



# The Seventy-Niner

Volume MCII Number 11



November 2017

President's Report:

## Branch 79 Mourns the Passing of Geno Orcutt

-B J Hansen-

We received very sad news recently when we were informed of the passing of Gold Card member and lifelong NALC activist Geno Orcutt. Geno was the Renton Branch President prior to the merge with Seattle. He served as a Branch 79 officer for many years. Geno was also a WSALC Outstanding Service Award recipient. His testimony was key in winning the Renton arbitration hearing regarding their 15 minute breaks just a couple of years ago. We will miss you, Geno.

We have completed our local negotiations period for the ten installations represented by Branch 79. We were able to come to agreement, including adding CCAs into leave provisions for prime time picks and incidental leave, in Enumclaw, Issaquah, and Mercer Island. Impasses from the other seven (Seattle, Auburn, Bellevue, Bothell, Kirkland, Redmond, and Renton) have been sent on their way. In most of the seven, there was agreement on basic housekeeping items and a few other changes this time around, but no agreement on leave provisions. In Bothell, there were no ground rules set up and no negotiation meetings, and apparently no contact from management on the matter until after the 30-day period was over. The impasses regarding adding CCAs into LMOU leave provisions will go to Alternative Dispute Resolution. Hopefully we'll have quick resolution

on that issue. All other impasses will go through the regular arbitration process.

Special thanks to our LMOU team spokespeople: Mats Julin for Seattle, Brian Wiggins for Bothell, Steve McMullen for Enumclaw, Kevin Gottlieb for Auburn, and Jo Ann Pyle for Renton and Issaquah. I was spokesperson in Bellevue, Kirkland, Mercer Island, and Redmond. Although I was spokesperson for Bellevue, I want to thank Cory Carlson for his invaluable help on the team. Big thanks for serving on the teams is also due to Nathan Martin, Lee Brown, John Sweeney, Scott Anderson, and Mark Myers for Seattle, Lisa Englund, Phil Cords and Chriss Daniels for Issaquah, Rebecca Griffith, Amilin Santos, and Bao Truong for Mercer Island, Tracy Holzwarth, Archie Asberry, and Mark Myers for Kirkland, Deborah Znak-St. Germain, Chriss Daniels, Ken Boetcher and Tracie Bennett for Renton, Angie Shoemaker, Susan Mulholland, Brooks Bennett, and Cementia Martin for Bothell, Jo Ann Pyle, Chriss Daniels, Tawnie Brenner, Son Nguyen, and Dan Alexander for Auburn, and Ken Stevens for Redmond.

NBA Paul Price held the 2017 Regional Assembly November 5th-10th. We were very fortunate to have NALC President Fred Rolando in attendance Sunday and part of Monday. We also had John Beaumont with us all week. John is

(Continued on Page 6)

## Simon Legree Decrees

-Don Nokes-

The antidote for fear is not love, it's laughter. Some people love fear. Look at the clipboard holders. They don't just love fear, they worship it. It's their almighty god. However, they are required to attend all those weird wiser-mind meetings where paranoia is passed around like so much soup. Then they get hosed down with dread for not making their numbers, and of course, the SPLY stats are all but injected into their psyche to the point they are most improbably plumped in the process. (That's why their butts are so big.) Then they get chewed out in those mass managers' meetings, which are comparable to attending a bad EST (Erhard Seminar Training) conference, where participants end up crapping in their pants. And yet again, they have the pleasure of getting reamed on installation-wide Conference Calls, where everybody online gets to listen in as some mealy-mouth gets raked across the coals – no wonder they're so hot at work. No wonder, the first item on their agenda is to gnaw on some poor soul. It doesn't matter who, the first worker they make eye contact with will do. Fear is like an unhealthy food chain – the über boss takes a monster bite out of Mr. Manager; Mr. Manager takes the head off the least-liked supervisor; then

(Continued on Page 6)

# Branch Meeting Summarized Minutes November 13th, 2017

-Assistant Secretary-Treasurer Kevin Gottlieb-

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

Chaplain Don Bennett gave an inspirational message.

A roll call of officers found Brian Wiggins and Garrett Scott absent.

#### Communications:

- Mark Myers read several thank you letters to the branch.

#### Applications for Membership:

- Kevin Gottlieb read the names of 32 new applications for membership. MSC

#### Band Ken Eline:

- Update on Wes Gallagher who is in the hospital.
- Bernie Richers passed away.

#### No Unfinished Business

#### No New Business

#### No Officers' Recommendations

#### President BJ Hansen:

- A card is being passed around for the retirement of Branch 791 President and former State President Bob James. Bob retires December 1, 2017 and party on December 2, 2017.
- Flyers on back table concerning calling your congressional representative about tax issues. Also, flyer for Teresa Masqueda swearing in ceremony.
- Recognized those who participated in the recent LMOU negotiations.
- Open LMOU negotiations in 10 installations and only 3 were resolved, 7 have been impasse.

#### Vice President Chriss Daniels:

- Flyers on back table about CFC.
- Flyers on back table about the new blue hampers and the modifications needed.
- Grievances to date: 2,531.
- Pay chart flyers on back table.

#### Back to President BJ Hansen:

- Ballots were mailed Sunday. The secret ballot envelope was not included. Will be mailing this envelope separately ASAP.
- The branch calendars were mailed this month in the newsletter. They

were printed incorrectly. The printer will correct and mail out new ones in December newsletter.

#### Business from the Floor:

- Question about CFC.
- This year retirees can contribute to the CFC.
- A local negotiations report on Auburn, Issaquah and Renton was given.
- Geno Orcutt passing away and was talked about.
- Jack Hayes' wife passed away.

#### Condolence Committee Ron Jilk:

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

#### KCLC/WSLC:

- Mark Myers has a meeting with Adam Smith on Friday.
- Don Bennett spoke about the KCLC meeting tonight and the recent local elections.

#### Organizing Committee Edward Johnson:

- Download the NALC App.
- Non-member list coming out soon.

#### Good of Order Peggy Cooper:

- Thanked Mary Bartley for bringing the food tonight.

#### Legislative Committee Rick Horner:

- He has retired and is feeling good.
- Spoke about the recent elections.

#### Retired Club Pat Costello:

- Meeting next Tuesday at IHOP.

#### Editor:

- Deadline is Sunday.

#### Retirement Committee John Sweeney:

- Gave an update on the 2018 COLA and Civil Service increase.
- Spoke about the Social Security tax.
- Gave the 2018 open season premiums.

#### Director of Insurance Michael C Keels:

- Open season for health plans is November 13 – December 11, 2017.

#### Trustees' Report:

(Continued on Page 5)

# 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.

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#### 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.....Sam Dekhytar
- Auburn.....Son Nguyen
- Bainbridge Island.....Erika Wales
- Ballard.....Tyson Burchak
- Ballard.....Michelle Holthaus
- Ballard.....Matt Rollins
- Bellevue Annex.....Jasbinder Aujla
- Bellevue Annex.....Sonny Diwan
- Bellevue Crossroads.....James Maddux
- Bellevue Crossroads.....Tisha Peterson
- Bellevue Main.....Cory Carlson
- Bellevue Main.....Victor Correa
- Bitterlake.....Carol Ford
- Bitterlake.....Ron Jilk
- Bothell.....Susan Mulholland
- Bothell.....Terry Nixon
- Burien.....George Kelsey III
- Columbia.....Edward Johnson Jr.
- Des Moines.....John Flynn
- Enumclaw.....Steve McMullen
- Georgetown.....JV Cortez
- Interbay.....David Kidder-Fincher
- Interbay.....Jose Martinez
- Issaquah**.....
- Kirkland.....Alfredo Dwan
- Kirkland.....Tracy Holzwarth
- Lake City.....Andrew Forray
- Mercer Island.....Amlin Santos
- Midtown/Seattle.....Pedro Mobley
- Mill Creek.....Angie Shoemaker
- Mill Creek.....Brian Wiggins
- North City.....Bay Young
- North City.....Ron Grisham
- Part-Time Regulars.....Jamie Eastland
- Redmond .....Melissa Sandvick
- Redmond .....Ken Stevens
- Renton/Hlds.....Deborah Znak-St.Germain
- Renton/Hlds**.....
- Renton/Main.....Tracie Bennett
- Riverton.....Dave Heiszler
- Riverton.....Curtis Matthews
- Seattle Carrier Annex.....Corey Cloin
- Seattle Carrier Annex.....Teresa Danning
- Seattle Carrier Annex.....Enrique Monlina
- Skyway.....Lee Brown
- Term Station.....Gerlyn Elaydo
- Twin Lakes.....Tawnie Brenner
- Twin Lakes.....Kevin Gottlieb
- University.....Will Collins
- University.....John Makarata
- Wallingford.....Scott Anderson
- Wallingford.....Nick Simmons
- Wedgwood.....Susan Steele
- West Seattle.....Kim Shasteen
- Westwood.....Elizabeth Miller
- Westwood.....Monique Zampara



**Director of Retirees**  
**John Sweeney**  
**206-283-3079**

**Director of Insurance**  
**Michael C. Keels**  
**206-380-5971**

# Dates to Remember

**Branch Meeting**  
**Swedish Club**  
**1920 Dexter Ave N**  
**December 13th / 7 pm**

**Next Month's Meeting**  
**January 10th/ 7 pm**  
*and at each meeting's conclusion:*  
**Drawing for \$50 Gift card**

**Retired Club**  
**Hope to See You All**  
**IHOP**  
**10002 Aurora Ave N**  
**December 19th @ 11:00 AM**

**Steward Council**  
**Branch 79 Office**  
**210 Queen Anne Ave N**  
**December 27th / 7 pm**

**New Steward Training**  
**January 7th**

# GOLD CARD MEMBERS

- |                    |                      |                    |
|--------------------|----------------------|--------------------|
| Darrell Anderson   | Jack Gummer          | Wayne Morgan       |
| Larry Austin       | Francis P. Hennessey | Ed Morris Jr.      |
| Gene Betz          | Ron Henry            | Kenneth Nelson     |
| Billy Bigelow      | Danny Hess           | Gary Nolta         |
| Robert Bigelow     | Kenneth Hicks        | Mike Offield       |
| G.R. Blair         | Charles H. Houston   | Larry Olsen        |
| Lawrence J. Branze | Earlie L. Hudson     | Junji Ono          |
| Frank Burdulis     | Arthur Jenkins       | John Otis          |
| Richard Byland     | John Janousek        | Charles Owens      |
| George Condon      | Kenneth Johnston     | Dan Padilla        |
| Beverly Cook       | Jerry Jonason        | David Parmelee     |
| William Coyner     | Richard Klein        | David Payne        |
| Eugene Dell        | Noel Lambert         | William Petersen   |
| John Dunlap        | Frank LaRiviere      | Robert Peterson    |
| George Egger       | Ernest Lendy         | James Robinson     |
| Ronald Eng         | Donald Lowe          | David Rodger       |
| Ronald Engen       | Roy Luquette         | Don Sanders        |
| Robert Erb         | Peter Madsen         | Gerald Samson      |
| David Erickson     | Michael Mangan       | Donald Shannon     |
| James Farmer, Jr.  | John Martin          | Wayne Sonnenfeld   |
| Willard Fox        | Richard McFadden     | Griffith Stockwell |
| Earl Frank, Jr.    | Robert McBerry       | Robert Studley     |
| Robert Geiger      | Bruce Miner          | Jimmy Terada       |
| Conrad Gettman     | Michael Molloy       | James Wood         |
|                    | Lafayette Moore      |                    |

# Riverton Review

-Dave Heiszler-

Hello again to everyone who continues to push the rock up the hill. As we gear up for another busy holiday season, I hope you all can keep things in perspective. Remember the Postal Service is only a job and never forget what is truly important in your lives. I know it is difficult sometimes with the unreasonable expectations management places on you each day, but never forget they are the ones who have made the deal with the devil.

After 30 years of watching this organization circle the drain with one failed policy after another, it saddens me to say, but I think we are truly entering the death spiral. It amazes me that the folks calling the shots keep shooting their own feet but it shouldn't be a surprise, considering the complete lack of qualifications of those in charge. Ask yourselves, how can the brain trust in charge struggle to keep a monopoly afloat? Remember the USPS has the exclusive rights to hundreds of millions of mailboxes nationwide. The private sector would kill for access like that and would parlay that exclusivity into a financial gold mine, yet our "leaders" are constantly on the edge of disaster. When you step back and look, you will unfortunately see that this company has no plan, no process and no follow through. It is sadly predictable where this continued path will lead us.

Let's look at the NFL for a moment. Come game day, does the coach just show up at the stadium and yell at the players that his computer printout says they should win 31 to 0? Maybe the coach might even say to individual players, "You will score two touchdowns today" or, "You will intercept a pass"? I think we all know the answer to that. In the NFL, or any successful company, there has to be a plan, preparation, practice and execution. Importantly, like in the NFL, the coach has to have experience and be able to react as events unfold. I don't see many coaches getting their jobs because they are

related to someone up the chain, nor do I see many coaches keep their jobs when they post a losing record year after year after year. Unfortunately, in the P.O., more times than not, that is exactly how things are run.

While this has been business as usual throughout my career, recently I have noticed a glaring difference from years past. Since the day I was hired, this company has been run like a driverless bus, but employees have always managed to keep the fatal crash at bay by doing what needs to be done, namely getting the mail delivered. After all, at the end of the day, our whole mission is as simple as getting the mail delivered. When you take away all the smoke and mirrors, it really is as simple as that. When I started, mail was delivered period. The only time a route was not delivered was due to some calamity outside of our control, think hurricane or snowstorm. Lately, those calamities have morphed into excuses like, "We can't work the CCA over 40 hours, we can't work an ODLer on their SDO, we don't have any vehicles" or the saddest excuse I heard earlier this year, "We forgot to schedule someone on that route."

Recently at my station, I reported to work to find multiple hours of mail from several routes sitting in mail hampers ready to be delivered. The only problem is that this mail sat overnight, as it should have been delivered the day prior. How sad that hundreds of customers did not receive any delivery simply because the folks running this operation don't know what they are doing. The question I receive no answer for is what's the status of all the delivery scans on the many items left sitting overnight? The way I see it is that either our station had a vast number of failed scans, or someone fraudulently scanned the items simply to make our scan reports look good. When I enquire as to how and why this mail didn't get delivered the day before,

I get the circle logic wheel of excuses. I wish I could say this was a one-time event only at my station; unfortunately, I can't.

I think Harry Truman said it best when he coined the phrase, "The buck stops here." As president, he placed that saying prominently on his White House desk. I would love to know in the P.O., where does the buck stop? From where I sit, the buck stops in Seattle with our Postmaster. The situation I described concerning delayed mail is not an isolated issue in Seattle; in fact it's not even the first time this has happened at Riverton. We have had several managers hide, delay, falsify and simply mismanage the mail. That brings me back to accountability. In my humble opinion, our Postmaster and his band of area managers need to be shown the door. They want to run things like a fiefdom while refusing to shoulder any blame when the wheels come off the track. I see only two scenarios concerning accountability. The first is that this willful delaying of the mail is condoned by Seattle leadership or second, Seattle leadership is clueless as to the operations of the facilities entrusted to them. Either way is unacceptable and a clear sign that change is needed.

Recently, I understand Seattle was fined a sizable amount of money by OSHA for a serious safety infraction. This incident occurred at Columbia Station and involved a non-functioning emergency fire evacuation door, or as the post office apparently viewed it, as something that was the carriers' fault and just stop complaining and get back to work! How sad that it appears this marked "emergency" door has been broken for a very long time. So long in fact that management simply taped a sign on it that said "door broken." Never mind that all signs in the building indicated that this door was an actual evacuation point. I guess the reasoning must have been that if a fire broke out, it would clearly be a time wasting practice and we all know this company has no tolerance for that. I shudder to think what would have happened

**(Continued on Page 5)**

**(Riverton Review from Page 4)**

if disaster struck, think Triangle Shirtwaiste fire in 1911 if you can't answer that question.

Once again, as I write this article, we are two months out from Christmas and I will again try my hand at predicting the future. After all, Nostradamus, Kreskin and Carnack the Magnificent have nothing on me. I will wager we will be completely inundated by parcel volume with no process in place to handle them before Santa arrives. I predict somewhere in Seattle (think Ballard) we will have a carrier out delivering past midnight. I sense most in local management will parrot what trickles down to them that, "IT'S ALL THE DAMN CARRIERS' FAULT BECAUSE WE DON'T WORK HARD ENOUGH" and finally somehow and some way, we, as carriers, will soldier on and make many customers happy in spite of these road blocks.

Wishing you and yours the best this holiday season, good luck and God speed.

In solidarity,  
Dave

**(Summarized Minutes from Page 2)**

- 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 Mark Myers:**

- Reported on the Branch finances. **MSC**
- Proposed budget is on the back table. To be discussed and voted on at the December branch meeting.
- Spoke about teaching a class at RAP.
- Membership report was given.

*Books are closing at 8pm*

**Good of the Association:**

- BJ spoke about the Veteran's Day display put together by Mark Myers.

**BJ gave the upcoming dates to remember**

Door Prize won by Wanda Burkett.

Meeting adjourned at 8:02PM.

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## **Letter of Resignation from the USPS**

This letter of resignation was written by a former CCA employee, Toni Haun, and is reprinted here with the author's permission. Toni also sent warmest wishes "to the Wedgwood, North City and Lake City carriers who offered me so much support."

Dear Postal Management,

This letter is to confirm my decision to return to employment with the University of Washington, as I mentioned in passing last week.

It has been an honor to serve with the United States Postal Service, as my father and his father before him had done. Unfortunately, the current economic pressures take enjoyment from the job. I found it arduous, occasionally dangerous, filthy, and without reward, other than from the postal customers I served and the personal benefits of the strenuous physical activity.

I don't envy your position between a rock and a hard place. I wish you all of the best trying to balance super-human expectation and a carrier's 'mere mortal' spirit.

Sincerely,  
Toni Haun

**(Branch 79 Mourns from Front)**

Assistant to President Rolando for Legislative and Political Organizing. He attended our Branch 79 October 11th branch meeting, as well. Region 2 includes Washington, Alaska, Montana, Idaho, Oregon, and Utah. While in assembly, we have intensive training sessions every day. Box lunches are provided in order to limit the break to 15 minutes, then back to work. I've heard it said that Region 2 leads the nation in education, and I believe it. Thanks to Paul, Regional Administrative Assistants (RAAs) Nick Vafiades and Debbie Dixon, and all the other trainers and staff for a great week.

Bob James recently retired. Congratulations Bob! He is the President of Snohomish Branch 791, and longtime former Washington State Association of Letter Carriers President. Retirement well deserved.

Labor's own Seattle City Council candidate Teresa Mosqueda was endorsed by the Branch 79 membership in accordance with our by-laws, and she won the election. Teresa was sworn into office on November 28th. Congratulations to her, and thanks to the House of Labor for bringing forward and supporting union workers to run for office and represent us when they win.

As always, please contact the Branch 79 office at 206-284-3420 and let me know if you are interested in serving on a branch committee, or helping out in some other way. The union is you and I. We are stronger together.

**(Simon Lagree from Front)**

the supervisor – like a jackal, starts riding the backs of the weak, the injured and the youngest among us. It's like the Hunger Games; only instead of getting killed outright, our contestants (workers) are tracked, trailed and railed at until they succumb. Fear is contagious and once you've been bitten, you're rabid and ready to take a bite out of the next guy. Once this contagion gets busy inside a workroom, it's hard to find a cure, but there is one. It's laughter.

There is something that doesn't love laughter – it's fear. Our control freaks love it when the workforce is morose and disgruntled. The more bitter – the better. And when there's laughter wafting about, somehow it unnerves them, so they employ their direct order dictums to quell the disquieting sense of esprit de corps that cheerfulness seems to imply. Ergo – “No talking on the workroom floor!” That's a pretty popular one with the extra annals. It does seem like a rather odd order for a communications company like the Post Office to make, though. But the brooding silence does appear to enhance the fear factor – so, it's whatever razzles your berries, I suppose. Happiness is a warm glum!

As I recall, at West Seattle Station, after our “Gag Rule” was implemented, it wasn't long before spasmodic coughing began to echo around the room. Here a cough, there a cough, everywhere a cough-cough. It was Kafkaesque-combat. Then there were eruptions of impromptu humming, whistling (ala Bridge Over the River Kwai) and eventually carriers were spontaneously breaking into song – my personal favorite was “Heigh-Ho” – that funny little ditty sung by Disney's Seven Dwarfs – pickaxes

slung across their shoulders as they marched into the depths of the mines – “It's off to work I go” – seemed apropos. And of course, every cough, whistle, hum or song was followed up by fits of laughter, and then the obligatory threats of discipline. People were accused of cursing – not coughing. (Curses are the earworm of the beholder, I suppose.) Watching the supervisor run about trying to stomp out the laughter was extra-comical. No laughing! (Hell, how could you not?!) No singing! No humming! No coughing! Hell, by the time he got done threatening everyone, he had a full-blown mutiny on his hands. Then we had the “Shushing Wars” – that was too funny, too. (How long can you hold a shush for? Try it – it's very good for your core.) And to wrap things up, put a bow on it as it were, we thought it would be even more fun to start snitching on each other. “Boss, boss – Nokes is coughing. I am not. You are, too. Not either. It wasn't me, it was Coy. Gary Coy was coughing, boss. I was not. Yes, you were. It wasn't me.” On and on it went into the depths of inanity. If I were to give management advice, and far be it from me to do so, but I would venture to say that if you're going to make bizarre, stupid, and foolish rules – you're probably going to get some bizarre, stupid, and foolish behavior. Be careful what you ask for – you're liable to get it. Finally, they just stuffed a sock in their Gag Rule, but it was entertaining while it lasted. And the fear melted away amid the laughter and camaraderie filled the emptiness it had left behind. Work can be fun, despite management's “Simon Lagree Decrees” when you team up, stick together, and refuse to be intimidated. Union Yes!

# FMLA Protection

-Vice President Chriss Daniels-

**T**he Family and Medical Leave Act allows letter carriers up to 12 weeks of leave each postal leave year, guaranteed.

You are eligible if you fall under the following:

1. You have a new child in the family by birth, adoption of a child or by placement in foster care;
2. Caring for a family member with a serious health condition;
3. Employee's own serious health condition that prevents him or her from performing their job;
4. Qualifying exigencies arising out of the fact that employee's family member is on or has been notified of "covered active duty" in the Armed Forces.
- 5.

If an employee needs to care for a covered service member who has a serious injury or illness and is the employee's spouse, son, daughter, parent, or next of kin, the letter carrier is eligible and guaranteed by FMLA up to 26 weeks of leave in a single 12 month period.

There are many employees who do not realize they may have a possible covered condition that causes them to miss work. If you do fall under any of the categories above, you need to complete the proper FMLA forms and send it to the FMLA office. If it is accepted, FMLA guarantees your time off, whether you use paid leave or LWOP (Leave Without Pay). The type of leave you take will depend on the reason you are taking the

leave, the normal postal leave rules and your earnings. For more information on an updated joint agreement that summarizes leave covered by FMLA, go to the NALC.org website under workplace issues. (M-01866) You can also find information in the Employee Labor Manual 512.2 (ELM).

If you call your absence in through the postal call center and you believe your absence could be FMLA related, make sure you answer the questions correctly. It will generate FMLA forms to be sent to you for your physician to complete. You will send them directly to the appropriate FMLA office yourself by certified letter. That way, you will know when they were received by FMLA. Management is not entitled to your completed forms. You are not required to use the Department of Labor forms that are sent to you by the Postal Service. A National dispute was settled allowing you to use the NALC Forms rather than the Department of Labor Forms. (M-01817) You can find them on the NALC.org website.

Send your completed forms to:  
 Seattle District Office  
 300 Fifth Avenue, Ste 1110  
 Seattle, WA 98104  
 Tel (206) 757-6781  
 Fax (206) 757-6662

For FMLA leave to be covered, you must be employed by the Postal Service for an accumulation of 12 months and must have worked for a minimum of 1,250 hours during the 12-month period before the date the leave begins. If your absence qualifies as FMLA, you may use annual leave, sick leave, continuation of pay or leave without pay. You may also use a combination of these leave charges. Leave used needs to follow current leave rules and applicable collective bargaining agreements.

For an employee who has a newborn child, newly placed adopted or foster child, you may take FMLA Leave to bond with the child including the father, but the leave must end with 12 months after the birth.

There are many more things to know related to FMLA. If you need more information you can find it on the Dol.gov website, NALC.org website and you may call the Branch. If for some reason your possible FMLA condition is denied, please see your steward. It could be denied for a proper reason, but it should be investigated to ensure it was not denied improperly. Make sure you keep a copy of all documents related to your FMLA condition and any correspondence from FMLA or management.

## Shared Services

(National Human Resources)

1-877-477-3273

<http://liteblue.usps.gov>

You'll need your Employee ID#  
and your USPS PIN.

# Important Family Information

-Secretary-Treasurer Mark Myers-

It is so important that your family know what kind of arrangements have been made. It is also really important to put the information down for those making decisions on our behalf. For example, how much is in the Thrift Savings Account; and is there more insurance than just the basic, or was optional additional insurance purchased?

Was the individual under the Civil Service Retirement System or the Federal Employee Retirement System? The amounts withheld for each system are different and the survivors should know the answer. Another important thing to know is who the beneficiaries are. Is there a will in place? Has a personal representative been named? Are there survivor benefits to the widow or widower? These are questions we need to make sure our families know the answers to.

Our Retirement Department at NALC Headquarters is a terrific resource. They can help with information, phone numbers and forms to fill out. The *NALC Retirement Department* can be reached by calling 800-424-5186 (toll

free) Monday, Wednesday or Thursday, 10 a.m. to Noon or 2 p.m. to 4 p.m. (Eastern time), or by calling the NALC Headquarters switchboard at 202-393-4695 Monday through Friday, 9 a.m. to 4:30 p.m. (Eastern time) and asking for the Retirement Department.

The *USPS HR Shared Service Center (HRSSC)* can be reached by current employees who are requesting beneficiary forms by calling 877-477-3273.

The *Office of Personnel Management (OPM)* acts as the personnel office for retired letter carriers, and is the agency responsible for administering retirement, health and life insurance benefits. Before you call or write to OPM, be sure to have your Civil Service Annuity (CSA) number ready. OPM can be reached by retirees who have a CSA number by calling 888-767-6738 or 724-794-2005, 7:40 a.m. to 5 p.m. Monday through Friday (Eastern time), or 202-606-0500 in the Washington, DC, area. Mail your written inquiries to Office of Personnel Management, Retirement Operations Center, Boyers, PA 16017 (unless OPM has specified a different address for a specific action such

as health benefits open season).

At the end of the day, we want our loved ones to know what to do. Putting the information down on paper will help our families.

## Geno Orcutt

I was saddened to hear of the passing of Eugene "Geno" Orcutt. He was a gracious and kind man, known for his integrity and had served Branch 79 as a Trustee for many years. He was formerly

the President of the Renton Branch of the NALC before it merged with Branch 79. Geno was one of the last of our active retirees who had been a Letter Carrier during the Great Postal Strike in 1970, and he and Dennis LaFave were always honored at the NALC National Conventions. He was also honored as one of the "Outstanding Service Award" recipients from the Washington State Association.

Geno always attended our annual Gold Card Luncheon, had been a Gold Card Lifetime member for ten years and received his 60 year-pin this year. I've told the story before that when I first was a delegate to our state conventions, I didn't have enough votes to be a paid delegate. Geno and Dennis let me camp out in their hotel room those first years, just so I could attend the conventions.

Geno and Dennis (just by their presence) had established a retiree corner at the monthly branch meeting, and most retirees still sit in that corner. He will be missed and remembered fondly by all who knew him.

## Branch Donations

For the month of August, Branch 79 made donations to:

- \*Marine Toys for Tots Foundation
- \*Puget Sound Labor Agency Food Bank
- \*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 Eugene Orcutt  
Gold Card, Former Renton Branch President

Brother Robert Michels  
Gold Card

Brother Bernhart Ritscher  
Gold Card

Barbara Hayes  
Wife of Brother Jack Hayes

Ann Creegan  
Sister of Brother Ed Creegan

Evelyn C. Coy  
Mother of Brother Gary Coy

## Twin Lakes Homepage:

# Auburn Installation Encourages Harassment

-Assistant Secretary-Treasurer Kevin Gottlieb-

Recently in the Auburn Installation and particularly the Twin Lakes Post Office, there have been two instances of harassment in the workplace. In both cases management at Twin Lakes and the Postmaster of the Auburn Installation failed to provide safe working conditions for their employees and conduct an investigation.

The first incident involved a female CCA who had her collar adjusted by...well, me. I have adjusted carriers' collars for years. At the time I did not know or understand that this was unwelcome. The female CCA spoke to her supervisor and when this supervisor came to me and informed me I sexually harassed her, I said to him, "You need to do an investigation." The female CCA claims she never said sexual harassment but only did not want any attention that way. While I agree and respect her decision, management failed to do an investigation. I informed this supervisor three more times to do an investigation and one was never started until after an EEO was filed and I was finally interviewed 89 days later. No witnesses were interviewed and the investigation never had a conclusion. The investigation should have been conducted to not only protect the victim, but also the accused. In this case, management did not protect the accused. Once the words sexual harassment were mentioned, an investigation should have started; it did not.

Harassment is unwelcome conduct that is based on race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. Harassment becomes unlawful where 1) enduring the offensive conduct becomes a condition of continued employment, or 2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Anti-

discrimination laws also prohibit harassment against individuals in retaliation for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or lawsuit under these laws; or opposing employment practices that they reasonably believe discriminate against individuals, in violation of these laws.

Publication 552 "Manager's Guide to Understanding, Investigating, and Preventing Harassment". Publication 552 is management's guide and basically holds their hand to investigate any harassment in the workplace. I actually gave this pamphlet to the supervisor twice, who failed to even open it, as far as I know.

The second instance of harassment came from the same supervisor involved above, but this time he is the one doing the harassing.

Two new female CCAs came into the office. On day two of Female CCA #1 being out on her own, by the way she had not even attended the Academy or been OJI trained, this male supervisor was yelling at her so loudly that they could hear it at the window. Another carrier informed the steward of the situation and the steward began their investigation.

Female CCA #2 came into the office on her 4<sup>th</sup> day on her own and this male supervisor belittled her and bullied her until she was in tears. He would not let her leave alone and in a loud tone asked her over and over "WHY ARE YOU CRYING?" She was finally released and went into the bathroom and when she came out he was standing there. Why? I do not know, except as a form of intimidation.

Now while the attacks from this supervisor seem to have subsided on Female CCA #2, they continue daily

and relentlessly on Female CCA #1. This supervisor who is over 6 feet tall and this Female CCA is a 4 foot 9 inch African American woman. His attacks usually happen when no one else is around...no witnesses, right? It has gotten so bad that I, as the shop steward, have sat in the office and waited for this CCA to return in the evening when I know she will be alone in the office with him. She has requested this because she is afraid of him. But, even though I was in the office he sat in wait on November 17, 2017 and ran at her LLV as she pulled into the office and was yelling at her. Again, no one was present for his belittling, bullying assault on this woman.

The District Office is conducting an investigation as I write this article. This CCA and I went to the postmaster of Auburn and the CCA asked the postmaster not to move her from Twin Lakes to Auburn Main. As she has stated, she feels her coworkers are her family and does not want to leave. So the Auburn Postmaster has decided to punish this CCA for doing her job reporting harassment in the workplace. During the meeting with me, the CCA, and the supervisor the postmaster defended the supervisor and rewarded him for his continued harassment in the workplace.

So, the question is, where do you go from here? They tell us to report harassment to management. But how do you do that if you are going to be punished for it and see the accused rewarded?

Well, gotta go. I have grievances to file for violations of the Joint Statement and creating a hostile work environment. While the postmaster is condoning this supervisor's behavior, I WILL NOT!

Good luck to all!

# Brother Geno Orcutt Leaves Us Behind

-Trustee Jo Ann Pyle-

I'm sorry to report another Branch 79 activist's passing. Our friend Eugene (Geno) Orcutt passed away on November 2nd. Geno was born in Rulo, Nebraska on August 18<sup>th</sup> in 1934. Geno had been a union activist since he hired on as a letter carrier in 1957.

Geno was originally a member of the Renton Branch 3496 before they merged with Branch 79 in 1973. Geno was actually the president of that branch and continued his activism in our branch and became a Trustee in 1978. He continued in that position for several years.

Geno always served on branch committees and attended almost every branch meeting until he was no longer able to drive. Geno sat in the back corner of the hall with his friend Dennis LaFave along with other retired carriers.

Brother Orcutt was the recipient of the Washington State Association's Outstanding Service Award in 1990. When I received this award in 1997, I was so proud to share this spotlight with Geno. I knew I was in great company. Geno attended all of the state and national conventions and his wife Arlene attended with him until she passed nine years (to the day of Geno's passing) earlier. Geno was famous for bringing his smoked salmon to our hospitality room. Geno loved to fish and we were the beneficiaries of his passion.

Geno was also a Gold Card member of our union, which means he was a member for over 50 years. In fact, had he lived he would have received his 60-year pin next year. I am happy that I was able to sit with Geno at this year's luncheon in June. I also shared the table with Geno's son. Geno's boys always made sure he got to our annual luncheon.

Although it was a sad occasion, I'm also glad that I talked to Geno recently after Dennis passed. It was a good conversation and we had much to

reminisce about. I'm sorry that would be my last conversation with Geno.

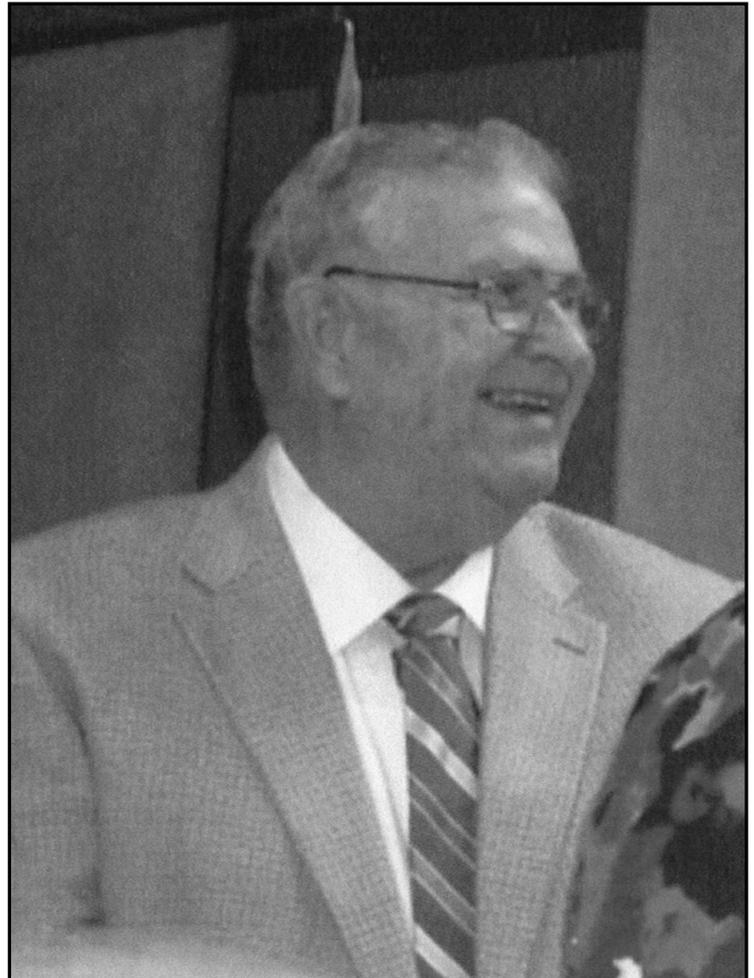
I remember one occasion in the past, long after Geno retired, where he felt very strongly about a branch policy. He was sure there was a motion on the issue and came down to the branch office and spent hours researching minutes in old Seventy-Niners. When he couldn't find the motion he thought existed, he came to the next membership meeting and made the motion, which passed easily. He knew how to get things done.

Of course, we should all remember Geno's hand in winning the arbitration on Renton's 15-minute breaks. Jason Valian wrote about this case in May of last year and I continued with an article in June. When the then postmaster of Renton Soon Kim decided to end the negotiated and long standing 15-minute breaks, we brought Geno out of retirement. Geno was interviewed about the history of the 15-minute breaks and the local negotiations that resulted in them. Geno remembered names, dates and other details about

the negotiating process.

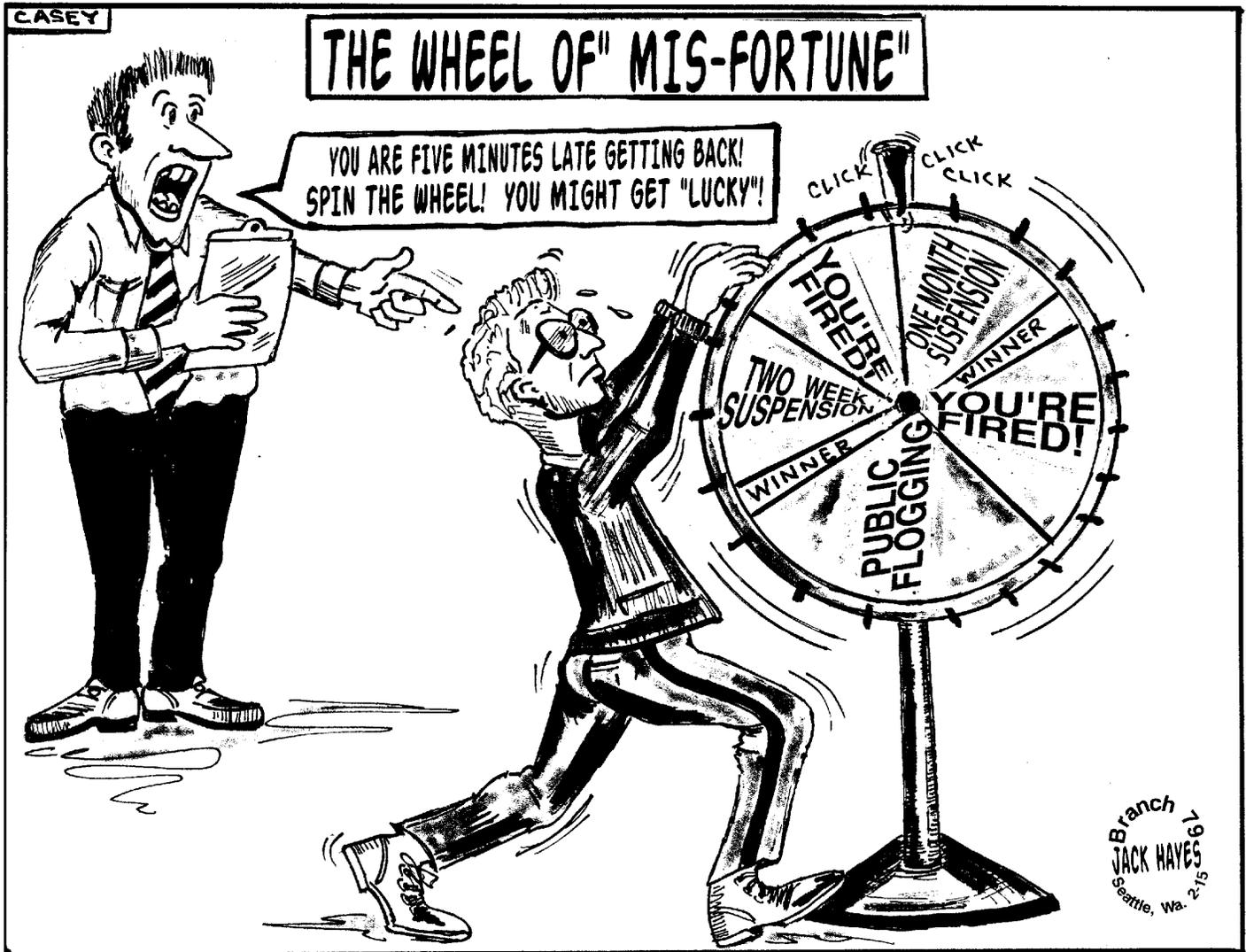
I picked Geno up at his house to take him to the Renton Post Office to testify at the arbitration hearing. Management's advocate objected to Geno's testimony but to the arbitrator's credit, he said, "I want to hear what this man has to say." Geno testified so credibly and confidently that we won the case and Renton carriers still enjoy their 15-minute breaks, thanks in large part to Geno. Let's not forget what Geno has done for letter carriers.

Geno was one of the few people who never called me "Jo Ann." He only ever called me "Jo." I will miss that.



**Brother Geno Orcutt 1934 - 2017**

An "oldy but a goody" - cartoon by Jack Hayes



## Welcome New Members

Angelo Sexton  
 Krystal George  
 Abomi Daba  
 Max Hicok  
 Derek Dawson  
 Vu Huy Nguyen  
 Brian Santangelo  
 Luke Kooistra  
 Jiawei Deng  
 Cary Holmes

Daniel Hong  
 Dominique Miller  
 Pao Hang  
 Elliott Davidson  
 Charles Blumer, II  
 Donna Vitellaro  
 Elena Rosnovskaya  
 Jugraj Singh  
 Daniel Rogers  
 Ruben Gomez  
 Justin Clayton

Son Quach  
 Genie Nelson  
 Dezirae Fontes  
 Nicole Donaldson  
 Anthony Husing, II  
 Stuart Saunders  
 Joseph Slye  
 Matt Handrich  
 Gerald Goit  
 Harker Wade  
 Manpreet Kaur

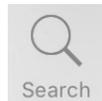


# NALC Member App

## Installation instructions for Android and iPhone

### Apple iPhone and iPad

1. On Apple iPhones, find the App Store (the letter A in a circle on a blue button) on your phone's home screen.
2. When it opens, go to the search button (with the magnifying glass) in the lower right and click it.



3.

In the gray search bar at the top, enter "NALC Member App." Then hit the blue search button in the lower right.

4.  **NALC Member App**  
National Association...

When you see the app, click the blue "Get" button at the right, and then it will turn to a green "Install" button. Click that. You will be asked for your password or touch ID, depending on how you've set up your phone. Once you authorize the installation, it will begin.



5. When completed, there will be a blue "Open" button, if you want to use it immediately. The NALC Member App also will appear on your home screen for whenever you want to use it.

While the app was built for phones, it can be used on iPads as well. Follow the instructions above, but your search will not find the NALC Member App. Simply go to the top left where it says in blue, "iPad Only" and change it to "iPhone Only." You should now be able to download the app with the instructions above. Once the iPhone app is installed, you'll notice that it will automatically scale up to display full-size on the iPad screen, causing the buttons, fonts and graphics to look proportionately larger than normal.

iPhone Only ▾

iPad Only

iPhone Only

### Android and other devices

1. On Android phones, find Google Play (sometimes called Google Play Store or Play). It looks like three overlapping triangles pointed right.



2.

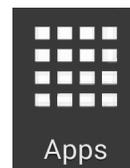
When it opens, go to the search bar at the top and enter "NALC Member App."

3.  **NALC Member App**  
National Association of Letter Carriers  
5.0 ★

Click on the entry with the red, white and blue NALC logo, and then click on the green "Install" button. If it asks if you'll give the app access to your location, click the "Accept" button (location is used only to personalize push notifications and to give you a precise congressional directory).



4. After it has been installed, there will be a green "Open" button, if you want to use it immediately. The NALC Member App may appear on your home screen. If it doesn't, go to your phone's Apps function to find it and drag it to the home screen.



While the app was not designed for Amazon or BlackBerry devices, some features do function on these and on other devices that can install an Android APK file. The NALC Member App APK file is available at [www.nalc.org/member-benefits/nalc-member-app](http://www.nalc.org/member-benefits/nalc-member-app) for those who know how to manually install the file onto their devices. NALC does not offer technical support for installing the app on these or other devices.

***At this time, NALC does not have an app for the Windows Phone.***

# JANUARY 2019

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		NEW YEARS DAY 1	2	3	4	5
	F	A HOLIDAY	B	C	D	D
6	7	8	9	10	11 \$	12
	E	F	A BRANCH MEETING	B	C	C
13	MARTIN LUTHER KING, JR DAY 14	15	16	17	18	19
	D HOLIDAY	E	F	A	B	B
20	21	22	23	24	25 \$	26
	C	D	E SHOP STEWARDS' COUNCIL	F	A	A
27	28	29	30	31		
	B	C	D	E		

## *Congratulations Recent Retirees*

---

Rick Horner  
 Brian Daly  
 Peter Ho  
 Michael Walsh  
 Elizabeth Breen  
 Coby Jones  
 Paul Goetz  
 James Olson  
 Victorino Dalusag  
 Scott Jensen  
 Jason Valian

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**Ken Eline**

Retired Br. 79

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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

206-653-7815

## Membership Report

As Reported at the November 2017 Branch Meeting  
Secretary-Treasurer Mark Myers

<b>New Members</b>	<b>32</b>
Left Service	62
Transfer Out	0
Cancelled	2
Retired	11
Deaths	3
Active	1951
Associate	30
Total Retired	512*
*Includes Gold Card Members	74
 <b>Total Membership</b>	 <b>2493</b>

## Congressional Contacts

### House of Representatives

WA-1 Suzan Del Bene (425) 485-0085

WA-2 Rick Larsen (425) 252-3188

WA-3 Jaime Herrera-Beutler (360) 695-6292

WA-4 Dan Newhouse (509) 452-3243

WA-5 Cathy McMorris Rodgers (509) 353-2374

WA-6 Derek Kilmer (253) 272-3515

WA-7 Pramila Jayapal (206) 674-0040

WA-8 Dave Reichert (425) 677-7414

WA-9 Adam Smith (425) 793-5180

WA-10 Denny Heck (253) 208-6172

### Senate

Patty Murray (206) 553-5545

Maria Cantwell (206) 220-6400

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## Continuing NALC Membership Into Retirement

-John Sweeney and Jo Ann Pyle-

**W**hy should one continue their Br. 79 membership into retirement? There are several answers to this question.

First is the cost. Membership in Branch 79 in retirement is only \$30 per year or \$2.50 per month. After one retires, in one or two months a retiree will receive a packet with their Civil Service Annuity (CSA) number. One will also receive a form 1189 from the NALC National Office and Branch 79. This is the form used to continue one's NALC membership in retirement. Once you have your CSA number you can fill out the form 1189 and mail it to the Branch Office, where the Secretary-Treasurer will fill in the Branch dues (\$30) and send it to the National.

Second, you can continue to participate in Branch 79 activities and continue to receive publications. You will continue to receive the Postal Record magazine from the NALC National Office, the WSALC Letter Carrier and the 79er newsletter. You can also participate in all Branch 79 functions, except voting for the contract. This means that you can run for delegate to state and national conventions. You can be on Branch 79 committees. You can attend regular Branch 79 membership meetings. You can run for Branch office positions. You can attend Branch social functions. You can also join the Retired Club, which meets once a month, except for the summer.

But let's say you are not interested in participating in Branch 79 activities. Then the third reason to remain an NALC member will affect everyone. Third, you can help stop the threat to your retirement, pocket book and families' finances. Did you know that the House of Representatives budget resolutions call for a 1.5 trillion cut in the budget and that 32 billion is to be cut from Civil Service pensions? Plus the White House is looking for an additional 59 billion in cuts due to the hurricane costs. Federal employees and retirees will be a prime target for these cuts. Here are some of the proposals being considered by the House: Raising the percent for pension contributions by employees, eliminating the COLA for FERS employees and retirees, reducing the COLA for CSRS retirees by .5%, changing the high 3 years of salary average to the high 5, eliminating the annuity supplement (Social Security supplement) for FERS employees (this would mean if you retired at 56, you would get no supplement for 6 years, approximately \$78,000), and slashing the G fund rate at the TSP.

We, who are most directly affected, must fight these attacks on our retirement. You can do this by continuing your NALC membership into retirement and contributing to the Letter Carrier Political Fund (LCPF). There are instructions on the NALC website (nalc.org) on

how to give a monthly contribution to our PAC. You can have the contribution come out of a bank account or directly from your annuity.

If you want to stay informed on these important issues, you can also download the NALC App. There is a quick link on the home page of the NALC website to tell you how to get the app. Our national retirement and legislative departments are continually working on behalf of our retirees. They support Congressional men and women, no matter which party, who support Letter Carriers. After all, everyone hopes to join the prestigious group of being a "retired letter carrier" and enjoy the benefits that they justly earned.

*In this issue:*

**Corrected**  
2018 Days-Off  
Rotation Calendar  
with holidays, paydays,  
and the months  
of the year layed out in the  
right order!