

LETTER CARRIER

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OPPORTUNITY TO HELP YOURSELF

President Bob James

I read in the newspaper that the Postal Service will delay the closing of postal plants and post offices due to the requests from lawmakers. Another source of news stated that the moratorium for closures was that the Senate had made the requests until legislation is passed to overhaul the cash-strapped agency. One can only hope that the legislation is one that helps the Postal Service and not a proposal such as HR 2309, put forth by Congressman Issa which creates two different bureaucracy panels to oversee the agency. I am asked by Letter Carriers that see this and they ask me, "What can they do?"

My suggestion is many tasks can be done. First, educate yourself. Use a computer and go up to NALC.org and read what President Rolando is countering to the foes of the American Postal Service. On the same page you will see "NALC e-Activist Network". Click on that tile and sign up on your current e-mail to receive updates from the Letter Carriers about the various events, legislation and what you need to do to save your job.

On the same website, NALC.org, you will see a tile under e-Activist that is "GIMME 5 for COLCPE Contest". COLCPE stands for the Committee on Letter Carrier Political Education. Click on this tile and go to the section that "How to Contribute to COLCPE". There are a variety of opportunities to help save your job. For Active Carriers, you can use Postal EASE to sign onto payroll deductions using a phone or the Internet. For Active and Retired Carriers, you can sign up for an automatic deduction through your financial institution. And, for Retired Members can sign onto automatic deductions through your OPM annuity.

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PROGRESSION IS REQUIRED

(Even for safety violations!)

Director of Education Jo Ann Pyle

In the last issue of the newsletter I wrote about the Seattle District's increase in placing carriers on Emergency Suspensions. This month I'm writing about a similar misguided application of the National Agreement.

District staff has decided that safety infractions do not require management to issue progressive discipline. Many installations are ignoring Article 16 of the National Agreement and jumping to severe discipline, including removals, when lesser discipline could have been corrective.

Since this is happening in most installations in our area we assumed that it was coming from the District level. We were right. In addition to managers and supervisors all saying exactly the same thing, I recently had a postmaster read

(Continued on Page 5)

ROBERT J. (Bob) MORLEY NALC Shop Steward Award

Any member may nominate an active NALC Shop Steward. Nomination letters must be endorsed by the President or Vice President of the Steward's Branch.

RULES are simple:

- One nomination per letter.
- State why this Shop Steward is most deserving of the Robert J. (Bob) Morley Shop Steward Award.

The deadline for receipt of nominations for the 2012 award at State Convention is May 4, 2012.

Mail nominations to: Mary Martinez, Chairperson
11818 SE Mill Plain Blvd #303, Vancouver WA 98684

Check out the official State Association website at www.WSALC.org
(Created by **Kathy Higgins** and maintained by **Teressa Lenkey**.)

WSALC Officers for 2011-2013

ROBERT JAMES **President / Legislative Chair**
6210 Park Way, Lynnwood, WA 98036 e-mail: WSALCPrez@gmail.com
Phone 425-220-9709

NICK VAFIADES **Vice President**
PO Box 2403, Longview, WA 98632 e-mail: NVafi5@gmail.com
Phone 360-431-4131

BILL BAUDER **Secretary-Treasurer**
20417 N. Mt. Carlton Rd, Mead, WA 99021 e-mail: rrrbill2@aol.com
Phone 509-990-5245

JO ANN PYLE **Director of Education**
21110 46th Ave SE, Bothell, WA, 98021-7930 e-mail: Washington DOE@aol.com
Phone 425-485-3842

BROOKS BENNETT **WSLC Editor**
21110 46th Ave SE, Bothell, WA, 98021-7930 e-mail: LC36@aol.com
Phone 425-485-3842

SHARLENE BOWES **Director of Retired Members**
1225 N Baker Ave, East Wenatchee, WA 98802 e-mail: Lc681225@aol.com
Phone 509-884-8694

SHAREE ESCHENBACHER **Executive Board Chair**
17201 N Southbank Rd, Nine Mile Falls, WA 99026 email: EO532@aol.com
Phone 509-953-3027

JIM BURKE **Executive Board Member**
PO Box 546, Chehalis, WA 98532 email: burkeville1@aol.com
Phone 360-827-0337

DOROTHEA POE **Executive Board Member**
11570 Sterling Lane NE, Poulsbo, WA 98370-7900 email: dpoe@wavecable.com
Phone 360-271-5147

MIKE TOUCHET **Executive Board Member**
8212 72nd Ave E, Puyallup, Wa 98371 email: Br130.president@comcast.net
Phone 253-961-4917

BRIAN WIGGINS **Executive Board Member**
PO Box 12041, Mill Creek, WA 98082 email: BWiggins16@hotmail.com
Phone 425-508-7577

NATIONAL BUSINESS AGENT
PAUL PRICE **Pacific NW Region**
11818 SE Mill Plain Blvd #303, Vancouver, WA 98684
Phone 360-892-6545

Next Letter Carrier Deadline:
February 15th, 2012

LEGISLATIVE LIAISONS

STATE LEGISLATIVE LIAISON

RICK HORNER **First District**
12505 NE 116th St, A-14, Kirkland, WA 98034
Phone 206-818-9657 email: rhtrex@aol.com

..... **Second District**

MIKE BLAZEY **Third District**
3201 "M" St, Vancouver, WA 98663
Phone 360-695-5729 email: mmbd4@aol.com

JEFF BOHLINGER **Fourth District**
4602 Tieton Dr #H41, Yakima, WA 98908
Phone 509-965-548 email: bookrat@aol.com

ORVILLE ARNOLD **Fifth District**
6003 S Spotted Rd, Spokane, WA 99224.
Phone 509-838-1354 email: Orville@aimcomm.com

STEVE WILSON **Sixth District**
1800 E Deer View Circle, Shelton, WA 98584
Phone 360-621-4678 email: Stevenemail@hotmail.com

B J HANSEN **Seventh District**
PO Box 9623, Seattle, WA 98109
Phone 206-841-2558 email: bjhanzen79@aol.com

SCOTT JENSEN **Eighth District**
12201 261st Ave E, Buckley, WA 98321
Phone 253-224-7899 email: peorth4@hotmail.com

MARK MYERS **Ninth District**
16821 19th Ave SW, Normandy Park, WA 98166
Phone 206-284-3420 email: mfmbr79@gmail.com

LISA L. WOODEN **Tenth District**
1405 Clearbrook Dr SE Apt K202, Lacey, WA 98503
Phone 206-551-6959 email: llwooden@hotmail.com

AUXILIARY STATE OFFICERS 2011-2013

CLAUDIA HART **President**
2421 West Rockwell, Spokane, WA 99205-1555
Phone 509-325-4797

DOROTHY BUCK **Secretary**
6816 N Crestline, Spokane, WA 99217
Phone 509-465-4676

KAREN DESHAW **Treasurer**
1205 E. Lyons #152, Spokane, WA 99208
Phone 509-487-5190

Convention News

It's time again to plan for another great WSALC State Convention. We invite you all to Yakima, on May 18, 19 & 20 for the 2012 version, sure to be one for the memory books!

We will be assembled at the Howard Johnson Plaza Hotel,
9 North 9th Street, Yakima, WA; just off I-82 at Exit 33.

Theme for this year is "These Are Hard Times".

With all that is going on in Post Office,
we need to be prepared for whatever they throw at us....

Events for the Convention

Thursday 17th: Golf Tourney 12:00 - see Page 4 for details

Friday 18th: Auxiliary / Retiree Luncheon Pool Party / Dinner 6:00-8:00 pm.

Saturday 19th: Banquet Dinner 6:30 pm

Banquet Dinner and Pool Party Dinner ticket will be a combined price of \$50.00
for both nights; tickets and wristbands will be handed out at Registration.

Necessary changes in the hotel restaurant operations have resulted in its closure, however they still offer full service catering for our needs. As such the delegates will have a complimentary breakfast each day and Friday and Saturday dinners will be catered events. That leaves only a lunch option for delegates to buy. With enough interest in boxed lunches (similar to Regional Rap) they can offer us that also, each with sandwich, fruit, cookie, drink at a cost of \$15.00. If you're not interested in that there is a Dairy Queen, Pizza Hut, and Taco Bell in walking distance, other options if driving.

Friday Pool Party Menu will be Hamburgers, Chicken Strips,
Assorted Meats, Fruits, Veggies, Chips, Side Salads.

Saturday Banquet will be Yakima Valley Special Buffet: Baked Salmon, Roasted Prime Rib,
Green Salad, Roasted Red Potatoes, Seasonal Vegetables, Dinner Rolls, Cheesecake.
No host bar.

Housing: Room rate is estimated at \$95.00 + taxes, including 1 King or
2 Queen Beds, Continental Breakfast, Free Internet, Mini-fridge, Microwave,
In-room Coffee Service, Hair Dryer, Iron & Ironing Board and Free Parking.

Call Howard Johnson directly at 509-452-6511 or 1-800-446-4656
for reservations and mention the Letter Carrier State Convention.

More info will be on the registration form in the next newsletter.

See You Soon, Branch 852 Yakima!

9th DISTRICT UPDATE

9th Congressional District Liaison Mark Myers

On August 29th, Congressman Smith held a Labor Advisory Roundtable Meeting at the Machinists Hall in Auburn to meet with members of the labor community and discuss current developments in Congress. The NALC was represented by Washington State Association President Bob James, Branch 79 President Jo Ann Pyle, Tacoma Branch 130's President Mike Touchet, Vice-President Jeff Isrel and myself.

After introductions, I thanked Adam for his support of H.R. 1351 and asked him for his support on H. Res. 137. We told him that the Postal Service has reduced its workforce by 208,000 jobs since 2000, and since 2008, the NALC has worked with the agency to reduce the number of routes nationwide through a joint process. As Adam is the ranking member on the House Armed Services Committee, we asked Mike and Jeff to explain the destructive impact that ending Saturday delivery and laying off thousands of postal employees would have on the many military retirees working for the agency.

After Jeff finished his presentation, Congressman Smith stated, "I believe I can support that legislation". We thanked him and were certain we would soon see his name on the list of co-sponsors.

After some time had passed without his name being added to the co-sponsor list, I contacted Matt Perry, his Deputy District Director. I reminded him that H. Res. 137 was simply an advisory bill that supports the continuation of Saturday delivery. Matt stated that he would get back to me, and as of this writing, we are still waiting for Adam to sign on.

We need Adam's support on H. Res 137. If he has not signed on by the time this goes to press, please contact his office at 253-593-6600 or Toll Free at 1-800-Smith09 and ask that he please sign on to H. Res.137.

I did receive a letter from Congressman Smith regarding H.R. 2309, the Postal Reform Act of 2011, which the NALC does not support. His letter stated, "I have concerns that H.R. 2309 does not address the root causes of the Postal Service's financial difficulties. The Postal Reform Act would reject or terminate existing collective bargaining agreements and eliminate six-day delivery. While I agree that the USPS should reform to meet the modern demands of a competitive market, I believe H.R. 1351, the United States Postal Service Pension Obligation Recalculation and Restoration Act of 2011, is a better route to make the USPS financially stable."

Outstanding Service Award

It's the time of year to consider your choice for the Outstanding Service Award. To nominate a fellow Letter Carrier, you must submit a written resumé of his or her qualifications.

The qualifications are:

1. Very active in Union activities
2. Actively engaged in community service
3. An outgoing and giving character

Please don't be discouraged if your nominee hasn't been selected yet. It's very important to update your previous nomination letter as it will add emphasis. All letters that have been submitted in the past several years are reviewed.

Either send your letter to the Committee Chair, or hand carry it to the Convention. This year's Chair is:

Steve Schultz
E 426 Hawthorne Rd
Spokane WA 99218

Convention Golf News

The J.O. Shelton Memorial Golf Tournament sponsored by Community 1st Credit Union will be held at Suntides Golf Course, 231 Pence Road, Yakima, just off Highway 12 NW of Yakima.

Lunch will start @ noon Thursday, May 17th. Choice of Chicken Burger or Hamburger and drink. 18-hole golf with carts will be Shotgun start at 1pm. Cost - \$50.00 per person - 4 person teams

Extras will be \$20.00 for 3' Rope and 1 Mulligan per group of 4; \$5.00 for Putting Contest. Prizes for Longest Drive and Closest to Pin. Prize money to top 3 teams; Hole in One Challenge.

(More info will be on the registration form in the next newsletter.)

(Director of Education Jo Ann Pyle from Front Page)

Article 16.1 during a labor-management meeting. This was suspicious since all too often, managers and supervisors don't even look at the JCAM, let alone read it.

Shortly after this eye opener, I discovered that the District's Manager of Human Resources recently sent out a packet to all EAS employees. The packet included a memo authored by the HR Manager, stating that Article 16.1 of the National Agreement "discusses serious matters, such as 'failure to observe safety rules and regulations,' which **do not require progressive disciplinary action.**" (Emphasis added) The packet also included a portion of Article 16 and a regional arbitration from Texas.

Apparently THEY CAN'T READ! Article 16.1 states in part:

"... discipline must be corrective in nature, rather than punitive. No employee may be disciplined or discharged except for just cause such as, but not limited to, insubordination, pilferage, intoxication (drugs or alcohol), incompetence, failure to perform work as requested, violation of the terms of this Agreement, or failure to observe safety rules and regulations."

Somehow the HR Manager and others have misread this section and believe that because Article 16.1 specifically lists "safety rules and regulations" that this is somehow a license to ignore the progression requirement. As I hear them say this I can't help but scratch my head and think to myself "huh?" It actually says the exact opposite.

I believe most letter carriers can read this section and understand that the list of examples are types of infractions that management **must** have just cause to issue discipline and this **includes** "safety rules and regulations." It doesn't say that "just cause" goes out the window because there might be a safety infraction.

Later in the JCAM on page 16-3 it states, ***"Examples of Behavior. Article 16.1 states several examples of misconduct which may constitute just cause for discipline. Some managers have mistakenly believed that because these behaviors are specifically listed in the contract, any discipline of employees for such behaviors is "automatically" for just cause. (Emphasis added) The parties agree these behaviors are intended as examples only. Management must still meet the requisite burden of proof, e.g. prove that the behavior took place, that it was intentional, that the degree of discipline imposed was corrective rather than punitive, and so forth. Principles of just cause apply to these specific examples of misconduct as well as to any other conduct for which management issues discipline."***

Local management must not even know this section

exists in the JCAM. (It didn't help that the HR Manager left this portion out of his packet.) If management really read and understood Article 16.1, including page 16-3, they would know that even in cases of alleged safety infractions they must still have just cause to issue discipline and the discipline must be progressive. In severe cases, such as something like a roll away or blowing through a red light causing an accident, they wouldn't necessarily have to start progression with a Letter of Warning but for most safety infractions progressive discipline is still required.

The arbitration sent out by the HR Manager is not on point. That case was not just about a safety infraction. If they were all capable of reading and understanding the arbitration they would know this. As a back up Step B representative and a former arbitration advocate I know we can find many cases that support precisely what I am writing in this article.

The bottom line is that we want every letter carrier to be safe. But in spite of that, management must still issue progressive discipline for just cause.

Why? Because the contract says so. They must have "just cause", not "just cuz."

Training for 2012

- Basic Shop Steward College will be February 12th through the 16th. Deadline for registration is January 13th.

- State-Wide Training will be March 9th, 10th and 11th at the Coast Hotel in Wenatchee (509-662-1234). So far classes include: Basic Shop Steward track, Running Meetings, OWCP, Article 8 (ODL bypass), Fundraising, Article 12 (excessing), Transfers, Budgeting, Trustees' Duties, Legislative Issues, WSALC History, Why Unions Matter. Please reserve your rooms no later than February 6th to ensure availability.

- Year Two of the Regional program will be April 22nd through the 26th. This college focuses on grievances that are denied at the Informal Step A level and how to investigate, write and process a grievance at the Formal Step A level and if necessary, appeal it to Step B. Deadline for registration is March 23rd.

Registration fee for Steward Colleges is \$350 and will be accepted on a first-come first-served basis. Checks should be made out to WSALC and sent to me at 21110 46th Ave SE, Bothell, WA, 98021. **I need home addresses along with names.** All Shop Steward Colleges will be held at the Huston Center in Gold Bar.

If you are from a small branch without the resources to send someone to a Shop Steward College please contact me to discuss the possibility of a scholarship. The State Association wants every branch to have the opportunity to attend our training.

2012 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 1st, 2012. 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.

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 2012 WSALC Convention in Yakima, Washington.

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.

2012 WSALC MEMORIAL SCHOLARSHIP APPLICATION

APPLICATIONS MUST BE MAILED CERTIFIED AND POSTMARKED BY APRIL 1ST, 2012

Fill out application and mail to:
WSALC SCHOLARSHIP COMMITTEE
c/o Brian Lindgren
PO BOX 65365
Tacoma, WA 98464

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 2011-2012, 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.

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

* * * * *

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

(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.

(Signature of Applicant)

Minutes of Executive Council Meeting

November 19, 2011, Howard Johnson Plaza Hotel, Yakima WA

President Bob James called meeting to order at 8AM. Bob stated that he believes that the State Association is more important than ever because of all the changes going on. Our relationship with Congress is more important than ever and carrier involvement is critical. Mike Wahlquist will be here to do some training later in the day.

Roll Call - All officers present. Also attending were Regional Administrative Assistant Mike Wahlquist from the Regional Office; Henry Meyer, Convention Chair and Jerry Gilmore, Secretary/Treasurer of Br 852.

Reading of Previous Minutes - One correction: in Bob's report it stated that the State Association has more power than branches. Bob stated that that was wrong and that we have less power. It was moved seconded and passed to accept the corrected minutes.

Officers' Reports:

Bob James - President

June 7 - Meeting with Washington State Labor Council (WSLC) President Jeff Johnson, Secretary Lynn Dodson, Branch 79 President Jo Ann Pyle and Legislative Chair Rick Horner on help from labor signing up federal legislators on HR 1351.
 16 - WSLC Meeting-went over legislative session
 18 - Attended Tacoma Auxiliary 202 luncheon
 July 9 - Mobilization meeting in Tacoma
 10 - Mobilization meeting in Seattle
 17 - Attended Kitsap Peninsula Br 1414 picnic-they had letter writing campaign on getting Rep. Norm Dicks to sign onto H Res 1351.
 24 - Flew to Spokane and attended Br 442 picnic. Legislative action on getting Rep. Cathy McMorris Rodgers to sign onto H Res 137.
 27 - Attended fundraiser for Puget Sound Labor Agency Emergency Assistance Fund.
 August 3 - WSLC Executive Board Meeting. Closed NBA Regional Assembly accounts at credit union with Sec. Bauder.
 4, 5 - Attended WSLC State Convention in Seattle

19 - Attended Political Action Committee Training
 24 - Attended VIP day at Camp Seymour. Tacoma Auxiliary 202 did a great job on games and prizes for the kids.
 29 - Attended Rep. Adam Smith's Labor Advisory Board meeting.
 September 4 - Attended MDA Telethon and presented check
 5 - Attended Martin Luther King County Labor Council annual Labor Day Picnic and spoke with various candidates
 5 - Started working on Save America's Postal Service Rally's for state
 9 - Attended Snohomish County United Way Awards Breakfast
 11 to 13-Attended State Chairs meeting and lobbied the Hill in Washington DC on HR 1351
 14 - Attended Seattle Branch meeting and spoke about Save America's Postal Service rally
 20 to 22-Taught classes and helped at Intermediate Shop Steward College
 22 pm - Made presentation to Labor Communicators convention at Westin on Letter Carriers positions on legislation. Rick Horner and J Kingsbury also attended and spoke to group.
 25 - NALC Conference call
 27 - Attended and helped with Br 79 Legislative Conference. Thanks to Jo Ann and Rick Horner; RAA Mary did a great presentation
 Had three interviews on Rally. Attended and helped with Everett SAPS Rally
 October 1, 2 - Helped on MDA Fill the Satchel
 5 - WSLC phone bank
 9,10 - Attended Plannery
 15 to 17 - Attended National Rap
 18,19 - Put together branch newsletter
 22 - Attended campaign event for state candidate
 25 - Called federal candidates to get them started on NALC endorsement
 30 to Nov 4 - Attended Regional Rap, helped on legislative presentation, petition drive,
 November 6 - Branch 791 Bowlathon,
 8 - Attended local candidate election night results forum

11 - Attended Branch Food Drive meeting
 15 - Attended WSLC Executive Board meeting

Dorothea Poe - Executive Board

Attended Tacoma hosted legislative mobilization meeting lead by national representative Mike Rosenblatt, participated in teleconference calls, cite lead for Bremerton's save America's postal service rally, participated in the national teleconference call for cite leads for the save America's Postal Service rally, gathered several petition sheets of signatures to save America's postal service, gathered and sent pre-printed letter to Tea Party representative concerning Postal Service issues, wrote letters to Reps. Norm Dicks and Jay Inslee concerning H.R.1351/137, participated in Branch 1414 MDA Bowlathon and Fill-the-Satchel, attended Regional Rap training in Idaho, participated in gathering signatures at the Rap training, attended WA State Officer 2011 meeting, visited several assigned branches: Centralia, Chehalis, Kent, Kent Annex, and Covington, attended Scott Badgley's memorial service.

Jim Burke - Executive Board

On June 15th I was assigned by the NBA to the Raymond Post Office to investigate and file a staffing grievance. On July 8th I attended the Mobilization meeting at the NBA office in Vancouver. On Sept 27th I attended the rally at Herrera Buetler's office in Vancouver. On November 1st I collected signatures to preserve 6-day delivery in front of the Chehalis Post Office.

Jo Ann Pyle - Director of Education

June 7 - Met with the WSLC staff, Bob James and Rick Horner.
 July 10 - Attended mobilization meeting
 12 - Attended MDA Summer camp. Thanks to Brian Wiggins for his efforts.
 August 4 to 6 - Attended the WSLC Convention
 29 - Met with Rep. Adam Smith, Mark Myers, Bob James, Mike Touchet and Jeff Isrel.
 31 - NALC conference call
 September 18 to 22 - Held the Intermediate Shop Steward College

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Executive Council Minutes, continued

27 – Went to the legislative lunch and the labor rally. Credit to Rick Horner for getting people there.

October 9 – Went to Scott Badgley's celebration of life. Reported that there were a lot of people including managers there.

9, 10 – Held the Plannery

10, 11 – Helped with petition drive

14 -16 – Went to the National Rap.

30 to Nov 3 – Went to Regional Rap. Felt that it was well organized and the training was good. A lot of the WA State trainers conducted training.

November 6 – Attended the MDA Bow-lathon

Jo Ann also reported that she met with the new District Manager. She also said he wasn't following progressive discipline on safety issues. He said that he was going to try and attend a stewards meeting. She also reported that Kent Br 2038 was organizing a union appreciation night at a Seattle Thunderbirds hockey game for February 11.

Brooks Bennett- Editor

Brooks related that the mobilization meetings/conference call is one of the most progressive things that we do. The national conference call had a rocky start but it is a good idea. He attended the MDA summer camp at Lake Stevens. Brooks felt we need to show importance of having our branches affiliate with the WA State Labor Council. Branches don't have to join with 100% support. Attended the MDA. He taught at the Intermediate Steward College. He attended the 9/27 rally at Shoreline. A video of it was made and then sent off to the National office. He attended Fill the Satchel at the stadium. He attended the Plannery and felt it went well. He attended the National Rap in Las Vegas and felt it was interesting. Brooks related that it's important that the NALC get more aggressive in the political process. Patty Murray is getting a lot of press being on the super committee. He attended the Regional Rap in Coeur d'Alene. The petition drive was fun and the training was good. He attended the MDA Bowl-a-thon.

Mike Touchet - Executive Board

Since the last meeting I attended the Mobilization Meeting on July 9th in Tacoma at Branch 130's Hall. I attended Puyallup's Branch meeting on behalf of NBA Paul

Price to answer questions on DUO versus Article 12 excessing. On August 29th I attended Labor Advisory Meeting with Rep. Adam Smith, in attendance was President Bob James, DOE Jo Ann Pyle, CDL Mark Myers and Branch 130's Jeff Isrel. On August 31st I participated in a Washington State legislative conference call. On September 27th I participated in the Save the Postal Service rally at Congress Smith's office; it was a very successful rally. I was unfortunately unable to attend the Regional Assembly due to the moving of the DRT office, I am still organizing the new office.

Bill Bauder – Secretary/Treasurer

As soon as the convention was over, I had to get the quarterly payroll done and get all the payroll taxes done so there would not be any carry over into the next fiscal year. I had to get all the information to our accountant so they could start working on our LM-3 and IRS 990. I had to get the commendations done and mailed to the appropriate persons. I consolidated bank accounts and switched the Regional Rap accounts to Chase. I paid all the bills in a timely manner. During the quarter I attended Branch 442's mobilization meeting with Mike Rosenblatt and participated in all his conference calls. I was on the national call with President Rolando. I attended the WSLC convention. I attended a secretary/treasurer training put on by the Department of Labor. I participated in the rally at Rep. McMorris Rogers' office. I made all the arrangements for the officers' meeting in Yakima. I attended the Regional Rap.

Sharee Eschenbacher - Executive Board Chair

I finished my final week of Leadership Academy by spending a week at NBA's office. I went to my first MDA Summer Camp event at Camp Seymour. I attended the Mobilization meeting and subsequent Rally in downtown Spokane. I have been participating in the Legislative conference calls. As a State trainer, I attended the Plannery, taught at Intermediate Shop Steward College and the Rap Session. I report that the State books have been audited and are in excellent order. The Executive Board will be updating the state branch contacts during the next few months.

Sharlene Bowes – Director of Retired Members

In July Sharlene received CSRS and FERS retirement books from Branch 79 and began studying them. In August attended Spokane's retiree luncheon. She spoke on the importance of affordable health benefits. In September she attended Seattle's retiree luncheon and spoke about the importance of affordable health benefits. She attended the rally at Wenatchee's Post Office and was interviewed by a local radio station. There were 87 people and it had positive results. In October she attended Scott Badgley's celebration of life. She took a class on Income for Life at Wenatchee Valley College. She attended a seminar on FERS at Br 79 taught by John Sweeney.

Nick Vafiades – Vice President

July 8 – Attended the mobilization meeting

15 – Conducted an arbitration meeting in Spokane

27, 28 – Conducted an arbitration in Spokane

In July he also attended a COLCPE event in Pocatello. He also met with JHB. He also was appointed the Regional New Deliveries Coordinator.

August 4 5 – Attended the WSLC convention

15 to 18 – Attended National Intervention training

He also was on a radio interview.

September 18, 19 – Trained at the Intermediate Shop Steward College

27 – Attended the save the USPS rally
October 9 – Attended Scott Badgley's celebration of life.

9, 10 – attended Plannery

15, 16 – Attended National RAP

30 to Nov 4 – Attended Regional RAP
He also was on the National teleconference with President Rolando.

November 9 – He was 17.2'd to Lebanon, OR on an Article 24 issue

16 – He was 17.2'd to Puyallup on a 14-day suspension

Brian Wiggins – Executive Board

He attended a mobilization meeting with Mike Rosenblatt at Branch 79. He attended the MDA summer camp. He attended Scott Badgley's celebration of life.

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Executive Council Minutes, continued

He attended the rally with Bob James and it poured on them. He attended the Community Service Forum in Everett. He attended the MDA telethon in Seattle. Went to Century Link Field and participated in fill the satchel. He was in the Bowl-a-thon for MDA. He attended the North Sound branch meeting. He visited the Main Office in Bellingham. He visited Anacortes and Blaine offices. He has Lynden and Mt. Vernon left.

2012 State Convention Report - Henry Mayer stated that there will no meeting room charges. The room rate is \$92 plus tax. TJ Davis is planning the golf tournament at Suntides Golf Course. Friday and Saturday dinner meals are combined at a cost of \$50 for both meals. Friday is a pool party, Saturday is the banquet. Breakfast buffet included in room charge. Rooms will be released 30 days prior to the convention. On Friday there will be a combined luncheon for the auxiliary and retirees.

Auxiliary Report- Claudia Hart couldn't attend because she is recuperating from a fall. This may be last convention for the Auxiliary. Sharlene will be responsible for luncheon at Convention.

Unfinished Business - Regional assembly accounts closed and funds consolidated into one account at Chase Bank. It was discussed if we want to do a bylaw change clarifying whether a person can run for office and not be at the convention. The Board decided to bring it up at the next meeting if needed. It was discussed whether we want to change or add names on our bank accounts.

New Business - Bob James discussed the WSALC Assistant Secretary. He stated the bylaws provide two days lodging and per diem. He felt it would be ideal for a smaller branch person to help cover convention costs. He is looking for someone to volunteer.

Delegate at Large - Discussed and provided feedback on choosing a replacement for Scott Badgley.

Training - We discussed training at officer meetings and provided feedback on what we would like. RAA Mike Wahlquist conducted training on personal financial appraisal and improvement.

Congressional District Liaisons - Bob reported that we need a Liaison in the 2nd district. He is trying not to put too many positions on one person. He discussed possible people to consider. It is an important position now because on January 2 the re-districting boundaries will be announced.

Daily Work Record Booklets - We discussed what we want to do with ordering them. Jo Ann will price ordering more of them for next meeting.

WSALC goals - We need to individually be looking at what goals we want to be striving for. Bob stated maybe we could have training on it.

Politics - Discussed having National look at Congresswoman Herrera-Beutler. Some members feel she isn't with us on our issues. We discussed her issues. Bob James has been talking to candidates on how they can get help from National. We discussed the governor race. We do not do endorsements. Bob stated if anyone was interested in doing more legislative activities to contact him. COPE convention coming up. At the convention they will decide who labor indorses. Bob wants to send people to conference and the convention and if interested in attending let him know.

Legislation - Please post NALC fact sheet on HR 2309 on union bulletin boards. Post and hand out the request to call Congressional reps. This is not an R or D issue. These also can be used to increase COLCPE participation. We need to try to get people to write letters to get Cantwell and Murray to cosponsor S. 1853. NALC is also against S. 1789. Discussed the closing of all the different mail processing centers and how it will impact us. The public doesn't understand the impact it will have. State Legislative Liaison position is still empty. Bob is looking for someone active to fill it.

WSLC Political Action Committee (PAC) Training - Bob thanked us for allowing him to attend. There were two labor lawyers there. It was good to meet and talk to them. Talked about PAC, what we can and cannot do. Bob stated that COLCPE was only for national elections. If a state initiative is important we can use our money to support or oppose it, as an example a right to work initiative.

Branch assignments - Bob stated that he was glad to see people have started to do visits. He said we should pick up phone and start having contact. We should see if they have any functions happening. We had a discussion on what other branches are doing.

Constitutional Amendment - Bob gave us a proposed National Constitution change that would allow State Associations to hold a convention every three years. It will be discussed at next meeting.

Bylaws - Two being considered will be discussed at next meeting. There is talk about a bylaw change requiring the Webmaster to be an NALC or Auxiliary member. This was discussed.

Organizing - Bob reported our numbers are going down. Discussion if we want to send out letters to nonmembers. One branch paid a nonmember's dues for half a year and it worked for some.

Education - Jo Ann Pyle reported that the Intermediate Steward College was good. She wants to try using more ad hoc trainers. Next year the Basic Shop Stewards college dates are February 2 thru 16. Statewide Training will be March 9 thru 11. Regional Shop Steward College will be April 22 thru 26 and is in the second year of the four-year rotation. The State Convention is May 18 thru 20. Several ideas came up for training at the state convention including having training for retirees. Jo Ann only planned for two colleges because she is looking at local negotiations training. Bob stated we are going to offer a scholarship to Blaine steward Chelsea Bryant to attend the Basic Shop Steward College.

Website - The website slowly coming on line. We now have both WSALC.org and WSALC.com. We need to consider a backup administrator. We discussed several ideas.

WSALC Scholarship - Bob stated we need to get the committee going.

COLCPE - Pennsylvania sent out a post card to be returned for COLCPE. Brooks will price having one like it in our newsletter. Brooks gave a handout showing how many members each branch would need to get to achieve 10% participation overall.

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Minutes, continued

MDA- Brian discussed the MDA Muscle Walk fundraising event he and Brooks attended, which replaces the Stride and Ride. Many of the local team mascots were there. It is a fun ceremony as much as anything else. Dates for Washington Muscle Walks in 2012 are January 28th for Spokane, February 4th in Puyallup and March 3rd in Seattle. Local teams can register at MDA.org. A discussion was held on Fill the Satchel. Bob discussed face painting at Camp Seymour. Tacoma is doing a great job with their laptop drawing.

Food Drive - Mike stated that there is some grumbling about where the food goes locally. Bob stated that the Branch controls that. Brooks stated a lot depended on the sponsor.

NALC Field Plan for the Future - Bob discussed our political blueprint.

WSLC Labor Education and Research Center - Received a request for a donation. Brooks moved we donate \$100 to Washington State Education and Research Center and it passed.

WSALC Newsletter - Brooks thanked those who have written articles. He stated branch items would be appreciated. Brooks would like our publication focused at the workroom floor level. Branch presidents must sign submissions coming from members. He has been dealing with issues with the mailing list and is looking forward to getting the list updated with the State Dues Check Off in January. The bulk mail unit required us to pay \$515 more postage on last mailing because we weren't using the new barcodes. Brooks is looking at doing some design changes to the newsletter. He also requested that photos submitted have notes of who in them and who took them. Brooks is working to improve our timely mailing.

Date and place of next meeting: Feb 24-25, 2012 at SeaTac. Red Lion is the first choice, then Doubletree. Bill will arrange.

Bob thanked us for coming over to Yakima. He stated we are working well. He reminded us that March 15th is the deadline for officer reports for the convention booklets.

Adjournment - Moved and passed to adjourn at 5:42 PM.

(President Bob James from Front Page)

NALC uses COLCPE in playing defense to save our jobs. COLCPE is what helps Letter Carriers stand our ground with financial support to those in Congress that support the U S Postal Service and us. Letter Carriers must take the opportunity to use resources and assume the responsibility to take action to help the Postal Service survive and save your job.

Education I want to draw your attention to the education opportunities that National Business Agent (NBA) Paul Price and our Director of Education (DOE) Jo Ann Pyle have put together for 2012. NBA Paul and DOE Jo Ann realize that with the more aggressive attitude of Management to issue a written reprimand, time off without pay for just about any mistake that a carrier might make, needs to be responded to by a well trained Steward. A Steward who knows what information is needed to make a reasoned response to discipline. A Steward who knows what arguments and contentions to make that management did not have "just cause" to issue the discipline. At a time when carriers are being pushed to do more in less time, scan everything under the sun, never be ill-then the carrier is now being disciplined for making a mistake while trying to comply with mgmt directions to go faster or carry foreign territory because our employer will not hire. I hope that you will avail yourself of the opportunity to be more educated about our National Agreement and its Amendments.

"When you are in any contest, you should work as if there were - to the very last minute - a chance to lose it. This is battle, this is politics, this is anything." Dwight D. Eisenhower

Politics Your State Association (WSALC) plans on conducting an aggressive program to help in any way that we can to promote and move forward the National Association of Letter Carriers and the Washington State Labor Council (WSLC) 2012 political program. Success to me is a program that takes the

As I write this article in late 2011, I do not know where the Congressional boundaries for 2012 will be drawn. I am encouraging National that Washington State is an important state. My reasons for saying this are many fold. Keeping a Labor-friendly Senate member such as Maria Cantwell is of highest priority. Next, is with the addition of a Tenth Congressional District, our importance in the House is increased. I am encouraging Labor-friendly House members to sign onto our committees. NALC will provide support to those in important positions that support Letter Carriers. Next, our Governors race is very important. We have seen states that have turmoil because the Gov has decided that government employees should not have collective bargaining.

Stay tuned, because there will be many opportunities to assist in this endeavor. In February, there will be a WSLC Legislative Conference to hear what LABOR is doing in our state during the special session of the Washington State Legislature and do early endorsements. Later in 2012, there will be a Committee on Political Education (COPE) Endorsement Convention. This will be where LABOR makes endorsements of the various candidates running for office. In 2012, NALC will be releasing carriers to work in the LABOR campaigns. To be considered for release, you must have an interest in politics, legislation and contribute to COLCPE.

WSALC Delegate-At-Large I have appointed active carrier Chris Warren from Branch 442 to this position. I do want to thank all those that gave me input on this decision.

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PLAN YOUR FUTURE ON THE GO

Director of Retired Members Sharlene Bowes

So you're retired now. What is next? Surely there is more to life than 30 years of sitting in a chair and watching TV. Well, there is a lot more; you just have to plan.

Most people find there are four distinct phases to retirement with different things to plan for in each one. That is the key: planning.

The first phase is the "honeymoon phase". The main emphasis of this phase is to map out your retirement life that will sustain you when the post honeymoon letdown begins. You can research volunteer organizations to see if that interests you or maybe find a part time job that feels like fun instead of work.

Then we enter the Active Living phase. By now you will be over the "post honeymoon" letdown. You will

be healthy (hopefully), happy and ready for adventure. Maybe you want to travel the country or the world. Travel is a common goal during this phase. Maybe you want to volunteer on a nearly full time basis for one of the organizations you researched. Maybe starting a small business that you always dreamed of is more your style.. The point is you will know what it is you want to do because you already made your plan.

There comes a time when you can feel yourself slowing down. It's harder to get around. This is the time for more "gentle" activities such as organizing and cataloging family photographs or writing your own memories so your grandchildren can learn about how you lived. You might still want to travel some but tours may be more your style

where you can enjoy the ride and leave the planning to someone else.

There will probably come a time when it will be necessary to depend on someone else for help. We have to face the fact that we will need help for some of our daily living chores. There is no need to obsess about it but you need to think about this phase well in advance so you will know how to handle it when the time comes.

So there you have it. I am in the second phase right now and am loving it. Being the Director of Retired Members is so perfect for me because I can stay in contact with all of you and still have time to travel the country in my beautiful motor home.

Important NALC Dates

Basic Steward College, Huston Center February 12-16, 2012
Statewide Training Weekend, Wenatchee March 9-11, 2012
Regional Steward College, Huston Center April 22-26, 2012
NALC 'Stamp Out Hunger' Food Drive May 12, 2012
WSALC State Convention, Yakima May 18-20, 2012
NALC National Convention, Minneapolis July 23-27, 2012
Regional Assembly, Park City UT October 7-12, 2012

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