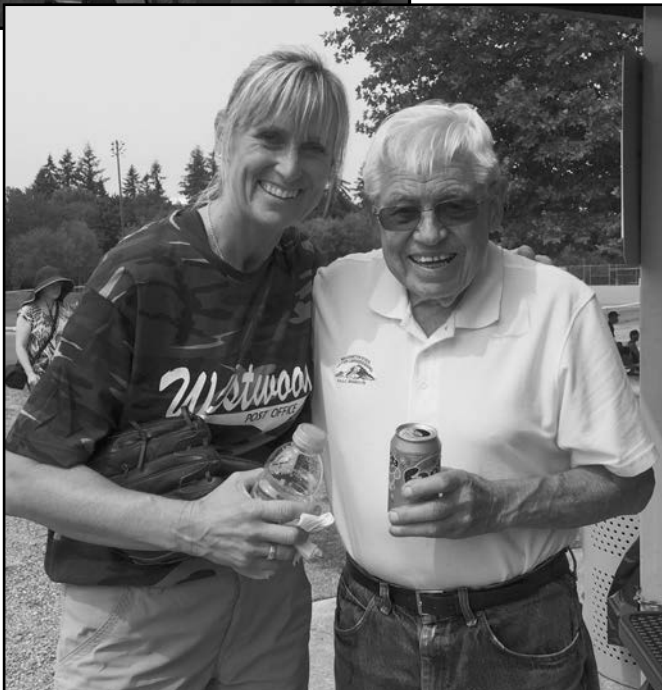
(All Branch 79 picnic photos courtesy of Jack Hayes and B J Hansen)



# Branch 79 Picnic - Sunday, August 12th, 2018



# Branch 79 Picnic - Sunday, August 12th, 2018



# Branch 79 Picnic - Sunday, August 12th, 2018



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## Having a Voice

-Vice President Chriss Daniels-

The National Association of Letter Carriers (NALC) consists of union members standing together with one voice. The NALC continuously works together to negotiate letter carriers' working conditions, safety and wages in order to provide a better life for members and their families. If you look at the benefits such as job stability, good living wages, retirement system and healthcare, why would a letter carrier decide not to join the union and help work together in the fight to keep what we have, all the way to a good retirement and for future letter carriers?

One of my pet peeves is non union members getting all the benefits but not putting one dime into the pot to help ensure the union is able to continue negotiating our wages, working conditions, healthcare and safety, etc. Why would non-members think that is okay? If everyone had the same thought process, we would not have collective bargaining and we would not have the benefits we do and neither would the non-members!

If we didn't have the NALC, management could change our working conditions, fire us for no reason, cut our pay and eliminate our benefits. All letter carriers need to stand together as one so the NALC can continue to have the strength to fight for us. If non-members stood together with their union coworkers,

they would be showing respect for all the efforts of previous generations of letter carriers and helping to ensure better pay and working conditions for future letter carriers.

Management attacks the union every day, meaning they attack union members and our right to stand together and make our voice heard while using our collective power. Don't take for granted what has been fought for and won by our great union. We have the strength in numbers.

As full time employees, we have 8-hour workdays five days a week, annual and sick leave, retirement benefits, and health care coverage. These benefits were not given to us willingly. Management has no interest in improving the lives of the letter carriers. These benefits were

demanding and won by workers, union members who fought for our rights. Talk with your non-union members and help get them signed. Wouldn't it be great to have every letter carrier as a member standing together as one with collective power?

## Retirement Seminar

There will be a Retirement Seminar at the Branch 79 office.

210 Queen Ann Ave N

October 18th  
7 pm

Spouses are welcome.