

The Washington State

LETTER CARRIER

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BE PREPARED

Vice-President Ray Johnson

“Be prepared” was the motto we used when I was in Boy Scouts in my younger years, and it is a motto that hit me hard this past month. My stepfather was diagnosed with leukemia about a year ago, and we thought it was in full remission. I received a phone call from my mother saying it had returned with force, and he died about 2 weeks later. The day before he died, I had to put my dog to sleep as well.

The death of my stepfather, as well as the loss of a retiree this year made me sit back and think of my life. Death is a five-letter word we never want to discuss, and we are afraid that by talking about it, we are in fact talking about our own mortality. The fact is, that we do need to talk about it with our family members. We need to talk and plan for many things, and unfortunately we never talk or plan for something until it is upon us, and then it is too late. Things like; how will my family be taken care of in the event of my death, retirement, college for our kids etc. As a newly hired CCA or a younger carrier we think we have all the time in the world ahead of us, so we will cross that bridge down the road. I am 52 now and I was that carrier, always thinking “next year,” well next year came pretty fast.

The time to prepare is now. You should sit down with your loved ones and have an honest conversation with them. Have you reviewed or updated your personnel file? Have you recently been married or divorced? A new child in the family? These are all questions that should be discussed. It is my hope that you are investing in TSP, and a life insurance policy. The Mutual Benefits Association offers a wide variety of retirement planning and life insurance information and is a benefit that the NALC offers you and something that you should take advantage of. More information can be found on the NALC website.

Is retirement in the near future for you? This is something that should not be taken lightly, and the time to start thinking about retirement happens several years prior to the actual date. Your retirement should be something to look

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2015 STATE CONVENTION INFORMATION

The 2015 Washington State Convention will be hosted by Tacoma Branch 130 at the Olympia Red Lion Hotel May 1 - 3, 2015.

The J.O. Shelton Memorial Golf Tournament will be held on Thursday, April 30th. Convention events will begin with Registration on Thursday evening and continue through mid-day Sunday.

Nightly room rates will be \$105.95 (single) or \$115.95 (double) plus taxes. Reservations may be made by calling 1-800-RED-LION before March 30, 2015. To obtain these rates please identify yourself or your branch as part of the National Association of Letter Carriers when making reservations.

Brian Lindgren is the Golf Tournament contact at (253) 472-4150.

Jeff Isrel is the Convention contact at (253) 678-1078, email to j.isrel@com-cast.net or mail to 3502 Pacific Ave, Tacoma, WA 98418.

Further information in the next issue.

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Check out the official State Association website at
www.WSALC.org (Webmaster: **John Mauk.**)

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Next Letter Carrier Deadline:
January 1, 2015

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forward to and enjoyed once it happens. Jumping into retirement without preparation is like jumping out of an airplane without making sure your parachute is ready. I plan on retiring in 8-10 years, and am already making the plans for it. I want to make sure I am both financially and mentally prepared for it. I know what you're thinking, "I'm mentally prepared right now, I could retire right now and enjoy life without work." For the past 35 years I have been working, I had a reason to get up every morning; something to do, once into retirement, those things will suddenly end. What will you do every day to keep busy? Will you be able to afford to do all the things you've always wanted to do now that you're not making the money you did when you were working? What about medical insurance? So many questions, so little time.

We have three phases in our lives; adolescence, work, and post-work. It's the third phase that takes the most preparation, though with proper preparation it can be the best phase. Like the boy scout of my youth, I will "be prepared" and hopefully you will be as well.



Photo credits this issue:
Brian Wiggins, Debra Dixon

MY FIRST LEGISLATIVE EXPERIENCE

Tammy Gatlin, Branch 2038

My name is Tammy Gatlin. I'm a letter carrier, trustee and union steward for Branch 2038 in Kent, Washington. I had the honor of being one of nine carriers selected to be released by the NALC to help with the Senate race in Anchorage Alaska. We worked side by side with other carriers that have been working with the AFL-CIO since early September and we were there October 20 through November 6, 2014

I was informed by NALC National Field Director Jeremy Goldberg who the others to be released were, none of whom I had met before. We would be led by Jeremy, Political Director Meaghan Slater and Regional Field Coordinator Pete Tomao from NALC Headquarters. Our reason for being in Alaska was primarily to send Mark Begich back to the US Senate. Senator Begich has been an ally to working families with a whopping 97 percent favorable labor voting record. This is the first time Alaska has been considered a battle ground state the stakes were high for who would control the Senate. The work began. We knocked on doors, phone banked and anything we could do to get the message out. The message was simple: get out and vote and vote for Senator Mark Begich.

One high point of my trip was when our National President Fred Rolando, came out and visited us. He didn't just pop in and say "hi." He was right there with us visiting local post offices, knocking on doors right beside us, a real genuine leader and it was a pleasure to be a part of this with him. The bonds and friendships that were created with these eight carriers and



Sister Gatlin, working for us in Alaska.

four amazing people from Washington DC will last a lifetime with me. We letter carriers were given an important task and to get the job done we used our skills as letter carriers and stewards by knocking on doors and talking to people. Our team got organized and completed the job in the most efficient way possible. Even though it wasn't required of us, we spent the entire two and a half weeks together, both "on and off the clock." I cherish the new friendships I have made with some of the most dedicated, hard-working individuals from across our Region.

I am proud to be a union member and a part of the NALC. The work we did was important for the future of the Postal Service. The NALC felt it was important enough to have the nine of us released to assist in the election of a Senator and we did everything we could during the election cycle to insure that it happened, and no matter the outcome I am proud of the work we did. The work we did will help us build better campaigns for years to come, and I look forward to assisting in any way possible.

DOE LEGISLATION / EDUCATION ROUNDUP - REGIONAL ASSEMBLY, 2015 TRAINING AND MORE

Director of Education Debra Dixon

Regional Assembly

I wish to thank all WA State Letter Carriers and the State Association for sending me to the 2014 Regional Assembly at the Sunriver Resort in Sunriver, Oregon this past October 26-31. To kick-off opening day, it was great to see National President Fred Rolando there. He had up-to-date information on legislation and he re-assured us that our National Officers are fighting daily for the benefits of Letter Carriers and the USPS. NBA Paul Price and his staff also gave us up-to-date information concerning CCA conversions, transfers, Article 12 and Memorandum 01834.

Throughout the week I attended and/or taught the following classes; Retirement (FERS and CSRS) and Thrift Savings Plan by Jim Raymond, Carrier Academy and On-the-Job



DOE Dixon receives her Regional Steward credential and shirt from President Rolando.

Training by Jo Ann Pyle, assisted in Defenses to Discipline with NBA Paul Price, Attendance Discipline by Matt Pierce and Dave Norton, taught Bullying in the Workplace with Michael Keels, Common Steward Mistakes by Jim Falvey, Emergency Suspension by Michael Wahlquist and Michael Keels, Theft/Fraud/Jail Time by NBA Price and Staff and Legislative Updates by State Chairs.

The legislation and education was excellent through the entire week. For those Letter Carriers who have not attended Regional Assembly before, I highly encourage you to do so. Not only is there plenty of education, there is also inspirational unity that is in the daily atmosphere. Letter Carriers from 6 states, coming together, to better our work places and to learn to help and encourage our fellow Letter Carriers... it's a great experience. Again, thank you WA State Letter Carriers and the State Association for choosing to send the officers who hold the Presidency and the Director of Education positions.

Legislative/Education

Please visit the WA State Association of Letter Carriers website at wsalc.org to see the listing of legislative and educational trainings that are planned for 2015. The Regional Basic Shop Steward College, February 8-12, 2015 is filling up fast. If you have not sent your registration fee and registration form to me yet, I advise you to do so quickly. Students are taken on a first-come, first-served basis.

In conjunction with NBA Price,

the State will hold an Intermediate Shop Steward College from April 19-23, 2015. This training will concentrate on up-to-date legislation and the Formal A grievance process. All graduates of the 2014 and 2015 Basic Shop Steward Colleges are encouraged to participate along with others who want to do more within the grievance process. This training is also filling up fast; registration ASAP is encouraged.

Education

Have you ever read Handbook M-41, City Delivery Carriers Duties and Responsibilities? Unfortunately, for so many, the answer is "No". This handbook is easily found at www.nalc.org. I challenge you to find it, read it and apply it. Regulations that are typically not followed on a daily basis are:

Page 11, Equipment and Supplies, states in part:

141 All necessary equipment and supplies required will be furnished by the U.S. Postal Service.

There is an increasing amount of complaints that management is not supplying Hazard Forms, Left Notice Forms, Change of Address Forms, rubber thumbs, etc. The above regulation states they WILL BE supplied. If they are not, contact your Union Steward to enforce this provision.

Page 42, Section 28 Carrier-Auxiliary Control, (PS Form 3996) states in part:

Item K. Under Estimated Work, the carrier must enter the estimated hours and minutes of the amount of assistance being requested.

It is your duty to give an ESTI-

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MATE of your daily workload, NOT a “COMMITMENT”. When you estimate that the work on your route will be over 8 hours, request a PS Form 3996 (if one is not given to you, it is a violation of your rights) and enter your estimate of time. At that point, it is management’s responsibility to let you know if you will get assistance or if you will work overtime. If this process is not happening, management is allowing and/or encouraging violations of the Contract. You should not feed into this mismanagement and should talk with you shop steward immediately.

On the same subject, is management telling you to call them in the afternoon if your estimate is over 8 hours? This is not the process! Don’t allow management to mismanage! Don’t allow management to use your personal cell phones to do their job. Handbook M-41 explains that you give an estimate during your morning office duties, NOT WHILE YOU ARE ON STREET DUTIES. Do not confuse the two. Again, if your estimate is over 8 hours, insist that a 3996 be given to you, estimate your time on it and require management to approve assistance or overtime.

Page 46 and 47 states in part:

Form 3849, Delivery Notice/Reminder/Receipt, with the “It is located: _____” block completed must be left in the mail receptacle notifying the addressee of the mail left in the authorized alternate location.

When you leave a parcel at a home, on the porch, inside the screen door, etc., you are to leave a 3849 indicating where the parcel is. The hope that the customer finds the parcel is not an option. We all take the time to perform this customer service, right? If not, tomorrow is a good day to start.

Page 82 states in part:

SEEING THE WHEELS TURN

Chriss Daniels, Branch 79

Over Columbus Day weekend I was given the opportunity by DOE Debbie Dixon to attend what they call the “Plannery.” This is an annual meeting where the Washington State trainers plan the following years educational agenda for Statewide Training in Wenatchee, Washington Shop Steward Colleges in Gold Bar, the State Convention and other events.

To begin the process we took into consideration subjects suggested by Washington branch presidents, subjects that the NBA’s office has offered, subjects that were offered in prior years and what might be beneficial for our members in the next year.

Everyone was given the opportunity to have input on what they thought was important to have for a class. We came up with many subjects; so many that they needed to be narrowed down to what could actually be done in the allotted time frames. Once we decided how many classes would be available and time per class, we got into the nitty-gritty of breaking down each subject. In the end, the walls and windows were wall papered with chart paper showing our planning work.

We then began the task of assigning the best-suited trainer to teach



each class along with having a backup trainer. The work will not stop there. Each trainer will need to prepare him or herself to teach the class too! Having done that last March, I found it takes quite a bit of time to prepare a PowerPoint presentation, handouts and an exercise on the subject. There is more to the educational training preparation, but I thought you might like a small snippet of what’s accomplished during the annual Plannery meeting. I thought everyone worked well together and had some fun while doing so. I would like to thank Debbie for inviting me and giving me the opportunity to see the wheels turn.

812.4 Do not finger mail while driving or hold mail in your hands while the vehicle is in motion.

No one fingers mail or even holds mail when the vehicle is in motion, right? Our job is to take the time not to do so. Handbook M-41 gives specifics on when to finger mail on both walking and driving routes.

Just as we all should open up Handbook M-41 to read and apply what our duties are (not what manage-

ment says our duties should be) we should also open up Handbook M-39, Management of Delivery Services, to know and understand what management’s duties and responsibilities are. I am confident that even the most seasoned Letter Carrier will learn something new...or should I say something ‘old’ since there have been no revisions to these handbooks since 2001 and 2004 respectively. Happy reading and learning!

2015 WSALC MEMORIAL SCHOLARSHIP PROGRAM

ELIGIBILITY CRITERIA:

Applicant must be a son, daughter, grandchild or dependent of an active, retired or deceased Letter Carrier.

Applicant must be a high school senior or graduate when making application and must submit the form provided in the Washington State Letter Carrier (or photocopy thereof).

REQUIREMENTS:

Applicants must have maintained a 2.5 grade point average in their last full year of school prior to application, or submit a copy of SAT or ACT scores which reflect that the applicant meets the national average.

Applications must be postmarked by April 1, 2015. Applications must be sent by certified mail.

Applicants must receive the endorsement of the President or Secretary of the Branch in which they claim eligibility.

THE FOLLOWING ITEMS MUST ACCOMPANY THE APPLICATION:

- A copy of most recent grade transcript to support a claim of 2.5 grade point average (cumulative), or a copy of SAT or ACT scores which reflect that the applicant meets the National average.
- A separate statement of career goal or intent.
- Two letters of recommendation, which reflect the applicant's involvement in the community. These letters may include, but are not limited to, one from a school official and one from a member of the community in which they reside.
- A brief personal resume.
- *New in 2015 - You must include a stamped and self addressed legal sized envelope.*

REGULATIONS:

This award is non-renewable. Past recipients are ineligible to apply for future awards.

There will be two or more scholarships in the amount of \$1500 each to be awarded at the 2015 WSALC Convention in Olympia, Washington hosted by Tacoma.

All funds shall be awarded after acceptance to the school of the applicant's choice in conjunction with the WSALC by-laws. The funds shall be made payable to both the student and the school.

The Memorial Scholarship Committee shall review all applications to assure that all eligibility criteria and requirements have been followed and met. Failure on the part of the applicant to meet the rules shall be subject to disqualification by the Committee. If disqualified, the decision of the Committee shall be final.

The Memorial Scholarship Committee shall award the scholarships by random draw of all eligible applicants. This drawing shall be held during the Convention, at such time as selected by the President.

The WSALC Secretary/Treasurer shall mail appropriate notification to the winners.

Scholarship Questions?

Scholarship applications WILL NOT BE OPENED UNTIL CONVENTION! If you have any questions, they need to be directed to your local Branch President.

2015 WSALC MEMORIAL SCHOLARSHIP APPLICATION

APPLICATIONS MUST BE SENT BY CERTIFIED MAIL AND POSTMARKED BY APRIL 1, 2015

Fill out application and mail to:
WSALC SCHOLARSHIP COMMITTEE
c/o Michelle Decker, Chair
2812 Lombard Ave Ste 209
Everett WA 98201

PLEASE PRINT CLEARLY

Please accept my application for a WSALC Scholarship.

My name: _____

My home address: _____

City, State, Zip: _____

I am a senior in the school year of 2014 - 2015, or a high school graduate.

Year of graduation: _____

(Please circle what applies)

I am the Son Daughter Grandchild Dependant of
Letter Carrier _____, who is an

(Please circle what applies)

 Active Retired Deceased Member of
NALC Branch # _____ City _____ State _____

* * * * * * * * * * * * * *

This is to certify that all rules and regulations are understood and agreed to in the submission of this application.

_____ Date _____

(Signature of WSALC Member or Spouse (if deceased))

* * * * * * * * * * * * * *

This is to certify that the above named WSALC Parent, Grandparent or Dependant is/was a Member in good standing in NALC Branch # _____.

_____ Date _____

(Signature of Branch President or Secretary)

* * * * * * * * * * * * * *

I certify that the foregoing information is correct to the best of my knowledge and that I have included all required items with this application.

_____ Date _____

(Signature of Applicant)

FALL OFFICERS MEETING MINUTES

Seattle, WA; November 15, 2014

President Wiggins called the meeting to order at 9:03 am at the Seattle Branch 79 office.

Roll call found all officers present.

Reading of previous Minutes: TJ moved to accept the minutes as printed. Seconded by Brooks, motion carried.

Officer Reports:

TJ: Since 2014 NALC Washington State Convention in Olympia I've done the following: CCA Carrier Academy and Orientation in Spokane and Yakima for Eastern WA Coordinated CCA Meetings on 6/3, 9/2, 10/7

Delegate to Yakima Labor Council on 6/5, 8/7, 10/2, 11/4
Attended Yakima Retiree Dinners on 9/9 and 10/14

Helped set up and decorate Yakima Branch 852 Halloween Party on 10/18.

On By-Laws committee 1n August to submit new/change Yakima By-Laws.

Attended Yakima Budget Meeting on 10/19

Helped phone bank for the Yakima Labor Council on 10/22
Grievances-17.2.B by Paul Price for 2 disciplines in Yakima.

Meet with Estakio Beltran to see where he is on NALC topics as a candidate for 4th Congressional District seat.

My wife Linda, attended National Convention for the Auxiliary and is the new National Assistant Secretary of the NALC Auxiliary.

Helped put on Yakima Sunfair Parade (9/20), Yakima County Marbles Tournament and Ron Bonlender Memorial Car Show and Cruise the Ave (6/21).

Brooks: Mailed newsletters in June, August and October with invaluable assistance from Assistant Editor Gregg Schlilaty and Katie Schlilaty. Walked in Bothell July 4th parade; attended National Convention and Regional Assembly; taught at September Steward College, participated in October education planning and election GOTV training; contacted assigned branches. Discussed newsletter layout, mailing list issues and upcoming deadlines.

Sharee: The State books are audited through October and were found in order. Over the past several months, I have attended branch and labor council meetings in Spokane. I attended the Washington State Labor Council convention in Wenatchee. I attended the Regional training in Sunriver. I have talked with several of my assigned branches and am

planning on making my loop for visits in mid-December. I also gave notice to the storage facility and the state inventory will be moved to a unit in Bill Bauder's complex.

Sharlene: On 6/17 I conducted a retirement clinic in Kennewick. On 8/9 I attended the retirement luncheon in Spokane. On 9/16 I attended the retirement luncheon in Seattle. I've reminded people how important it is to have an updated will.

Bill: I got the required documentation to the accountant so the LM-3 and the IRS 990 were submitted by the deadline. Thanks to my Branch I attended the National Convention. I did the payroll and required payroll taxes. All bills received were paid timely. I attended the Rap in Sunriver. I attended the labor rally. I am on the Spokane Community College Criminal Justice Advisory Committee as the WA State Labor Council Representative.

Debra: Aberdeen Branch 853 previously did not have Officers or a Steward. I was designated their Steward by NBA Price for 180 days. I am happy to say that Br 853 is now functioning with new Officers and a new Steward; they all have done a great job in continuing Branch functions.

I attended the National Convention in July, District Safety trainings in August, had meetings on the future of WA State education and prepared for the Steward College in September. In conjunction with NBA Price, the State Association had 23 students attend this Steward training.

In October, State Trainers met for 3 days to discuss and plan the legislative/educational training for 2015. Current State Trainers are Jo Ann Pyle, Brooks Bennett, Mats Julin, Ray Johnson and myself. I attended the Regional Assembly where I taught a class on "Bullying in the Workplace" with DRT Representative Michael Keels. I also attended more Safety training conducted by Michael Meredith, NALC Team Spokane representative for the Seattle District Safety Task Force. The training was held at Branch 79's Steward's meeting.

I have written a letter to all Branch Presidents with Regional and State legislative/educational trainings in 2015. I received 3 letters back; Oak Harbor, Dayton and Raymond; updated addresses are needed. We continue to have a scholarship for a student to attend Steward College kindly donated by Tacoma Branch 130. Anyone interested in using

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the scholarship should contact me.

In conjunction with Secretary Bill Bauder, I have worked hard on the DOE budget; accounting for legislative activities, income and expenses from local Branches (not the State Association), Regional expenses, etc. I will have an accurately reflective budget to propose/present at the 2015 State Convention.

Tracy: After State Convention I attended Vancouver's branch meeting and observed an arbitration in Tacoma. I attended National Convention, OJI training and Regional Assembly. I have contacted the presidents of my other assigned branches and started CCA survival classes in my branch.

Beverly: Since our last meeting
 May 16-18 Attended WA State Convention Olympia.
 May - Camas and Washougal: office visit and appreciation for everyone's effort and participation in the food drive!
 18th - Attended the Staples rally Portland OR
 June - CCA uniform closet (Branch 1104 offers recycled/new uniforms to new employees. These uniforms were also offered to local branches as well as Portland. Thank you Branch 1104 Secretary Tim Davidson for your help! And thank you 1104 members!
 July - Sunday rotation program began for CCAs, union monitors the scheduling of CCA carriers for a fair rotation schedule.
 August 31- I attended Branch 1104's summer picnic. Thank you Sandy Morales, Tim Davidson and Jay Burrill!
 September 8 - Jim Burke and I attended a meeting with Pamela Peiper at Congresswoman Jaime Herrera Beutler's office.
 October 26-30 Attended Regional Assembly Sunriver, OR.

Maleah: Since the Convention in May, I have attended National Convention, Branch 130 Picnic, MDA Summer Camp at Camp Seymour, and a meeting at Puyallup Branch 1484. I also attended Regional Rap Session at Sun River, Oregon and participated in the door knocking on behalf of Craig Wilhelm in Bend, Oregon. I did the new employee orientation in Tacoma for hires at Bremerton, Puyallup, Tacoma, & Olympia. I was nominated for Vice President of Branch 130 and declared elected by affirmation at the November meeting. Finally I participated in the Stop The Delay of the Mail Rally in Tacoma.

Ray: 6/5 Yakima Labor Council.
 6/26 Legislation telecom with Pete Tomeo.

7/21-25 National Convention.
 9/9 Met with House candidate Jason Ritchie
 Sept. Taught class at Basic Shop Steward College
 10/16 Auburn City Council meeting
 11/4 attended National Day of Action.

Brian: May 28 – Conducted New hire orientation, Seattle P&DC
 June 5 – Attended Seattle district advisory committee (DAC) meeting, Seattle district offices
 12 - Washington Congressional district liaisons conference call/meeting
 12 – Attended Branch 450 Northsound general members meeting Bellingham,
 18/20 – Regional field coordinator Pete Tomao visit to Washington
 18 – Meeting with Congresswoman Herrera Buetler (Tomao), Vancouver
 19 – Meetings (3) with Seattle city council members and Puget sound advocates for retirement action general members meeting (Tomao/Horner), Seattle
 26 – MDA VIP day w/ State MDA liaison Maleah Smitham Gig Harbor
 July 4 – Marched in Bothell 4th of July parade w/ Br 79 members and families Bothell
 13 – Attended Spokane Br 442 membership picnic w/RAA C. Jones Spokane
 20/25 – Attended National Convention Philadelphia, PA
 August 8 – Attended Yakima county council meeting w/ VP Ray Johnson Yakima
 28 – Washington Congressional district liaison conference call/meeting.
 31 – Attended Vancouver Br 1104 membership picnic w/ RAA Vafiades Vancouver
 September 3 – Western states teleconference w/ National President Rolando / National legislative dept.
 12 – Attended Meeting with WA8 congressional district Candidate Jason Ritchie w/ VP Ray Johnson
 16 – Welcomed new basic steward trainees and Conducted legislative briefing at Basic steward training Gold Bar
 23 – Attended Phone Bank event Seattle IBEW hall.
 16 – State chairs legislative teleconference with National President Rolando/National legislative dept.
 26/31 – Attended Regional Assembly/ Conducted Region 2 legislative update Sunriver, OR
 November 5 – Received notice that I was selected to National Leadership Training.
 5/7 – Attended District lead CDRAP (route adjustment) training Norman, OK
 13 - Steward visit Lynden/ 17.2 investigative interview

(Continued on Page 10)

Minutes from Page 9

Blaine/ General membership meeting Bremerton Br 1414.
14 - "Stop delaying the mail " rally Seattle Carrier Annex.

Unfinished Business:

- a. Business Cards for CDLs. Debra moved that we order generic business cards for CDLs, new cards for Tracy and cards reordered for Brian. Tracy seconded, motion carried.
- b. Who is authorized to deposit funds? Trustees will draft a bylaw change.
- c. Discussion on Webmaster to officer liaison. Arrange for John Mauk attend our meeting.
- d. Rewards program for credit cards was discussed. Agreed we would continue as is.

Correspondence:

- a. Letter from Olympia Branch requesting reimbursement for audio-visual expense for the 2014 convention. Discussed and concluded Branch would have to bring up at convention.
- b. Letter from Branch 79 about the importance of using material that has a union label when available.
- c. Thank you letter from scholarship winner Hannah Singleton.

Regional Update:

RAA Coby Jones gave us the most recent organizing reports. We need to work hard getting our membership up. He also gave us a legislative update. USPS numbers came out and we are doing better. Discussed package delivery.

New Business:

- a. The 8th District CDL appointment is still vacant.
- b. Brooks is still working to keep mailing list corrected. Went over next mailing dates.
- c. Brian passed out an E-Activist signup sheet. We need to get the numbers up. Discussed CCA orientation and how to get CCAs signing up.
- d. Legislation is our primary function. We must keep our friends in Congress, work with the CDLs, and to go in and talk to our politicians to let them hear our problems. Thirteen people from WA are going to the 2015 lobby trip.
- e. Morley Steward of the Year award was discussed.
- f. Education program has been in flux. Discussed on how we budget our education. Income will all be listed together from now on. Expenses will be listed under the General category. The State Association is working closely with the NBA office to coordinate education and budgeting.
- g. Trustees have elected to change the Executive Board Chair from Sharee Eschenbacher to Tracy Cozad as of

November 17, 2014.

h. Debra moved to send Bill to a QuickBooks class that would be appropriate for the budget and pay him LWOP to attend. Motion passed.

i. MDA budgeted \$500. Only spent \$100 of it so far. Would like to get ideas for fundraising at the state convention and statewide training. Discussed ideas.

The meeting was recessed at 7:00 pm.

November 16, 2014

President Wiggins re-called the meeting to order at 8:05:am continuing New Business.

j. Sharlene was asked to assist a social security consultant to put on classes. She is going to try one. Sharlene is going to look into training for retirees at the state convention.

k. Sharee received the Band financial report.

l. Discussed several possible branch mergers and problems. We will support any branch considering merger.

m. Discussed if we need general outlines of our positions that spell out officer duties. People who want to write one can and we will look at them via email.

n. Brooks handed out mailing list divided by branch and asked us to work with assigned branches to correct them.

o. Brooks read from a 1992 newsletter clarifying the separation of Steward College and DOE expense. Discussion on how to reflect Steward College expenses accurately in the budget.

p. USPS security breach occurred and the Postal Service sat on the info for a while. Credit monitoring for one year will be offered to all employees.

q. Silent auction is run by the host branch. Donors should consider a minimum bid on all items.

r. Brian explained the new route adjustment process. There was a lot of discussion on it. If a person has a problem with the process the carrier can call Brian.

s. Brian expects at least quarterly articles from us. We have to communicate with Brian before we have expenses for visitation. Brian will authorize hotel when needed. Discussed how to keep in our budget for visitation. We have to be careful about doing legislation on the workroom floor.

t. Bill stated he will get the bylaw books out as soon as possible after convention from now on.

Brian expressed his gratitude to Branch 79 for letting us use their hall for these meetings.

The **next meeting** will be at the Olympia Red Lion. Executive Board will meet at 6 pm on Friday January.30. 2015. Officers will meet at 8 am on Saturday January 31, 2015 and on Sunday February 1 as needed.

The meeting **adjourned** at 12:40 pm.

STARTING A CONVERSATION WITH MY BROTHERS AND SISTERS

Jo Ann Pyle, Branch 79

I would like to start a conversation with union officers and activists within our state association. This has been on my mind for some time and I'm finally writing about it. My belief is that unions need to support other unions. We ask for help from our state and central labor councils for our issues and we try to reciprocate with other unions.

But unfortunately, what I sometimes see is that we are buying non-union products and services when union products and services are available. I'm not even necessarily talking about what we do in our private lives. I still don't get why some of us shop at Wal-Mart. Many of us drive cars that were not made in America. What I would like to see, however, is when we are representing union letter carriers and spending union dues dollars that we attempt to "buy union".

Sometimes there is no alternative,

but when there is we need to step up and walk the talk. Branches hosting state conventions and other events should make an effort to buy from union vendors. Business cards and other printed material do not always include a union bug. Why not? I realize that some of this stuff may be made 'in house' using branch labor and equipment and I'm not talking about this. But if these products are purchased through a company, why not use a union company?

Even cities that do not have a union vendor or printer can easily purchase items from a union company and have them shipped through USPS. When I hear feedback that union items are more costly I simply say, "Okay." Then we buy less or budget our resources in a different way. We sometimes hear from members of the public that we are overpaid or have too many "union" benefits. We disagree.

Article 17 of our State Association by-laws already includes language mandating that, "The Union Label shall appear on all books, papers, leaflets, bulletins or other stationery printed for and distributed by the State Association."

Our national president is a vice president for the AFL-CIO and the WSALC is affiliated with the Washington State Labor Council. Many branches are affiliated with their Central Labor Council. If we want the support of the labor community with our issues then we need to support others in the labor community.

I have already written a letter to our NALC President Fred Rolando asking for his leadership on this issue and I have also written to our state officers. I am not advocating going crazy here but I believe we need to start thinking about this and continue this conversation.

Commentary by Julia Benson, Branch 79.

Recent history ... Is it over?

Walmart is such an inspiration. They make so much money by outsourcing products from China.



Postmaster Donahoe's unveiling of the new plan.

I have decided that to be more cost effective, I will close down our local processing plants in Redmond, Tacoma and Wenatchee, WA.



We will then ship our mail to China for processing at the new mega-facility in Beijing. The turn around time will be slower, but the cost will be less since they have no unions there.



After our customers become fed up with the poor service, we will then ...



Sell out our company to the lowest bidder... OnTrac perhaps, or maybe my old friends at FedEx + UPS who have some financial incentives for me.



of course I will negotiate a nice retirement package for myself for all my hard work.



j.benson BR79
98027

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MDA FUNDRAISING

Chriss Daniels, Branch 79

Earlier this year I joined the Branch 79 MDA Committee due to being interested in helping Chair Brian Wiggins. I also wanted to broaden the scope of what to offer for MDA fundraisers. Branch 79 has been selling candy for MDA for a while now and although delegates seem to enjoy the candy, I wanted to rake in more money. (I love money!) I have a cousin, a sister-in-law and my husband has a childhood friend who are all affected by neuromuscular disease, so it hits close to home for me.

For Regional Assembly in Sunriver, Oregon I wanted to raffle off something that would bring in the dough and I did just that. Branch 79 raffled off a Kindle Fire HD and sold See's candy for a total donation of \$1054.00 for MDA. Brian Lindgren with Branch 130, Tacoma, raffled off a laptop for a total donation of \$835.00. Although we are from different branches, we were working for the same cause and had no problem helping each other out; after all we ARE all brothers and sisters no matter what branch you're a member of. I really enjoyed working with the Brians and I am looking forward to doing so again at the 2015 State Wide Training, Convention and Regional Assembly.

Thank you everyone for all your donations. Every dollar helps towards finding a cure for Muscular Dystrophy.

*Your Washington State Association
of Letter Carriers Executive Council
wishes Seasons Greetings, Joyous
Holidays, Peace and Prosperity in
the New Year to you
and your families.*

*Brian Wiggins, Ray Johnson,
Bill Bauder, Debbie Dixon,
Brooks Bennett, Sharlene Bowes,
Tracy Cozad, TJ Davis,
Sharee Eschenbacher,
Beverly Partin, Maleah Smitham*

Important NALC Dates

Regional Shop Steward College, Gold Bar February 8-12, 2015
Statewide Training Weekend, Wenatchee March 20-22, 2015
Intermediate Shop Steward College, Gold Bar April 19-23, 2015
WSALC Convention, Olympia May 1-3, 2015
Regional Assembly, Stevenson, WA October 25-30, 2015

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