



# The Seventy-Niner

Volume MCIII Number 10



October 2018

President's Report:

## **Safety Captains Come Back In Style**

-B J Hansen-

The Safety Ambassador Program in the Seattle District was stopped in its tracks at a recent Western Area safety meeting. Apparently Western Area management told the Seattle District Safety managers in no uncertain terms (public embarrassment?) to end the Safety Ambassador Program and immediately return the Safety Captain Program. Both NALC and APWU have filed national level grievances regarding USPS Headquarter's unilateral ambassador program. Therefore, it should not be rolled out until the disputes are resolved. Our national agreement requires union/management cooperation on safety. Thank you to Western Area for doing the right thing. We need to work together on safety in a meaningful way that benefits carriers and others, a way that prevents accidents and injuries, and saves lives.

In the Seattle District a good way to start the new fiscal year would be for Seattle District Safety managers to actually include and work with the Article 14 Safety and Health Committee craft representatives in conducting required safety inspections in the large offices. These are scheduled to begin in October. Oh, and to actually cooperate and follow through on abating identified safety violations would also be great. Considering our air quality two summers ago, they might have thought to make sure every office had an adequate supply of N95 masks, and that people were shown how to fit them

properly. Nope. Zero for two. I continue to hope that the attitude of the lead Seattle District Safety managers toward cooperation with the union will change. Soon.

News from NALC headquarters includes that, on August 28, 2018, the Senate confirmed the nominations of David Williams (D) and Robert Duncan (R)

to serve as members of the U.S. Postal Service's Board of Governors, each for one term. Additionally, the White House announced its intention to nominate two more individuals to the USPS Board of Governors, Ron Bloom (D) and Roman Martinez IV (R). To be confirmed, they need to appear for

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## **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*

# Branch Meeting Summarized Minutes September 12th, 2018

-Assistant Secretary-Treasurer Kevin Gottlieb-

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

Chaplain Don Bennett gave an inspirational message.

A roll call of officers found Brian Wiggins absent.

**Communications:** Mark announced recent communications to the branch.

**Applications for Membership:** Kevin read the names of 23 new applications for membership. MSC

**Visitor:** BJ welcomed State Auxiliary President Cathy Dye to the meeting. Cathy installed the new officers for Branch Auxiliary 99.

**No Unfinished Business**

**No New Business**

**No Officers' Recommendations**

**President BJ Hansen:**

- Nominations are open for officer positions and delegates to the State Convention.
- Tonight is Hispanic Heritage Month. Thanked Ed for planning tonight's food, and Garrett for trivia and prizes.
- The NALC is mailing out ballots for our national officers election.
- The NALC is responding to members affected by Hurricane Florence.
- August 28, 2018 the Senate confirmed two members to the Board of Governors.
- Seattle management is not bargaining in good faith. Issues with Bothell Postmaster.
- Thanked Seattle Formal A stewards. Management has declared war on the Formal A grievance process.
- Thanked the Step B Team for their work.
- Mentioned changes in most Seattle upper management positions.
- There will be a Building Association officers meeting at the close of this meeting.

**Vice President Chriss Daniels:**

- Spoke about problems with meeting with Carlo Salazar.
- OIC in Mercer Island, a former steward, is not being nice.

- 2018 grievances to date 2117.
- National officer ballots should be received by September 21, 2018. If not received call the branch office.

**Business from the Floor:**

- Bothell/Salazar issues. Susan Mulholland was thanked for her steward work there.
- First contested NBA election in Region 2 in many years.
- If you see carriers working unsafely, discreetly speak to them
- A carrier was killed 20 years ago with no seatbelt.
- Suggestion that you update your address with the branch for the upcoming branch election.
- The carrier killed 20 years ago was wearing his lap belt but not the shoulder harness.
- Michael C. Keels made a motion to excuse Brian Wiggins from tonight's meeting. He is on official union business. MSC
- Katherine Nash was involved in a vehicle accident years ago with a member's daughter.
- Prayers for a family member who was killed in Chicago.

**Band:** no report

**Condolence Committee Ron Jilk:**

- Read the names of those who recently departed. There was a moment of silence.

**KCLC/WSLC:**

- Mark Myers spoke about attending the Labor Day picnic in Burien and he didn't get a hot dog. He also attended the Columbia Station Labor Day picnic where, happily, he did get a hot dog.
- Don Bennett informed the members that the WSLC has an election of officers coming up.
- BJ stated the Branch 79 Executive Council voted to endorse Lynne Dodson for WSLC President and Mike Andrew for Pride at Work position.

**Organizing Committee Edward Johnson:**

- Edward and Garrett Scott conducted Hispanic Heritage trivia and the winners received prizes.
- Scott Anderson gave an Organizing Committee report. Working on an

(Continued on Page 15)

## 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,**  
**Assistant Editor**  
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or

Seventy-Niner  
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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.....Erica Silva
- 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  
October 10th / 7 pm

## Next Month's Meeting

November 14th / 7 pm

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

## Retired Club

IHOP  
10002 Aurora Ave N  
October 16th @ 11:00 AM  
Hope to See You All There!

## Steward Council

Branch 79 Office  
210 Queen Anne Ave N  
October 17th / 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      |                  |

### (Safety Captains from Front)

confirmation hearings before the Senate Committee on Homeland Security and Government Affairs (HSGAC). If approved by the Committee, their appointments will be subject to a confirmation vote by the whole Senate. The USPS Board of Governors consists of eleven members, nine governors and two ex officio members, the Postmaster General and the Deputy Postmaster General. While the Board functions similarly to a board of directors of a publicly held corporation, it has not been fully staffed since 2010 and lost its final appointed governor in December 2016, leaving all nine positions vacant. If Bloom and Martinez are confirmed, four of the nine seats on the Board would be filled, enough to achieve a quorum if the Postmaster General and Deputy Postmaster General are present.

Nominations for Branch 79 officers and 2019 convention delegates are currently open, and will close at the October branch meeting. Ballots will be mailed out in November, and the results will be announced at the December 2018 Branch meeting. Every member has a voice. My hope is that all of you will return your ballots and vote in the NALC elections, as well as in local and national public elections. Your voice does matter.

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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

### 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.

# Numbers Don't Lie

-Don Nokes-

Numbers don't lie – but they are highly unreliable – and that's a fact! They don't lie, but they can be distorted, skewed, even fudged – like brownies, some books are well cooked before being served. With some supervisory numbers, you should use industrial strength oven mitts to handle those babies. Betty Crocker would be so proud of those crooks. And when it comes to having a Thumb on the Scale – some of those supervisors are all thumbs. Like Little Jack Horner – they've baked you something special – and when they shove in their thumb, you can bet they're going to pull you out a real plum. "Today – you're to have an eight hour day." What stays? "Oh, everything must go." Ack! You're trapped in a going-out-of-business-sale setting. It's an unattainable task, and arguing against it only gets you in deeper, like quicksand. The more you struggle, the faster you sink. It's certainly not right, especially when it comes to arguing the physical evidence, as it often far outweighs the numerical conclusion. There may be a preponderance of flats, letters, and parcels that, if they could talk, would speak volumes in favor of 10 to 12 hours of work. In fact, the physical evidence often screams, "Help!" But when it comes to combating the numbers, I'm afraid the workers aren't given any ammunition. You could point out to your supervisor that there is an obvious disconnect between the amount of mail and the time allotted, but they're trained to turn a blind eye to physical reality. They only do DOIS. "DOIS says you're to be out already." And at that point, argumentation may rear its ugly head as you bark back, "Well, DOIS is a dick. DOIS can take a hike. And tell DOIS to take some mail with it." You're back in the quicksand.

The main objection the NALC has to DOIS is its inherent flaw of being based on numbers input by managers. If the numbers are not accurately input – nothing based on those numbers will be reliable, and management can then manipulate the DOIS output by their control of the input. Hence the daily estimates are not readily decipherable, as the information is neither agreed upon nor shared, albeit the numbers do come on a printed worksheet, with your route number and a whole slate of cryptic, cribbed acronyms and stats to where it all looks pretty official. You almost feel as if you should salute it, pop to attention, perhaps recite a pledge of allegiance, "...to the numbers and to the mystery for which they stand... mostly indivisible, and there's often little justice for all." Of course, just because it's printed on a piece of paper doesn't mean there's any truth to it, as alluded to above.

But still, it's quite impressive when they put it in print. "Look at your numbers!" Hmmm....numbers....hmmmm. "You know what these numbers say?" What do these numbers say? Is this multiple choice? Do I get to buy a vowel? Wait, wait, wait...I know. I know – it's true or false. I say false. "These numbers tell me...." Oh, pray tell, what do they utter? Don't you just love the insanity of it all? If only the numbers could get up and walk, hike the stairs and carry an effing mail pouch, then they'd be of some use. But they can't. Or, maybe, it's just that they won't! Those darn good-for-nothing numbers, if they weren't fictional I'd fire them. The thing about the numbers is you can jockey them around to where the 100-to-1 shot can come in first every time. You can look at the mail stacked around your case and wonder to yourself if you can even

have a 10 hour day? Then up marches ol' Foot-in-Mouth and declares that you have undertime!

If you look at its track record – the Workhour/Workload Report (DOIS) has a rather checkered past. Truthfully – at best, it's erratic and only serviceable as an estimation tool. It's certainly not a hard and fast rule – in fact, as hard-and-fast go, the Workhour/Workload Report is as flaccid as thin-sliced Salami. And as a tool, frankly, it's not the Swiss Army Knife that management claims. When contractually challenged, it folds like a lawn chair. Also, it's not a reliable witness of your work assignment. If you brought it into court it would have to plead the fifth. "I really have no relevance, your honor. But I don't want to have to admit it – so I'll take the fifth." It's just a mouthpiece for management. They may as well be dragging in "drunk uncle" to testify on their behalf. Why do they yank these Workhour/Workload Reports into the grievance procedure, only to get them tossed out? Their only use is to harass, intimidate and bully the workers, and of course, it gives the clipboard holders something to do; something for them to carry. If they didn't have their clipboards, they'd probably just be standing around scratching themselves and picking lint from their pockets. So, we could state that The Workload/Workhour report is useful in preventing supervisory pocket frottage.

Sadly, for the workers, DOIS is like "How Sausage is Made" - you don't know how many "end" products were ground up into the making of that – end product. And, remember, supervisor stats are like packaged weenies – you see the weenie, but unless you're on the inside, you don't get to know how that weenie got to be a weenie. So, when you're being served up a well-cooked batch of baloney – be skeptical. Your leave and return times may be something you don't really want to stomach, but for your supervisor, it's like a hotdog eating contest. They can't cram in enough stuff.

# Blame the Workers

-John Fletcher-

**M**anagement uses mandatory overtime as a regular staffing technique for my office. Workers do not have the freedom to choose how to spend afternoons and evenings anymore. Any plan can be broken. This happens because management is maintaining a worker/workload imbalance for the office. Of course, managers claim there is no imbalance. Then when their theory is constantly proven wrong, they take zero responsibility and blame the workers instead. So they say: "I am following my maze pattern procedure that says X workers should be enough, and if that does not work, then that is not a problem with my maze pattern procedure. No, nothing can be wrong with that! The only problem can be with the workers who are not good enough!

Well, in fact there are all kinds of problems with management's maze pattern procedures. But rather than get into that this time, let us consider the "blame the workers" excuse.

Remember that management itself chose its workers. The pool of available applicants that management chose from, the American blue collar workforce, is as good as any in the world. And the quality and efficiency of USPS work has historically been as good as any in the world. The same workers who happen to be at this organization could succeed at many other blue collar jobs, public or private. Our managers get so caught up trying to put attention off of their own screwups that they forget all this. Our workforce is not worse than normal. It is actually better than normal.

None of this is to say that every specific laborer working for the Postal Service is better than normal. There are deadbeats. But it is ultimately management's mistake to hire such workers, when there are so many good applicants available. Management makes a lot more bad hires than it needs to, due to its own weak vetting process. They only screen workers based on criminal history, a drug test, and whether the worker shows up

and goes fast during the first 90 days. Conscientious work quality, and good character are rarely considered. Of the workers who turn out to be a problem, there are usually red flags from the beginning. Managers are generally so hand-to-mouth for daily labor numbers that they pay no attention to the red flags. Then when problems turn up with a worker they chose to hire, managers generally throw up their hands as if this was all thrust upon them without their complicity. They deny responsibility for their own bad choices. Management's screening process is so weak, the amazing thing is how good their workforce is. It speaks to the quality of American labor that our managers can be so sloppy and end up with so many good workers.

If management has a problem with one of the workers it chose to hire, then it should take that up with the worker it chose to hire, and not everybody else. And to the extent that someone needs to pay a price for the fact that management chose to hire a bad worker, it is management who should pay that price, not everybody else. It is called: taking care of your good workers. While all this makes sense to thinking adults, Postal managers just can't seem to wrap their minds around it.

Part of the problem here is that managers conceptualize an office as if it is a single person. So if managers are having issues with some of the workers, then they feel it is fine to dump on everybody else that is doing a fine job, because it's all one office. I heard a supervisor once say it this way: If you ruin my weekend, then I should be able to ruin yours! Who is the "you" in this statement? Some workers called off sick that Saturday. And because that supervisor had an issue with those workers, then that supervisor had a moral right to punish everybody else who showed up to work that day? There were plenty of workers within earshot of this statement that never called off sick. And nobody within earshot called off sick that day. Yet this supervisor talked like we were all equally responsible for her problem.

Management types talk like this all the time. It is the kind of oversimplified problem-solving that children do.

And on the subject of sick leave, is it really responsible for managers to staff an office based on the assumption that nobody is going to call off sick? Especially if management is using mandatory overtime on a regular basis, it should expect that sick calls will increase, not decrease. When staff is overburdened physically and emotionally, that is what any responsible adult should expect the staff will do. It is basic psychology. Expecting otherwise is just another example of management banging its head against the wall following a procedure regardless whether it is realistic or not. Increased sick calls are just one of the many costs that a business is going to have to pay, if its management chooses to overburden its staff. Criticizing the staff is not solving that problem one iota.

And to state an obvious point, vacation and sick leave are part of the benefits package that management is responsible for honoring. By all rights, management should have the resources available to cover its obligations without punishing good workers. Sure perfect storms can happen. But if management is falling short all the time, then that is management's shortcoming to correct.

Blaming and dumping on workers contributes to a jaded workforce, such that management can expect more absenteeism, a more adversarial attitude, and less cooperation from workers. Managers belly ache about it like they are purely the victims in all this. But it is their own actions that create the problem. And once the problem has been created, there are no quick solutions. Subbing in a new station manager is not going to make jaded workers suddenly have a new lease on career life. There is inertia to such things. It takes years to earn back the trust of a jaded worker, if it can happen at all. Treat people right from the beginning, and management would have an easier time with these same people all along.



**VOTE**  
**BRIAN WIGGINS**  
FOR



**PRESIDENT**  
**BRANCH**  
**79**

**He  
is:**

*Experienced*

*Devoted*

*Reliable*

*Attentive*



## CCAs Performing Rural Carrier Duties

-Vice President Chriss Daniels-

**A**re you a CCA being required to conduct rural carrier work? We have had many calls lately where management believes that it is okay to have CCAs cross crafts and conduct rural carrier duties. They even think it's okay to do it for weeks at a time. That is NOT okay. The National Agreement specifically states "Management has the right to work carriers across crafts in an "emergency" situation as defined in Article 3, Management Rights." (Article 7.2)

Article 7.2 of the National Agreement also states "Crosscraft assignments to and from the rural carrier craft may not be made under Article 7.2. They may be made only in "emergency situations."

The National Agreement defines "emergency" as "An unforeseen circumstance or a combination of circumstances which calls for immediate action in a situation which is not expected to be of a recurring nature." What this means is when management requires CCAs to perform rural carrier work for weeks at a time, this is NOT an "unforeseen circumstance!" (Article 7.2) The contract goes on to say it is not an emergency if management is trying to avoid paying an additional expense such as penalty overtime.

If the Postal Service would treat their employees with dignity and respect as they expect to be treated, they might be able to maintain enough employees

to perform the daily workloads in the rural carrier craft. Also, management rarely has the thought that it takes time to learn the duties of a carrier and expects them to perform like a carrier who has been at it for years. Because of that, there are CCAs who have been fired for being too slow and I believe the same is true for RCAs (Rural Carrier Assistants). All the Postal Service needs to do is hire enough RCAs to perform the workloads in the stations with rural routes, treat them like a human being and the Postal Service wouldn't be in the situation they're in.

Management always asks how are the CCAs harmed? The CCAs are harmed when management arbitrarily and capriciously makes the decision to violate the National Agreement that is written clearly and distinctly. If you are a CCA and have been performing rural carrier work, whether at your station or at another station, let your steward know.

### *Congratulations Recent Retirees*

Calvin Chase

Phil Cords

Phillip Hill

Gail Odegard

Larry Rhoades

Jose Sunga

James Travis

Lisa Englund

### Membership Report

As Reported at the September 2018 Branch Meeting

*Secretary-Treasurer Mark Myers*

<b>New Members</b>	<b>23</b>
Left Service	17
Transfer Out	0
Cancelled	0
Retired	8
Deaths	1
Active	1825
Associate	34
Total Retired	510*

\*Includes Gold Card Members 76

**Total Membership 2369**

# Welcome New Members

S. D. Huggins  
Daniel Du  
Glaizel Agduyeng  
Gregory Perkins  
Henry Ives  
Ashvani Sharma  
Esteban Reveles, Jr.  
Mario Zelaya  
Kaur Sandeep  
Cynthia Huggins  
Thomas Curry  
Jeffrey Kapalczynski

Rachhpal Rai  
Benjamin DeWitt  
Victor Softli  
Alejandra Lucero  
Megan Foley  
Michael Hertel  
Isaac Romero  
Elizabeth Bederka  
Marguerite Safford  
Shawn Shrader  
Projwal Joshi

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## Swearing in of Auxiliary #99 Officers at September Branch Meeting

Photo Courtesy of  
Jack Hayes



# Democracy and You

-Scott Anderson, Organizing Committee Co-Chair-

**W**ith the current state of our elected government, I find myself looking for a place to bring my collective self to make some difference. I see or hear every day the next crazy thing our elected leaders have done or not done. I wonder sometimes what difference I am able to make as just one person in the wider population.

I am starting with me. I know that I can play a part in the democracy of my union. I know that you can, too. At the National Convention in July, I witnessed first hand the awesome splendor of seeing the democracy of our union in action. I got to take part in votes on amendments to the constitution, and many other issues. It was an eye and ear opening experience to know that my involvement matters. And yours does, too.

We are a branch of 2,300 members, coming from the following installations: Auburn, Bellevue, Bothell, Enumclaw, Issaquah, Kirkland, Mercer Island, Redmond, Renton and Seattle. Branch 79 is a part of NALC Region 2 which has branches in six western states: Alaska, Idaho, Montana, Oregon, Utah, and Washington. Our membership within the six states totals over 10,000.

As all of you know, unless you've been hiding in a cave, we have elections coming up for our local representatives to the Washington State House of Representatives and Washington State Senate, and for national representatives to the United States House of Representatives and the United States Senate. These elections are critically important to the future of our democracy. You might ask, what can I do to change it? Simple answer: VOTE!

Take control of what you can do... return your ballots when you get them. You may read this article after our union's national elections have been completed. We also have Branch elections coming up, as well as our state and national elections I mentioned earlier. Your vote is your voice. That is what our country was built upon... everyone getting a 'say'. When we choose to vote, we choose to have our voice heard.

You may think it insignificant. After all, you're only one person. If enough people think like that, we lose our collective power. That is why you must vote. Your voice matters, and you should utilize your voice, by voting. If you've always wanted to do something to make a difference, but didn't have time, or weren't sure what you could do to help, here's your chance. When you receive your ballots for elections this fall, please take a few minutes to fill them out, according to the instructions, and send them back. Educate yourself. If you don't know what someone stands for ask a friend or family member or co-worker you trust, consult the internet and watch the local news. This is our chance to make a substantial difference in our community, our union, our state, and our country. Join me in ensuring our voices are heard!

In Solidarity,  
Scott



*Elect*  
**Brian Wiggins**  
**PRESIDENT**  
**Branch 79**

*Educate Unify Negotiate*

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## CHANGES TO BY-LAWS TO BE VOTED ON AT OCTOBER 10th MEMBERSHIP MEETING

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### ARTICLE 6 OFFICERS DUTIES AND SALARIES

Insert new Section 5 after Section 4 and renumber remaining sections.

#### FINANCIAL SECRETARY

**Section 5.** The Financial Secretary will assist the Secretary-Treasurer in maintaining accurate membership records including names and addresses of current members and/or other duties that may be assigned. He/she shall prepare a monthly membership report to be presented at the Branch meeting. In consideration of services rendered, he/she shall receive compensation as stated in Section 13 of this Article.

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### ARTICLE 6 OFFICERS DUTIES AND SALARIES

#### DIRECTOR OF RETIREES

Section 8 now reads:

**Section 8** The Director of Retirees shall be a retired member of Branch 79 (at the time he/she takes office) to be eligible for this office. The Director of Retirees shall coordinate activities of the retired members of Branch 79 under the supervision of the President. He/she shall be the legislative advocate and the Congressional Liaison for the retired members of Branch 79.

**Change Section 8 by adding the following sentence at the end of the section:** In consideration of services rendered, he/she shall receive the compensation as stated in Section 13 of this Article.

Section 8 would then read:

**Section 8** The Director of Retirees shall be a retired member of Branch 79 (at the time he/she takes office) to be eligible for this office. The Director of Retirees shall coordinate activities of the retired members of Branch 79 under the supervision of the President. He/she shall be the legislative advocate and the Congressional Liaison for the retired members of Branch 79. In consideration of services rendered, he/she shall receive the compensation as stated in Section 13 of this Article.

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## CHANGES TO BY-LAWS TO BE VOTED ON AT OCTOBER 10th MEMBERSHIP MEETING

---

### ARTICLE 6

#### OFFICERS DUTIES AND SALARIES ASSISTANT SECRETARY-TREASURER

**Section 4.** Now reads:

**Section 4.** The Assistant Secretary-Treasurer shall serve as Secretary-Treasurer in the absence of the Secretary-Treasurer. ~~He/she shall be under the direct supervision of the Secretary-Treasurer and~~ shall perform such duties as may be assigned by the Secretary-Treasurer or the President. In consideration of services rendered, he/she shall receive compensation as stated in Section 13 of this Article which shall not exclude payment of compensation or reimbursed expense while serving in the absence of the Secretary-Treasurer.

Change Section 4 by deleting the words: ~~shall be under the direct supervision of the Secretary-Treasurer and~~ in the second sentence.

Section 4 would then read:

**Section 4.** The Assistant Secretary-Treasurer shall serve as Secretary-Treasurer in the absence of the Secretary-Treasurer. He/she shall perform such duties as may be assigned by the Secretary-Treasurer or the President. In consideration of services rendered, he/she shall receive compensation as stated in Section 13 of this Article which shall not exclude payment of compensation or reimbursed expense while serving in the absence of the Secretary-Treasurer.

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## MEMORIAL

**Betty Barth  
Mother of Brother Dennis Barth**

## Shared Services

(National Human Resources)

1-877-477-3273

<http://liteblue.usps.gov>

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

# Auxiliary #99 News

- Trustee Jo Ann Pyle -

The National Association of Letter Carriers created an auxiliary organization in Portland, OR in 1905. The original purpose of the National Association of Letter Carriers Auxiliary (NALCA) was to enable spouses of letter carriers to assist in legislative activities. Working towards favorable legislation to provide better working conditions, including laws providing for Sunday closing, shorter workdays, sick leave, compensation for injuries received on duty, salary increases and annuities for widows and survivors.

Today, NALCA membership has expanded to include relatives and friends of letter carriers as well as spouses and any active letter carrier, but the basic goal of promoting the interests of letter carriers and their families remains the same. In fact, the mission statement of the NALCA "is to support and promote the objectives, the political

activities and the charities of the National Association of Letter Carriers, AFL-CIO."

Auxiliary #99 is Branch 79's auxiliary. Although very active in the past, we have been inactive for a number of years. I have been a member of our auxiliary for thirty years and it wasn't until recently that we started to ramp up again. This energy surge is primarily due to the involvement of Riverton retiree Mary Bartley. While I was still president of the branch, Mary and I arranged with former Auxiliary #99 President Linda Heib, to transfer the books over to Mary and have her become a signatory of our tiny account.

Since that time, Mary has kept the auxiliary going and we now actually have elected officers and are meeting regularly. At last night's branch meeting, State Auxiliary President Cathy Dye installed two more elected

officers. Currently Brooks Bennett is the President, Chris Larsen is the Vice President, Mary Bartley is the Treasurer and Don Bennett is the Secretary. The auxiliary is now looking for some Trustees. Interested?

Auxiliary members decided to have a social outing in early September and we went to a pool bar in Fremont. Shooting pool was a bit challenging for some of us, but the camaraderie was great. We've now decided to have a legislative event in the 8<sup>th</sup> District. That seat was held by Dave Reichert, but is now open with two candidates running. We want to make sure whoever is elected supports letter carriers and the Post Office.

We may next be looking for a charitable activity (in addition to MDA) to get involved in. If you have suggestions, we would love to hear them.

If you think you might be interested in joining the Auxiliary, please contact one of the officers or go to [NALC.org](http://NALC.org) to find out how. The dues, which include branch, state and national, are only \$30 per year. And remember, any family member or friends of letter carriers can join, as well as any active letter carrier.





# SIGN ME UP!

## How to contribute to the Letter Carrier Political Fund using PostalEASE — ONLINE Enrollment

Through PostalEASE, active letter carriers can contribute directly from their USPS paychecks to the Letter Carrier Political Fund (NALC's PAC) by designating the Political Fund as one of the three payroll "allotments."

### Online Enrollment

1. Login to USPS's Postal Ease website at <https://ewss.usps.gov>  
You may also get to the Postal Ease website through the USPS LiteBlue website See the instructions below
2. Click "I agree"
3. Enter your Employee ID number and Password and click "Submit"  
If you have not yet set up a password click the link provided on the page or go to:  
<https://ssp.usps.gov/ssp-web/welcome.xhtml>  
If you forgot your password click the link provided on the page or go to:  
<https://ssp.usps.gov/ssp-web/einVerification.xhtml>
4. Under Payroll click "Allotments / Payroll Net To Bank"
5. Click "Continue"
6. Click "Allotments"
7. Enter the 9-digit Financial Institution Routing Number: 0 6 4 0 0 0 0 1 7
8. Enter your 17-digit Account Number \_\_\_\_\_ 0 0 3 4 9 5 2 5 3 5  
*See instructions in step D at right*
9. Enter Account type as "checking"
10. Enter amount of your Allotment: \$ \_\_\_\_\_  
*The maximum yearly amount is \$5,000*
11. Click VALIDATE
12. Click SUBMIT
13. Print or write down your confirmation number for your records

To get to Postal Ease through Lite Blue:

- Got to [www.liteblue.usps.gov](http://www.liteblue.usps.gov)
- Enter you employee ID and Password and click "Log On"
- Click "My HR"
- Click "Employee Apps"
- Click "PoastalEASE"
- Begin at step 1 above

#### BEFORE YOU START, YOU'LL NEED:

- A. Your 8-digit Employee ID Number (on your paystub)
- B. Your USPS password
- C. Your Postal Record Number (Located on the back cover of your Postal Record magazine, above your name. Or call 202.393.4695 to get your Postal Record Number). See the example below.



- D. To create your personal account number, insert the seven digits of your Postal Record Number to the spaces below:

\_\_\_\_\_ 0 0 3 4 9 5 2 5 3 5

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor.

**(Elections from Back)**

that person who will stand up for Letter Carrier rights and who will faithfully represent the interests of Letter Carriers in your station.

**Branch Donations**

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

- PSARA – Puget Sound Advocates for Retirement Action
- Bread of Life Mission
- Millionair Club

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:  
NALC Branch 79 Board of Trustees, 210 Queen Anne Ave N #201, Seattle, WA 98109

**(Summarized Minutes from Page 2)**

event for 2019.

- Chris Larsen informed the Organizing Committee that the Auxiliary 99 would like to be involved in organizing events.

**Good of Order:**

- Mary Bartley gave the report.

**Legislative Committee Rick Horner:**

- Gave a Board of Governors update.
- HRes 993 now has 178 cosponsors. Need 218.
- Mary Bartley spoke about the 8<sup>th</sup> Congressional District Forum coming up.

*Books are closing at 8pm*

**By-Laws Committee Mats Julin:**

- First reading of proposed by-laws changes.
  - Article 6 Officers Duties and Salary
  - Article 6 Director of Retirees
  - Article 6 Assistant Secretary-Treasurer
- The proposed by-laws will be printed in the October 2018 Seventy-Niner.

**Retired Club Pat Costello:**

- Meeting next Tuesday at IHOP.

**Editor Garrett Scott:**

- Sunday is the deadline.

**Director of Retirees John Sweeney:**

- Retirement seminar is October 18, 2018 at the branch office.

**Director of Insurance Michael C. Keels:**

- MBA brochures on the back table.

**Trustees' Report:**

- Jo Ann 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.**
- Membership report was given.

**Good of the Association and Improvement of the Order:** no report

**BJ gave the upcoming dates to remember**

Door prize won by Kevin Gottlieb.

Meeting adjourned at 8:11pm.

**YOU CAN GET YOUR PAYCHECK TWO DAYS EARLY!**

**SIGN UP FOR A CHECKING ACCOUNT WITH COMMUNITY 1<sup>st</sup>**



**WE HAVE FOUR CHECKING ACCOUNTS TO CHOOSE FROM!**

**USPS EMPLOYEES CAN GET PAID UP TO TWO DAYS EARLY WHEN YOU SIGN UP FOR DIRECT DEPOSIT WITH COMMUNITY 1<sup>st</sup>**  
**ALL ACCOUNTS INCLUDE A FREE VISA DEBIT CARD, ONLINE BANKING, BILL PAY, AND MYC1CU MOBILE APP!**



\*Federally insured by NCUA. Community 1st is part of the CO-OP ATM network. \$5 statement monthly fee if eStatement not activated. Required minimum opening deposit of \$5 to establish membership. Minimum opening deposit of \$25 required on checking accounts. Disclosure of rates and fees are available at account opening and upon request. Early paycheck only applies to current USPS employees and is not guaranteed.

THE SEVENTY-NINER  
210 QUEEN ANNE AVE. N.  
SEATTLE, WA 98109

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## ***Elections for Shop Steward in November***

-Secretary-Treasurer Mark Myers-

**T**he USPS-NALC contractual provisions for Shop Stewards are described in Article 17 and Article 31. They give the steward the right to investigate complaints and look into possible violations of employee rights and protections under the contract. Letter Carriers must be on guard these days against overzealous management trying to make a name for themselves on the backs of hard working employees. Unfortunately, this

is nothing new. The stewards of Branch 79 have been working hard to hold the line against this unacceptable and repugnant behavior.

Another issue that stewards deal with repeatedly is violations of the Article 8 overtime provisions. In fact, there is one station where the violations are so egregious and repetitive, that the Postal Service has paid not just thousands

of dollars in remedies, but hundreds of thousands. What company in today's world can afford to ignore their own leadership's signed agreements and pay out huge settlements? That company needs to send in the grown-ups to correct the problem. At this point, there is no excuse for ongoing violations.

So, if you step up and become a Shop Steward, what kind of things would you be responsible for? The Shop Steward represents carriers when they are called into the office for an investigative interview. When carriers' rights under the contract have been violated, they file a grievance. When management hands out discipline, they file a grievance. The steward performs their duties under the contract on the clock.

Every January, the union provides training for new stewards. The steward also attends monthly meetings for more training and to find out what is happening at the national, regional and local levels. The steward sees to it that the latest information from both the Branch and National offices is posted and maintained on the union bulletin board.

Why do people decide to be a steward? Some step up to be Shop Steward when they see co-workers being bullied on the workroom floor. Others want to see changes in the way things are done, like eliminating improper mandatory overtime. The Shop Steward defends the employees and upholds the contractual rights that have been obtained over many years through grievance settlements, arbitration awards, and agreements.

For those of you who are Shop Stewards now, thank you for your commitment and for the many hours that you put into representing your Brothers and Sisters. Your actions ensure that we will remain a strong union today and into the future.

The Nomination Form for Shop Steward will be posted on the NALC bulletin board in your station from November 1<sup>st</sup> through the 10<sup>th</sup>. Place the name of

**(Continued on Page 15)**

### **Retirement Seminar**

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

**210 Queen Anne Ave N**

**October 18th  
7 pm**

**Spouses are welcome.**

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