

The Washington State

LETTER CARRIER



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IF A TREE FALLS...

Vice-President Ray Johnson

“If a tree falls in the forest and no one is around to hear it, does it make a sound?” is a philosophical thought experiment that raises questions regarding observation and perception.

I think it also applies to all of us, and how we make the choice to complain about anything and everything, or if we choose to try and be an advocate for change.

I haven't always been an advocate; I used to be the complainer. I grew up in an anti-union household. My father was a supervisor at a logging company, and despised unions, and all they stood for. All of my relatives except for a few, despised unions. The few that were pro-union and advocates in their company were often ridiculed behind their backs. I was brought up to believe that unions protected the lazy, that they bankrupted companies and so on. This continued into my military career, where I saw the unionized civilian workers seemly getting better treatment than the rest of us. My work philosophy growing up was if you work hard your company would reward you with pay raises and promotions. This was probably true in my father's generation, and his line of work, to a point. My father was only allowed to go only so far in his company due to his lack of a college degree. He was also hurt pretty bad on his job, and the company response was to force him into early retirement. Now that he is no longer any use, kick him to the curb.

It wasn't until I was hired on at the Post Office that I really began to learn about unions and their importance. I was paying my dues, and that was it. I knew that I was member but knew little else about what our union did for us and didn't care. My branch president talked me into being a steward, but my heart wasn't in it, I was doing it because I didn't know how to tell him no. It didn't last very long, so I quit being a steward, and went into management. My childhood philosophies came back to me, work hard, get promoted, and move up. I hated it, didn't like the way I was being told to treat the employees, but continued on, I wanted to live up to my families' traditions and values. I

Continued on Page 4



**State Convention is
coming soon!**

- Items are wanted for the Silent Auction.**
- See inside for proposed bylaw changes.**



Delegates to the 2018 Statewide Training Weekend gather in the courtyard of the Wenatchee Convention Center.

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Phone 360-892-6545

Next Letter Carrier Deadline:
June 10, 2018

WSALC INFORMATION 24/7
at your website: <wsalc.org>

AS TIME GOES BY

Executive Board Member Mike Poff

Hello everyone! Back in October I went to San Diego for the Branch Officers Training that is put by National. The training was very informative and the trainers were excellent. I would like to thank them for the training.

In January I put together my packet and submitted it for the next leadership class. I have received confirmation that it was received and that I would be notified at a later date if I have been accepted or not.

In February I held the 3rd annual Kathy Burger Memorial Bowl-A-Thon to raise money for MDA. Branch 442 raised a total of \$2620.50. I would like to thank those who made donations, bowled and those who collected money great job folks. I would like to give a special thanks to my committee members for helping, Brian, Heather, Steve, Sharee, Melissa, Barb and Tori. Thanks guys!



LEADERSHIP ACADEMY

Executive Board Member Tammy Gatlin

This last year I had the honor of being accepted into the NALC Leadership Academy Class 22. It made for a hectic and exciting year. The NALC Leadership Academy is four weeks of intensive training focused on helping to build effective leaders.

The whole experience far exceeded my expectations. It definitely took me out of my comfort zone and challenged me in a unique way, one that I will forever be thankful for.

I had the chance to meet 29 other amazing people and able to all get through this experience together and come through it as friends. Although it was a lot of work I was lucky to be able to learn from the best instructions. As well as get through some amazing classes and lectures while working one of my biggest fears, which is public speaking, and although it is never easy to get up in front of a group of people I feel that I am much more confident and better equipped to put myself out there. I have the proper tools to be a great public speaker and I knew with practice I will continue to get there.

So in closing it was an amazing experience one I would highly encourage other people to apply to. I knew the deadline this year has passed but please consider apply for class 2019. I believe the NALC Leadership Academy is an invaluable tool to propel members to having goals and visions to being visionary leaders. I promise to utilize everything that I've learned to the best of my ability to strengthen the NALC in any way I can.



Leadership Class 22

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Johnson from Page 1

finally had enough and despite what I felt I “should” be doing, went back to carrying mail.

Fast forward a few years, and I was going through a pretty nasty divorce, and was in a pretty low spot in my life. A life ring was thrown to me by our new Branch President, Tracy Bert, where she offered me a chance to focus my energy in a positive manner by once again becoming a steward and running for branch officer. This time I was in the right mindset and went into these new duties with a new vigor. I soon learned that having a voice in my work and how it is running, gave me a new outlook on life. I delved deep into the union, and for the first time in my life I actually enjoyed what I was doing, I had a purpose, and it felt good. I was moving up, but now it was in a positive manner for me, I was able to help people, not bring them down. I had a voice, a voice that was never heard before, not growing up, not in the military, and not even in the Post Office while working in management. People listened to me, valued my opinion, right or wrong, they listened to me. My voice will continue to be heard, well into my retirement (although that is still few years away).

Back to the original question, the one about the tree and the forest. Your tree will be heard only if you choose to have it heard. Go to your union meetings, get involved, become active. When that tree falls, make sure it is heard. You have something to offer, but if no one knows about it, the tree is falling in the forest and it won't make a sound!

RETIRING SOON?

Dick Bussa, Branch 130

For those of you who are anticipating retirement in the near future, let me ask you a question. Do you think you are ready? Have you taken any opportunities to attend any sort of organized imparting of information concerning the step you are considering taking?

To those of you who have attended such a seminar, the question is probably not a silly question. But, if you have not looked into the many points to consider at such a momentous occasion, you probably think, “How hard can it be?” In truth, retiring is not all that hard. All you need to do is request the forms, fill them out, send them in, and wait for your first check.

Know what you are going to do about health insurance? Or life insurance? Or, how about what you have been diligently saving in your TSP account? Have you looked into what is going to happen to all those things?

In order to serve our Brothers and Sisters throughout the state, many of the larger branches have begun putting together classes to discuss those points, along with many other items of interest as you approach this life-changing event. FEGLI, HBP, TSP, SRS, and many other terms, and programs they cover, are discussed in

these classes for the benefit of those who may not fully understand them. These issues are of extreme importance to you as you prepare to make your decision.

Here in Tacoma, Branch 130 has begun sponsoring such classes. Currently, they are being scheduled on a semi-annual basis, with one held in the spring and one in late summer. Our next class is scheduled to be held in our Branch Hall at 3502 S. Pacific Avenue in Tacoma. We begin our sessions at 5:30 P.M., just in time for supper. We enjoy a meal hosted by Branch 130, and dive right in to sharing our information around 6:00. We hosted this event last fall, and again in early March of this year. The gathering breaks up around 8:30 – 9:00, after questions from the attendees are answered.

Make plans to join us, whether you are planning to retire this year, next year, or even twenty years from now! The more often you attend one of these sessions, the more prepared you will find yourself when it is time to order your own “Blue Book” and join the “Last Punch Bunch”. Bring your significant other. Two pairs of eyes and ears are better than one.

LCPF DISCLOSURE

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 guidelines amounts listed above are merely suggestions, and you may contribute more or less than the guidelines suggest and the union will not favor or disadvantage you by reason of the amount of your contribution or your decision not to contribute. 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 taxes. 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.

DIRTY RATS

Carol Mesford, 10th District LCCL

Imagine that you come home from work and you find your house infested with rats. They are eating your wallet, your television, your precious (like mine!) cell phone, even your bed. What would you do? Would you fight them? Sic the dawg on 'em? Call an exterminator? Close your eyes and pretend they aren't there? You could get yourself a nice cardboard box and a George Foreman grill with a long extension cord and live under the overpass. Most of us, of course, would take some positive action that makes sense.

There are dirty rats in high places that are constantly attacking our and other federal workers' wages and benefits. This is slightly more complicated than eradicating rats in our homes, but not that complicated. We must be vigilant and continue to support candidates who support us and fight to preserve our way of life. When I was young, I wanted to save the whales but could not see strapping myself to the Greenpeace Rainbow Warrior ship to help fight global whaling. So I threw money at it instead by making a monthly contribution to the cause, so that others could fight in my place. Not all of us can be strapped to the ship, but all of us can give to the Letter Carriers Political Fund. No union dues can be used for political contributions. That's where the LCPF comes in. The money from this NALC managed fund is used to help Letter Carrier friendly candidates get elected (or stay in office) and for activities related to saving the Postal Service such as the successful "Stop Staples" campaign, fighting Post Office closures and mail processing plant closures, saving 6-day mail delivery and door to door delivery. NALC Legislative Liaisons, like myself, have made trips to Washington



DC as a delegation to personally meet with our Representatives and Senators, developing relationships and underscoring the importance of maintaining a vital and vibrant universal Postal Service.

What the dirty rats want to take away from Federal Employees (us!): the Trump administration's budget proposal for 2019 would *increase your contributions* to your FERS account 1% per year for up to 6 years (without increasing any benefits!) costing active carriers up to \$3600 annually after 6 yrs. If you attended Dick Bussa's excellent Retirement Seminar, as I did, you would have learned about the "High 3" years average for calculating your retirement check. The dirty rats want to change this to "High 5", reducing your pension benefits for life. You do the math. The president's budget also calls for eliminating the annuity supplement that covers the gap for FERS retirees before they qualify for Social Security benefits at age 62; it eliminates or severely reduces COLAs (cost of living adjustments) for present and future retirees and eliminates COLAs entirely for FERS retirees. After you've worked your body parts to the bone to deliver America's mail, this is the thanks you get. Got a TSP

G Fund? They want to lower your interest rate! They want to you pay even higher premiums for your Health Care. But wait... that's not all! This budget proposal includes over \$45 Billion (with a B) vaguely defined Postal Service cuts, eliminating a day of mail delivery (goodbye 80,000 letter carriers) and scaling back door delivery (goodbye more letter carriers). Wow, now that's service!

Are you going to: A) Play a video game and pretend that all is well? B) Stand up and fight? C) Take action and give to the Letter Carriers Political Fund? D) Contribute to the Letter Carriers Political Fund and play a video game? If you answered B, C or D, I am proud and thankful that you are standing with me to fight for our livelihood. If all of us gave \$5.00 per pay period, we would be in great shape. Some of us give more. For the price of a latte, you can have a form of "job insurance". Get the NALC app for your phone. Press Gov't Affairs, scroll down and press Letter Carrier Political Fund and sign up. Enter your name, email, phone and NALC Branch number and press submit. NALC will contact you to help you sign up.

It's that easy!



CONVENTION ACTIVITIES INFO

WINE TASTING

Wine Tasting Poker Run Kicks off Thursday and will run throughout the weekend. Participants will receive tickets and a map to seven hand picked wineries where they will receive a two glass pour (most tastings in WW will run you \$10-20 each) of featured wines from those wineries. You will collect a card from each winery to create a winning poker hand. The winner will receive a basket with a bottle of wine from each of the wineries. Arrangements can be made to ship the wine back for the winner if needed. The cost will be \$20 per person and all net proceeds will go to the MDA.

FRIDAY LUNCHEON

Lunch Friday will be \$25 a person and will most likely be buffet style as well. Time to be coordinated with the state and events center.

FRIDAY EVENING

Friday evening will feature a Kick Ball Grudge Match at Borleske Stadium Home of the Walla Walla Sweets. This will be a EAST vs. WEST kick ball game with the winning team taking home a trophy and bargain rights to display at their Union hall of choice. Spectators are encouraged to turn out and root on their team. Tickets will be \$20 and will include all you can eat non-alcoholic beverages and

food (dogs and burgers). Alcohol will be sold at the event for those wanting that option. Net proceeds will go to the MDA.

SATURDAY BANQUET

Dinner tickets for Saturday will be \$40; we're leaning towards buffet style. There will be musical entertainment following the dinner. DJ, Dance floor style. Happy Hour at 6 pm. Dinner Service at 7 pm.

GOLF

(see page 8)

Golf Tournament is a 1 pm shotgun start. The price of \$125 per player includes a catered awards dinner to follow the tournament. A very nice set of trophies is being created to award the winners (one is for the best overall/corporate sponsor and there is one specifically for the best NALC team) so bragging rights are on the line to be displayed at a branch. Additionally there will contest and prizes throughout the course...all to raise money for the MDA. We have two hole-in-one prizes already (a car from Dodge and a hot tube from Walla Walla Sew and Vac). This should be an amazing a fun golf fundraiser and we're hoping to just kill it for the MDA. Players wanting to "split the course" and play 9 should contact me to make those arrangements as we have a plan to address that.



RETIREE SEWS FAB QUILT FOR MDA

Jo Ann Pyle, Branch 79

Earlier this year I was contacted by retired member (and my friend) Joni Marsicano about the possibility of her sewing a quilt out of old food drive t-shirts. Joni was a Mill Creek letter carrier and currently lives in Tennessee. Joni suggested we use the quilt as a fundraiser for the branch. I started by raiding closets at home and made an announcement at the branch meeting asking for t-shirts. We sent them to Joni and she began working on the quilt.

The quilt arrived recently and it is beautiful. We decided it would be raffled off at the state convention with proceeds going to MDA.

Thank you Joni for donating your skill, time and materials for this lovely project!



CONVENTION MEALS & ACTIVITIES

Please make checks payable to **NALC Branch 736**
and mail to: **PO BOX 2314 Walla Walla, WA 99362**
before May 1, 2018.

Questions? Please call Toby Swank (509-520-5782) or
Andrew Underwood (509-629-0344)

MDA Poker Run (Event includes wine tasting at 7 wineries and the winning hand will bring home (or we can ship it!) a basket of up to 7 bottles from the participating wineries.

Thursday (at arrival) - Sunday (10am)

_____ X \$20.00 (see above) = _____ (# of people)

Kick Ball Grudge Match EAST vs. WEST - Winner takes home the trophy and WSALC State Convention Immortality. Event includes an all you can eat food and drink (non-alcoholic) on the Sweet Spot @ Borleske Stadium. Alcohol will be served at the event and will be no host.

_____ X \$20.00 (see above) = _____ (# of people)

Friday Buffet Style Luncheon 12:30 pm @ Marcus Whitman Hotel

_____ X \$25.00 = _____ (# of people)

Saturday Buffet Style Banquet 6:00pm Happy Hour
7:00 pm Dinner Service

_____ X \$40.00 = _____ (# of people)

Additionally please see attached golf sign up sheet on Page 8. If you are planning on playing in the golf tournament please fill out and return the sign up sheet before May 1, 2018.

**Make checks payable to NALC Branch 736 and mail to
PO BOX 2314 Walla Walla, WA 99362.**



**DODGE
HOLE
in
ONE**



COMMUNITY 1ST
CREDIT UNION

**WALLA WALLA
SEW & VAC
HOT TUB
HOLE**

J.O. Shelton Memorial GOLF TOURNAMENT

May 31st 2018 • 1PM Shotgun Start
@ Wine Valley Golf Club

176 Wine Valley Road | Walla Walla, WA 99362

Tournament Sponsor Opportunities:

Lead Sponsor \$2500

- Signage everywhere at tournament and on all promotional material provided by WSALC
- 4 player team
- Booth at tournament to promote products and services
- Swag of choice in player bags

Hole Sponsor: \$1000

- Signage at hole provided and on all promotional material provided by WSALC
 - 4 Player team
 - Booth at hole to promote products and services
 - Swag of choice in player bags
- (creative hole in one contest opportunities-limited)

Contest Sponsors: \$500

- Dream Drive (\$5 person, \$20 team)
- Putting Contest (\$5 for 3 shots)
- Chipping Contest (\$5 for 3 shots)
- Signage at contest provided by WSALC
- 2 player team
- Swag of choice in player bag

Cart Sponsorships: \$100

- Signage on cart provided by WSALC
- Swag of choice in player bag



Tournament to play: \$125 per player

includes 18 holes and a cart • Awards dinner at end of round

1 beverage of choice • and Player Swag Bag

Mulligans (\$5 each - cap 4) • Golden tees (\$5 each - unlimited)

Player 1: _____ Telephone: _____

Company: _____ Address: _____

City | State | ZIP _____ 18 hole Handicap: _____

I Wish to golf with:

Player 2: _____ 18 hole Handicap: _____

Player 3: _____ 18 hole Handicap: _____

Player 4: _____ 18 hole Handicap: _____

Please submit entries by May 1, 2018 • Make checks payable to NALC Branch 736

Mail to PO Box 2314, Walla Walla, WA 99362

All proceeds go to benefit MDA and are tax deductible.

We encourage all sponsors to get as creative as they want with their booths and presence at the course bring your own tents, shade, promotional materials, employees/volunteers, give aways....we encourage you to have fun promoting your business, products, and services. Please contact Toby Swank 509-520-5782 in advance to make accommodations

OFFICERS MEETING MINUTES

Red Lion Hotel, Seatac, WA - March 3 - 4, 2018

Secretary Treasurer Maleah Smitham

Saturday 3/3/18

Called to order at 8:05 am by President Brian Wiggins

Roll Call of officers: Missing DOE Sharee Eschenbacher.

Reading of previous minutes – approved as distributed.

Officer Reports:

Brian Wiggins - 11/5-10/17 Attended Regional Assembly at Sunriver, OR.

12/3-5/17 Attended Western State Chairs meeting at NALC headquarters Washington, DC.

1/13/18 Attended Tacoma Br.130's installation dinner

1/26/18 met with Rep. Adam Smith's political director about NALC legislative issues

Ray Johnson Have been teaching Carrier Academy every other week -November 16 branch Safety meeting -December elected Branch Vice-President -January 21, State Trustee meeting -January 6 Branch 130 Installation Dinner -February selected as Branch customer connect coordinator -attended all Branch 2038 meetings.

Tammy Gatlin - Oct 20 – 22, 2017 Executive Board meeting to go over books

Nov 6 -10 – Regional Assembly

Dec 3 - 8 - fourth week of Leadership Academy.

Dec 14 - Branch 2038 meeting.

Jan 4, 2018 Branch 791 meeting in Everett.

Jan 11- Branch 2038 meeting

Jan 21 - Executive Board meeting to go over books

Jan 29 – Feb 2 Leadership Academy week five working in Vancouver at NBA's office

Feb 8 - Branch 2038 meeting

March 3 - 4 - Executive Board / State Officer meeting

Mike Poff - Officers Report for March, since our last meeting I have made the majority if my branch meetings. Missed one due to being sick. In November of 2017 I did attend Walla Walla's branch meeting on the 8th. On the 14th did an office visit to Pullman. On the 15th had a bowl-a-thon meeting. In December really did not do much other than work and family time for the holiday. In January on the 3rd had a bowl-a-thon meeting. On the 11th I did an office visit to Walla Walla. On the 19th did an office visit to Pullman. The 21st audited the state books. On the 31st held a bowl-a-thon meeting. On February 7th held a bowl-a-

thon meeting. The 22nd had another bowl-a-thon meeting. On the 25th the branch held the 3rd annual Kathy Burger Bowl-a-thon to raise money for MDA. I was glad to be part of this great event as the coordinator. We raised \$2620.50 I would like to thank all you took part and donated money.

Sharlene Bowes – Attended Spokane Retiree Luncheon on November 11th. The number of veterans attending and their obvious dedication to their/our country inspired me. Installed Wenatchee Branch officers on Jan 11. Gathering information on candidates running against Dino Rossi for Dave Reichert's 8th District seat. Working on a class about disability retirement for Statewide Training.

Tracy Cozad Since the officer meeting in October, I attended Formal A and Beyond, then RAP in Sun River, Oregon in November. In December I had Week 3 of leadership academy at the Maritime Institute in Baltimore. In January I worked a week at the Regional Office in Vancouver and then attended Bremerton installation dinner. I attended a trustee meeting to audit the books of the state. I am currently working on all the preparation for our food drive in May.

Maleah Smitham Since our last meeting in October, I have attended Formal A & Beyond training in Baltimore, Regional RAP in Sun River, and many retirements within the Branch. I have attended the Tacoma Installation Dinner, Puyallup Holiday Dinner, Auxiliary 202 Holiday Dinner, and the Puyallup Installation Dinner where I installed the new officers for Branch 1484. We had a memorial Service at the Union Hall for Cody Bryan in January also, lots of memories of an outstanding Union Brother. The State Association had two tele-cons on the changes being brought about from National, and the Trustees audited the books in January.

Brandon Wilson Since being appointed as Director of Media in December, I have participated in the 2 telecons on the changes being brought about from National. And I have been working on the website. I look forward to working with the Executive Council and bettering the website for all.

Brooks Bennett – Was ill in the winter and missed my

Continued on Page 10

Minutes from Page 9

own branch meeting, first time in 13 years. Have had a lot of conversation with a couple of branches about poorly conducted route inspections and appropriate remedies; also Safety Ambassador program and using city carriers to conduct rural route counts. New revision of national route inspection & adjustment resource is due soon. Congrats to Brandon on our new state website, which is looking very good. Back issues of the newsletter are being posted this weekend.

Dave Dugan Dec 6, 2017 Olympia station visit.

Jan 6, 2018 Attended Branch 130's Installation dinner.

Jan 27 Attended Branch 1414 Installation.

Feb 2 -3 WSLC Legislation lobbying conference in Olympia WA,

Discussion on continuation of the Robert Morley Award and the the Award. Motion and second to change name to WSALC Robert Morley Steward of the Year Award, passed. The State will create line item. Committee will be Sharee/Nick & Mark starting members and will become a rotating committee.

Washington State Labor Council Convention Tammy Gatlin and Kevin Ernest will be delegates on behalf of the State Association July 16 – 19 in Wenatchee.

Legislation President Wiggins gave an update on this front. We talked about the need to get more people signed up for LCPF. He talked about the goal to increase the number of contributors.

Statewide Training - the need for classes and class ideas was passed around.

Website Brandon spoke of the website and the need for content. He asked about getting pictures and videos. He spoke of links to the apps and advertising what we need. There was discussion from the council on ways we would like to see the website and improvements.

We adjourned for lunch at 12:00 and returned at 1:03.

Newsletter - Brooks spoke on the need for content to the newsletter and what types of article the body is looking for. We need articles that cover the information that carriers need. Next newsletter will be mailed around mid-April deadline will be 15 March 2018, and will contain mostly convention information.

Secretary/Treasurer Report - Rooms have been reserved for all officers to stay at convention, if officers want to stay the extra night it will cost \$189.00 plus tax and

officers must let me know by early May. Also, per diem/mileage amounts for state convention were passed out to be completed, so that in May checks may be written out. The state of the financials are good, we have approximately \$118,000 in the bank, but the council meeting isn't paid yet and the bills for this meeting haven't been paid either.

Trustee report on By-laws proposed to be changed: Article 8 Section 7, Article 6 Section 1, Article 8 Section 2, Article 8 Section 6 – pay. There are a few more by-laws that will need to be written tonight and we will revisit at Sunday's meeting.

Budget was started, we started from the fixed items and started filling in the blanks and worked on it until 7:00 pm

Recessed at 7:00 pm until 8:00 Sunday morning.

Sunday 3/4/18

8:00 am Executive Board started with a side meeting.

Budget was revisited and the Executive Board made a recommendation that the Secretary/Treasurer set up separate accounts for State Convention and National Convention funds as budgeted. This recommendation will be brought up at convention for discussion with the Delegates. These would be separate savings accounts so the money budgeted is visible.

Motion and second to accept the budget and present the proposed budget to the Convention passed and will be present in the Convention booklets.

By-laws were re-visited and section 8-6 was passed

Motion and second to purchase 250 business cards for our Director of Media, Passed.

Upcoming convention: President Wiggins and Wayne Matthias will do a walk thru in the next couple of weeks to sort out any last minute issues.

The Scholarship debate of the 2017 convention was considered. It is the agreement of the Executive Council that the Scholarship Committee needs to clear up the language and fix the issue in the rules of the scholarship.

Our **next meeting** will be at the Marcus Whitman Hotel in Walla Walla on May 30, 2018. Trustees and Secretary/Treasurer will meet at noon. The rest of the Executive Council will meet at 5:00 pm in the same location.

Meeting was **adjourned** at 12:00 pm.

PROPOSED BYLAW CHANGES

1 Proposed change to Article 6, Section 1

Article 6, Section 1 now reads:

Officers

Section 1. The elective Officers of the Association shall be President, Vice-President, Secretary/Treasurer, Director of Education, Editor *Washington State Letter Carrier*, Director of Retired Members who shall be a retired member, Director of Media, all of whom shall be elected on odd years and the Executive Board of five (5), two (2) of whom shall be elected on odd years, and three (3) of whom shall be elected on even years. These officers shall be elected biennially and hold office for two (2) years or until their successors are duly elected and installed.

Change by deleting the word “These” from the last sentence.

Article 6, Section 1 would then read:

Officers

Section 1. The elective Officers of the Association shall be President, Vice-President, Secretary/Treasurer, Director of Education, Editor *Washington State Letter Carrier*, Director of Retired Members who shall be a retired member, Director of Media, all of whom shall be elected on odd years and the Executive Board of five (5), two (2) of whom shall be elected on odd years, and three (3) of whom shall be elected on even years. Officers shall be elected biennially and hold office for two (2) years or until their successors are duly elected and installed.

**Presented by Branch 79, Seattle, Washington
Passed at a regular branch meeting on February 14th, 2018
at Seattle, Washington**

2 Proposed Change to Article 6, Section 1

Change Article 6 Section 1 as follows:

Delete Director of Education

The above section would then read:

Section 1. The elective Officers of the Association shall be President, Vice-President, Secretary/Treasurer, Editor *Washington State Letter Carrier*, Director of Retired Members who shall be a retired member, Director of

Media, all of whom shall be elected on odd years and the Executive Board of five (5), two (2) of whom shall be elected on odd years, and three (3) of whom shall be elected on even years. These officers shall be elected biennially and hold office for two (2) years or until their successors are duly elected and installed.

**Presented by Branch 130, Tacoma, Washington
Passed at a regular branch meeting on March 1, 2018**

3 Proposed Change to Article 6, Section 1

Article 6

Section 1: The elective officers of the Association shall be President, Vice-President, Secretary/Treasurer, Director of Education, Editor *Washington State Letter Carrier*, Director of Retired Members who shall be a retired member, Director of Media, all of whom shall be elected on odd years and the Executive Board of five (5), two (2) of whom shall be elected on odd years, and three (3) of whom shall be elected on even years. These officers shall be elected biennially and hold office for two (2) years or until their successors are duly elected and installed.

Change article 6 section 1 by combining the positions of Director of Education with the Vice-President

The above section shall then read:

Article 6

Section 1: The elective officers of the Association shall be President, Vice-President/Director of Education, Secretary/Treasurer, Editor *Washington State Letter Carrier*, Director of Retired Members who shall be a retired member, Director of Media, all of whom shall be elected on odd years and the Executive Board of five (5), two (2) of whom shall be elected on odd years, and three (3) of whom shall be elected on even years. These officers shall be elected biennially and hold office for two (2) years or until their successors are duly elected and installed.

**Presented by the WSALC Executive Board
Passed at the regular spring meeting March 3-4, 2018**

4 Proposed change to Article 7, Section 1

Article 7, Section 1 now reads:

Nominations and Elections

Continued on Page 12

Proposed Bylaws from Page 11

Section 1. Nominations and elections shall take place annually, except for Convention City, which shall take place annually, during the meeting/assembly of this Association at such time as the Delegates present may by vote decide. The Installation of Officers shall take place just prior to adjournment.

Change by deleting the first sentence and replacing it with the following sentence:

Nominations and elections shall take place annually for Convention City, and for Officers as described in Article 6, Section 1, during the meeting/assembly of this Association at such time as the Delegates present may by vote decide.

Article 7, Section 1 would then read:

Nominations and Elections

Section 1. Nominations and elections shall take place annually for Convention City, and for Officers as described in Article 6, Section 1, during the meeting/assembly of this Association at such time as the Delegates present may by vote decide. The Installation of Officers shall take place just prior to adjournment.

**Presented by Branch 79, Seattle, Washington
Passed at a regular branch meeting on February 14th, 2018
at Seattle, Washington**

5 Proposed Change to Article 8, Section 2

This Proposal would go into effect immediately upon approval from the NALC Committee of Laws.

Change Article 8 Section 2 as follows:

By adding two additional paragraphs to read

The Vice President shall coordinate in arranging seminars and training schools at the State, District, and Branch levels. The Vice President shall attend Regional Assemblies and/or training sessions.

The Vice President shall receive other than allowable expenses, a per annum salary equal to (6) six days at the City Carrier Grade 1 Step O Table 2, the hourly rate to be determined on July 1 of each year. This amount will be paid quarterly.

The above Article will then read:

Vice President

Section 2. The Vice-President shall preside in the absence of the President, as well as in any case involving the death, resignation, disqualification, refusal or neglect of the President to discharge the duties of the President's office, until an election can be held. The Vice-President shall perform such duties as the President may require. The Vice-President shall assist in the organizing efforts throughout the State.

The Vice President shall coordinate in arranging seminars and training schools at the State, District, and Branch levels. The Vice President shall attend Regional Assemblies and/or training sessions.

The Vice President shall receive other than allowable expenses, a per annum salary equal to (6) six days at the City Carrier Grade 1 Step O Table 2, the hourly rate to be determined on July 1 of each year. This amount will be paid quarterly.

**Presented by Branch 130, Tacoma Washington
Passed at a regular branch meeting on March 1, 2018**

6 Proposed Change to Article 8, Section 2

Article 8

Section 2: The Vice-President shall preside in the absence of the President, as well as in any case involving the death, resignation, disqualification, refusal, or neglect of the President to discharge the duties of the President's office, until an election can be held. The Vice-President shall perform such duties as the President may require. The Vice-President shall assist in the organizing efforts throughout the State.

Change Article 8 Section 2 by adding “/Director of Education” after Vice-President

And

Add “The Vice-President/Director of Education shall coordinate with the Regional Office in arranging seminars and training schools on State, District, District and Branch levels. The Vice-President/Director of Education shall normally attend Regional Assemblies and/or training sessions. The Vice-President/Director of Education shall receive, other than allowable expenses. A per annum salary equal to six (6) days at the City Carrier Grade 1 Step O, the hourly rate to be determined on July 1 of each year. This amount to be paid quarterly.

The Above Article would then read:
Article 8

Continued on Page 13

Proposed Bylaws from Page 12

Section 2: The Vice-President/Director of Education shall preside in the absence of the President, as well as in any case involving the death, resignation, disqualification, refusal, or neglect of the President to discharge the duties of the President's office, until an election can be held. The Vice-President shall perform such duties as the President may require. The Vice-President/Director of Education shall assist in the organizing efforts throughout the State. The Vice-President/Director of Education shall coordinate with the Regional Office in arranging seminars and training schools on State, District, District and Branch levels. The Vice-President/Director of Education shall normally attend Regional Assemblies and/or training sessions. The Vice-President/Director of Education shall receive, other than allowable expenses. A per annum salary equal to six (6) days at the City Carrier Grade 1 Step O, the hourly rate to be determined on July 1 of each year. This amount to be paid quarterly.

**Presented by the WSALC Executive Board
Passed at the regular spring meeting March 3-4, 2018**

7 Proposed change to Article 8, Section 6

Article 8, Section 6 now reads:

Executive Council

Section 6. The Executive Council shall consist of the President, Vice-President, Secretary/Treasurer, Director of Education, Editor of the Washington State Letter Carrier, Director of Retired Members, and the Executive Board Members. Meetings of the Executive Council shall be at the call of the President at such time and place as the President may determine or by petition by a majority of the members of the Council.

The President shall act as chair of the Executive Council, when in session, and the Secretary/Treasurer shall act as its Secretary. Second only to the Convention in policy-making authority, it shall act between Conventions on all matters related to the welfare of the Association not specifically prohibited by the membership and it shall submit such proposed changes to the By-Laws to Convention as it may deem expedient. All formal actions of the Executive Council during recess shall be recorded by the Secretary/Treasurer and reported to the Association.

Change by removing list of officer titles and referring to Article 6, Section 1 for the same list.

Article 8, Section 6 would then read:

Executive Council

Section 6. The Executive Council shall consist of the elective Officers of the Association as listed in Article 6, Section 1. Meetings of the Executive Council shall be at the call of the President at such time and place as the President may determine or by petition by a majority of the members of the Council.

The President shall act as chair of the Executive Council, when in session, and the Secretary/Treasurer shall act as its Secretary. Second only to the Convention in policy-making authority, it shall act between Conventions on all matters related to the welfare of the Association not specifically prohibited by the membership and it shall submit such proposed changes to the By-Laws to Convention as it may deem expedient. All formal actions of the Executive Council during recess shall be recorded by the Secretary/Treasurer and reported to the Association.

**Presented by Branch 79, Seattle, Washington
Passed at a regular branch meeting on February 14th, 2018
at Seattle, Washington**

8 Proposed Change to Article 8, Section 6

Change Article 8 Section 6 as follows:

By Deleting Director of Education and
By adding Director of Media

The above section shall then read:

Section 6. The Executive Council shall consist of the President, Vice President, Secretary/Treasurer, Director of Media, Editor of the Washington State Letter Carrier, Director of Retired Members, and the Executive Board Members. Meetings of the Executive Council shall be at the call of the President at such time and place as the President may determine or by petition by a majority of the members of the Council.

**Presented by Branch 130, Tacoma, Washington
Passed at a regular branch meeting on March 1, 2018**

Proposed Bylaws from Page 13**9 Proposed Change to Article 8, Section 6**

Article 8

Section 6: The Executive Council shall consist of the President, Vice-President, Secretary/Treasurer, Director of Education, Editor *Washington State Letter Carrier*, Director of Retired Members, and the Executive Board Members. Meetings of the Executive Council shall be at the call of the President at such time and place as the President may determine or by petition by a majority of the members of the Council.

The President shall act as chair of the Executive Council, when in session, and the Secretary/Treasurer shall act as its Secretary. Second only to the Convention in policy-making authority, it shall at between Conventions on all matters related to the welfare of the Association not specifically prohibited by the membership and it shall submit such proposed changes to the By-Laws to convention as it may deem expedient. All formal actions of the Executive Council during recess shall be recorded by the Secretary/Treasurer and reported to the Association.

Change by combining the position of Director of Education with Vice-President and adding "Director of Media" after Director of Retired Members

The Above Article will then read:

Article 8

Section 6: The Executive Council shall consist of the President, Vice-President/Director of Education, Secretary/Treasurer, Editor *Washington State Letter Carrier*, Director of Retired Members, Director of Media, and the Executive Board Members. Meetings of the Executive Council shall be at the call of the President at such time and place as the President may determine or by petition by a majority of the members of the Council.

The President shall act as chair of the Executive Council, when in session, and the Secretary/Treasurer shall act as its Secretary. Second only to the Convention in policy-making authority, it shall at between Conventions on all matters related to the welfare of the Association not specifically prohibited by the membership and it shall submit such proposed changes to the By-Laws to convention as it may deem expedient. All formal actions of the Executive Council during recess shall be recorded by the Secretary/Treasurer and reported to the Association.

Presented by the WSALC Executive Board
Passed at the regular spring meeting March 3-4, 2018

10**Proposed change to Article 8, Section 7**

Article 8, Section 7 now reads:

Director of Education

Section 7. The Director of Education shall act as coordinator between the National and State Associations in arranging seminars and training schools on State, District and Branch levels. The Director of Education or their designee shall normally attend Regional Assemblies and/or training sessions. The Director of Education shall receive, other than allowable expenses, a per annum salary equal to twelve (12) days at City Carrier Grade 1, Step O pay, the hourly rate to be determined on July 1 of each year. This amount will be paid quarterly.

Change by deleting the following:

The Director of Education or their designee shall normally attend Regional Assemblies and/or training sessions. The Director of Education shall receive, other than allowable expenses, a per annum salary equal to twelve (12) days at City Carrier Grade 1, Step O pay, the hourly rate to be determined on July 1 of each year. This amount will be paid quarterly.

Article 8, Section 7 would then read:

Director of Education

Section 7. The Director of Education shall act as coordinator between the National and State Associations in arranging seminars and training schools on State, District and Branch levels.

Presented by Branch 79, Seattle, Washington
Passed at a regular branch meeting on February 14th, 2018
at Seattle, Washington

11 Proposed Change to Article 8, Section 7

This Proposal would go into effect immediately upon approval from the NALC Committee of Laws.

Change Article 8 Section 7 as follows:

Delete Article 8 Section 7

Director of Education

Presented by Branch 130, Tacoma, Washington
Passed at a regular branch meeting on March 1, 2018

Continued on Page 15

Proposed Bylaws from Page 14**12 Proposed Change to Article 8, Section 7**

Article 8

Section 7: The Director of Education shall coordinate with the Regional Office in arranging seminars and training schools on State, District, District and Branch levels. The Director of Education shall normally attend Regional Assemblies and/or training sessions. The Director of Education shall receive, other than allowable expenses, a per annum salary equal to twelve (12) days at the City Carrier Grade 1 Step O, the hourly rate to be determined on July 1 of each year. This amount will be paid quarterly.

Change by deleting Article 8 section 7 and renumbering sequential sections.

This change to be effective immediately upon receipt of approval by the Committee of Laws.

Presented by the WSALC Executive Board
Passed at the regular spring meeting March 3-4, 2018

13 Proposed Change to Article 8 Section 8B.**Editor of the Washington State Letter Carrier**

Now reads: Section 8B. It shall be the responsibility of the outgoing Editor and Editor's assistant to publish the Post Convention Issue of the *Washington State Letter Carrier*.

Add the following sentence: The issue is to include publication of deceased members memorialized at the State Convention.

Article 8 Section 8B will then read: It shall be the responsibility of the outgoing Editor and Editor's assistant to publish the Post Convention Issue of the *Washington State Letter Carrier*. The issue is to include publication of deceased members memorialized at the State Convention.

Presented by Branch 852 Yakima-Merged, Washington
Passed by Branch 852 Yakima-Merged at the general meeting on February 6, 2018

14 Proposed change to Article 8, Section 8D

Article 8, Section 8D now reads:

Section 8D. When approved by a majority of the Board of Officers, the President may appoint a member of the Washington State Association of Letter Carriers or

Washington State Auxiliary to serve as an Assistant Editor. The person appointed must be approved by the Editor. For expenses, the Assistant Editor shall receive the sum of twenty-five dollars (\$25.00) per issue.

Change the amount \$25.00 to \$100.00.

Article 8, Section 8D would then read:

Section 8D. When approved by a majority of the Board of Officers, the President may appoint a member of the Washington State Association of Letter Carriers or Washington State Auxiliary to serve as an Assistant Editor. The person appointed must be approved by the Editor. For expenses, the Assistant Editor shall receive the sum of one-hundred dollars (\$100.00) per issue.

Presented by Branch 79, Seattle Washington
Passed at a regular branch meeting on February 14th, 2018
at Seattle, Washington

LEGISLATIVE REPORT

Mike Poff, 5th District LCCL

How well is your elected Representative looking out for your interests? Do they support the NALC's attempts to protect your job and your family's future? It is easy to find out. Just go to NALC.org (your union's website) and click on **Contact Congress**. You can find out who your rep is and whether they have co-sponsored bills that matter to us. If your Representative is not a co-sponsor, you need to contact them and ask them to sign on. Here are a few bills you should watch:

H.Res. 15 (saving six-day delivery):
246 co-sponsors, up from 244.

H.Res. 28 (keeping door delivery):
241 co-sponsors, has not changed.

H.Res. 31 (fix USPS service standards):
211 co-sponsors, up from 207.

We are doing good work. We just need to keep after our representatives and let them know that these issues are important.

The Hatch Act provisions for social media and email has been updated for Federal Employees. To review the update, please go to <https://osc.gov/Pages/Hatch-Act-Social-Media-and-Email-Guidance.aspx>. This will keep you out of trouble when you are using social media and email.

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UPDATED INFORMATION AND PRICING ON CONVENTION GOLF page 8, MEALS & ACTIVITIES page 6-7



FOOD DRIVE TIME!

*Chris Kelly, Branch 791 &
WA State Food Drive Coordinator*

I hope everyone will participate in the 26th Annual Letter Carrier Food Drive on Saturday, May 12th. I would love **you (each branch)** to send your final Food Drive totals to me at: chrisd.kelly@frontier.com no later than June 1st/ or when the next State Newsletter articles are due. I'd really like to show how well we did. This year, NALC is requesting the Final Results to be submitted by computer. So keep looking to see how that will work and don't delay in submitting your totals to NALC.

Because the next newsletter needs to include State Convention information, I will keep this brief. Have a good time on the day of the event. Remember that this single day will help millions of people less fortunate than you. Fingers crossed for 70-degree weather. Enjoy the Walla Walla State Convention!

OUTSTANDING SERVICE AWARD NOMINATIONS

*Rick Baird,
Outstanding Service Award Chair*

It is time once again to remind everyone that nominations are due for the Outstanding Service Award. If you have previously submitted a name and that person was not chosen it is time to update your nomination to keep it current.

The rules are simple. It must be a member who is active in NALC functions and in community affairs. Please send nominations to:

Rick Baird
OSA Chair
3711 N 25th St
Tacoma WA 98406

You may also submit your nomination at Convention.

Important NALC Dates

WA State Convention, Walla Walla May 31-June 3, 2018
National Convention, Detroit MI July 16-20, 2018
Regional Assembly, Stevenson October 21-26, 2018
WA State Convention, Yakima May 17-19, 2019

In This Issue:

Vice President's Report	1
LCCL Reports	5, 15
Convention Information	6-7
Golf Tournament	8
Officer Meeting Minutes	9
Proposed Bylaw Changes	11