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Here are highlights from the annual meeting By Mary Hale, President



While the number of retirees attending was small for our annual meeting in Tacoma on May 15, a lot was accomplished.

The following officers and directors were elected by acclamation for two-year terms: President, **Mary Hale**; Vice President, **Susan Levy**; Treasurer, **Rosemary Thurston**; and Directors **John Guevarra**, **Glenda Hanson**, **Ann McCartney**, **Ross Rieder**, and **Rita Smilkstein**. The position of Secretary remains vacant.

Two resolutions regarding Social Security and Medicare that had been forwarded in March by the chapter executive board to AFT Washington for consideration at the AFTWA convention were approved by the chapter membership. The first was *Celebrating Social Security and Medicare*, and the second was *Support for Social Security Modernization*. Both resolutions, which were subsequently adopted by the AFTWA convention that followed our meeting, urge continued support for these programs, propose some changes to them, and encourage continued lobbying of Congress in support of them by AFTWA.

Mary Hale, President
Susan Levy, Vice President
Vacant, Secretary
Rosemary Thurston, Treasurer
John Guevarra, Director
Glenda Hanson, Director
Ann McCartney, Director
Ross Rieder, Director
Rita Smilkstein, Director

Roger Carlstrom, Editor

Merrilee Miron, AFTWA Staff Liaison

In mid-July, the executive board will discuss possible ways for the chapter to celebrate the anniversaries of these two programs (80th for Social Security and 50th for Medicare) and to engage our members in actions that can serve to protect and enhance both.

A change in the bylaws was approved, following a vigorous and extensive discussion. The proposed change appeared in the April/May *Retiree Newsletter*, and was approved with one minor change, moving the amendment from Article 6, Section 4, to Article 7, Section 5. It was agreed that the amendment, which provides a process for conducting a vote of the executive board between regular meetings (generally held once each quarter), could well be revisited when all retirees have an opportunity to comment on possible and future substantive changes.

The membership discussed a proposed proposal by the state Senate to cut the health-care-insurance subsidy for retirees covered by the Public Employee Benefits Board who also were eligible for Medicare. Subsequent to our annual meeting, the subsidy cut was dropped from the proposed Senate budget. **That's good news!**

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Social Security & Medicare Decades of Success Celebration in Seattle

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Thank you, Ross!

By Mary Hale, President

Long-time union and labor activist **Ross Rieder** was most deservedly honored at AFT Washington's Convention Dinner on May 15 in Tacoma. Earlier that day, Ross completed his third consecutive two-year term as president of our chapter and then, to our delight and to our relief—in no small measure—agreed to be nominated for and was elected to a two-year term as a chapter director for 2015-2017.



I am among the many who have had the pleasure of working with Ross—an extremely knowledgeable, thoughtful, principled, and effective leader. While there's so much that could be written about him, the following will at least give you a sense of his labor and union contributions:

- He was the first full-time AFT Washington president (formerly, Washington State Federation of Teachers). During his presidential tenure, many affiliated locals were certified and/or were able to negotiate collective bargaining agreements.
- He helped create, sustain, and grow the Pacific Northwest Labor History Association (PNLHA).
- He created and developed the PNLHA Labor History Calendar.
- He taught labor history and labor studies classes.
- He developed a labor radio show.
- He was the fiscal agent for a movie project about **Anna Louise Strong**, recognized nationally as a notable labor

activist in Seattle and elsewhere.

- He worked for the Washington State Labor Council, as well as the International Federation of Professional and Technical Engineers and other unions.
- He developed labor-history events around the Everett Massacre and the Centralia Massacre.
- He created and led labor history walks.
- He taught music for the Everett School District in his "early years."

Ross has clearly done so much already; I can't wait to see what his next projects and contributions will be!

SAVE THE DATE CELEBRATING MEDICARE'S 50TH BIRTHDAY




**THURSDAY, JULY 30TH
OPEN HOUSE 4:30-7:30 P.M.
Spokane Community College in the Lair
1810 N. Greene Street
Spokane, WA 99217**

**Come learn why Medicare needs
protecting and celebrate
its decades of success with birthday
cake and music**



**SOCIAL SECURITY & MEDICARE
DECADES OF SUCCESS
CELEBRATION**

SATURDAY AUGUST 8TH 2015 1-3 PM



FEATURING

PERFORMERS: KORE IONZ DANIEL PAK - BLUE SCHOLARS' GED - SINGER-SONGWRITER JIM PAGE • **SPEAKERS:** SEN. PRAMILA JAYAPAL, WA LEGISLATURE - HON. KSHAMA SAWANT, SEATTLE CITY COUNCIL • GERALD HANKERSON, SEATTLE KING COUNTY NAACP MARCELLUS OWENS, WA COMMUNITY ACTION NETWORK - HEATHER VILLANUEVA, SEIU 775 • REBECCA SALDANA, PUGET SOUND SAGE • LYNNE DODSON, WA STATE LABOR COUNCIL • DR. HUGH FOY, PHYSICIANS FOR A NATIONAL HEALTH PROGRAM • JACKIE BOSCHOK, WA ALLIANCE FOR RETIRED AMERICANS

WESTLAKE PARK, SEATTLE

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A Special Note from Chapter Vice President Susan Levy!



Photo by Garet Murriger

Our chapter has been asked to help with turnout for both the Medicare Birthday Celebration in Spokane on Thursday, July 30 (page 2 above) and the Decades-of-Success Celebration

for Social Security and Medicare in Seattle on Saturday, August 8 (next door).

If you think you might go to either of these events – or both – please let me know by sending an email, sjlevy.01@gmail.com.

Secondary Health Insurance to cover what Medicare doesn't—Care, Costs, and Choices By Rosemary Thurston, Chapter Director



After visiting with some of our members recently, I thought it might be helpful to look at a summary of the differences in the Public Employees Benefits Board (PEBB) choices for secondary health-insurance plans to cover what Medicare doesn't. In looking at these options, you should consider whether you are limited in the choices you have for your care. Go to <http://www.hca.wa.gov/Pages/index.aspx> for very specific information. Also, be aware that some plans provide coverage for hearing aids and glasses, and others may not.

On the next page, you will find a table that outlines the plans, monthly premiums, maximum out-of-pocket expenses, and drug coverage deductibles. Please note that the premiums are PER INDIVIDUAL. You'll find too that at the end of the table, I have added a note about the Part D Drug Coverage in Medicare that would be required should you choose the Premera Blue Cross Supplemental plan.

(continued on page 4)



A Union of Professionals

(continued from page 3)

Plan	Monthly Premium	Co-Pay	Max. Out of Pocket	Drug Coverage Deductible
Group Health Medicare Advantage	\$148.14	\$20 Office Visit; \$65 ER; \$200 per day, up to \$1,000 for Hospitalization; \$200 Outpatient plus 20% for medical equip.	\$2,500	\$30-\$40 +, depending on the tier
Kaiser Permanente Advantage	\$153.02	\$30 office visit; \$50 ER; \$500 for Hospitalization; \$50 Outpatient; May be limited coverage outside service area.	\$1,500	\$20-\$40, depending on the tier; Tier 3 not covered
UMP Classic	\$234.69	\$250. Co-pays based on percentage: 15% on all office visits, diagnostic tests, medical equip. and outpatient services. \$200 per day Hospitalization to \$600 plus 15% prof. fees. Drug coverage varies from 5% to 50%, depending on tier.	\$2,500	\$100 for Tier 2 & 3; \$2,000 out of pocket max.
Premera Blue Cross Supplement	\$110.08	No deductible or max. out of pocket requirements. No drug coverage. No co-pays for office visits, diagnostic tests, hospitalization or out-patient services, supplies, or medically necessary equipment. Foreign travel covered 80% the first 60 days up to max. benefit of \$50,000, with \$250 deductible.		No drug coverage

If you chose the Premera supplement, you would need Part D Drug coverage, and that is not available through PEBB. I have found that the way to find the best deal is to go to <https://www.medicare.gov/part-d/>. You can look for specific Medicare drug plan costs there by logging in and selecting the drugs you take and the area where you live. The site will give you the cost for the drugs, the deductibles and premiums for the plans available.

Finally, be aware that the costs change from year to year, and a good plan this year may not be so good next year. Save your search code so that you don't have to start all over the next time.





Some people just don't know when it's time!

By Judy Kjellman



Photo courtesy of Judy Kjellman

Ed. note: Judy Kjellman, who retired from teaching biology at Yakima Valley Community College in 2005 after 37 years, first wrote for us about her retirement in the April/May 2012 issue of the Retiree Newsletter. Her article was entitled, "Downward facing dog, stray dogs, & a new

puppy: my venture into retirement." She concluded the article with this advice: "If there are reluctant retirees out there, I say, just take the plunge." She's back here, with a quite different perspective!

I'm one of those "contented septuagenarian educators" that **Gary London** refers to in his January/February newsletter article, "Retirement reflections a decade after." After retiring 10 years ago at the age of 62, I am still teaching part time biology one or two quarters each year. Gone is the killer schedule of full time teaching, attending countless committee meetings, and being involved in state and national curriculum work. When a new acquaintance asks what I do, I'm never sure whether to call myself "retired" or to admit that I am still teaching 47 years after being hired at Yakima Valley Community College.

My part-time teaching allows me time to work as a docent with a local land trust, the Cowiche Canyon Conservancy in Yakima, whose mission is to protect and connect people to the vanishing shrub-steppe landscape. We write curriculum for school-age children and adult community groups participating in field trips to this native habitat.

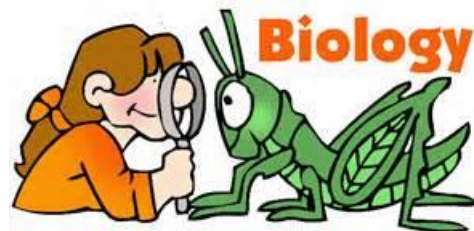
Visiting foreign lands with my travel group and going to visit my out-of-town grandchildren are also possible when I teach only occasionally.

I have this teaching opportunity because of the fact that so many students are interested in health careers, and that leads to heavy demand for biology classes. Our department is shorthanded, and there are few applicants for part time teaching positions, so when I'm asked, I usually say yes.

This gives me the chance to meet new, enthusiastic students each year and join them for coffeehouse study groups. Students seem to respect the fact that I have been around for so long and trust that I will do my best to help them succeed. They allow me to set high standards without much complaint. I value this opportunity to use some of my time to be useful to these hard-working students. Participating in daily political discussions in the faculty lunchroom is another bonus.

When I retired, I found that it was difficult to stop myself from constantly thinking about curriculum: planning ways to involve students in learning activities, discovering new readings for future biology seminar discussions, etc. This part time gig gives me an outlet for this obsession.

When I first began considering retirement a colleague said, "You'll know when it is time." I never did know for sure that it was time, and I guess I still don't. The planned hiring of a new full time instructor in the department may help me make that transition. I'll just have to see!





Go for it—I have! By Michael T. Harves



Ed. note: Michael T. Harves also taught biology at Yakima Valley Community College and retired as Faculty Emeritus in 2010. His article, "Let us give

thanks," about pension benefits and the Machinists' Union strike against Boeing in 2013, appeared in the January/February 2014 issue of The Newsletter.

Oh, the joys of retirement! I had a two-week trip to New Zealand in April of this year, and it was wonderful. Two years ago, I went to South Africa and hope to take a trip to Spain and Portugal in the next year or two. No, I'm not bragging; I'm being encouraging. Just stay with me for a little bit and judge me then.

I've always enjoyed traveling, but prior to retiring it was only during vacation times (true, they were generous for us teachers). Now, however, I am free to go whenever the time is right (no pill required). My two trips were with a group and focused on wine touring. The group is relatively small, 20 or so, and consists of people I have met through a local wine shop in Spokane that coordinates the trips under the umbrella of a local travel agent. While this arrangement might not allow for much individual exploration, it does provide for a great deal more involvement with wineries and restaurants due to the influence of the wine shop and travel agency. We got wined and dined and had access to parts of the wineries that most visitors don't have. Some free time was built into the schedule, and we were able to do some individual side trips. (I went fishing twice in NZ.)

The point I'm trying to make that can apply to all of you readers out there is to take advantage of your own interests and see if you can connect with a few other like-minded folks in your area. I'm not a big fan of cruising; there're just too many people, but you should know it's one way to see large chunks of the globe. I do like the support and simplicity that a small group can provide. I'm not the most adventuresome guy out there, so I enjoy the safety and savings that group travel can provide. If you are of a like mind, then look around and see if you can make connections through church, clubs, specialty shops, your local AFT, etc.

Such trips are not cheap (\$7,000 for NZ, including all travel, hotels, and most meals for two weeks), but my retirement funds have supported both of my trips. The power of the market has replenished the funds, and I can afford more trips. Thanks TIAA-CREF.

Bon voyage, colleagues!



Auckland, from its Harbour



Hobbiton (Set for Lord of the Rings)

Photos by Michael T. Harves



Take one small step

By Lucy Macneil



Photo by Nancy Moore

I could talk for hours about gun culture and gun violence and the damage done to our society. Now that marriage equality is the law of the land, I could talk about employment and housing rights for LGBTQ people. But I have a hard time talking with white people about racism

and prejudice in the United States.

I attribute this difficulty to my bleeding-heart liberalism and my white privilege, and to the American cultural need to attribute the actions of people who murder people in a church, or suspend black students from school at a rate four times that of white kids, to the individual with the gun or the student who acted differently, and not to our society's tolerance of mistreating people on the basis of race, religion, sex, sexual orientation, age, disability, veteran status, national origin and so on.

The examples are legion: the number of African Americans and Latino Americans who are followed in department stores or stopped while driving through white neighborhoods or pulled over and ticketed in Ferguson, Missouri.

In the last two weeks, I have twice seen grocery-store checkers treat people using food vouchers to purchase food with utter disdain – both verbally and non-verbally.

The first time I saw it happen, I just moved to another line. Not my problem, right?

The second time I watched the checker roll his eyes because the customers had tried to buy Yoplait with the voucher, and they couldn't do

that, and they were making him have to take time to fix their mess. Then something went wrong while he was trying to process the voucher, and he had to make a fuss and yell for assistance, all while two customers were standing there, trapped, helpless, and mortified.

This time, I didn't just walk away. I walked over to the manager and told him that his employee's behavior was appalling and that the store's customers should not be treated like scum just because they are in need of government assistance. I will follow up with the manager next week to see what management has done to address the issue.

If I speak out when I see people mistreated or belittled because they are "other" in someone's eyes, if I ask what is being done to erase the disparity of treatment I see and hear about, it may make a small difference in my own community. I can encourage my friends and family to do the same. I need to take the first step, as do they.

Lucy Macneil served as librarian at Everett Community College from 1972 until 1985 and then as Director of Personnel from 1985-1990. From 1991 until 2006, she served as Dean/Vice President of Human Resources at Bellevue Community College and then from 2007 until 2011 as Special Assistant to the President. She retired in 2011. She was an officer in Local 1873 (including President) and was WFT Secretary from the late 1970s until she can't remember when! Her article, "You will know when it's time to retire!" appeared in the October/November 2012 issue of The Newsletter.





Dilbert, explained By Roger Carlstrom, Editor



I read **Scott Adams's** comic strip "Dilbert," though at times I don't get it. A book recommended to me by my friend **Marcia Barton** has helped enlighten me.

The book is **Matthew B. Crawford's** *Shop Class as*

Soulcraft: An Inquiry into the Value of Work (2009). To Crawford, real work involves "the *experience* of making things and fixing things" (his emphasis). Work has meaning when "it is genuinely useful" and when it requires that thinking and doing be integrally related—such work is craftsmanship.

He decries the effects on work brought about in the early twentieth century by Frederick Winslow Taylor's *Principles of Scientific Management* and its progeny. According to Crawford, Taylor sought to concentrate "craft knowledge" in the employer, who would "then dole out" to the employees small pieces of that knowledge "in the form of minute instructions to perform some *part* of what . . . [then became] a work *process*" (emphasis his):

This process replace[d] what was previously an integral activity, rooted in craft tradition and experience, animated by the worker's own mental image of, and intention toward, the finished product.

Crawford quotes Taylor as saying that the "full possibilities" of this system "will not have been realized until almost all of the machines in the shop are run by men who are of small caliber and attainments, and who are therefore cheaper than those required under the old system."

This degradation of work, Crawford argues, has carried over to the modern large corporation, where workers are assigned to cubicles and have little or no objective standards that can be applied to the outcomes of their work.



"Workers," he says, "must *identify* with the corporate culture, and exhibit a high level of 'buy-in' to 'the mission'" (emphasis his). Managers talk about "higher purpose" but "specific content" is missing, and the "moral urgency" of the mission "seems to boil down to an imperative to develop a disposition of teaminess." (What a word!) The "personal qualities" of workers are paramount, and any "well-defined set of competencies" is irrelevant, as managers seek to maintain "consensus" and preempt "conflict," with the result, Crawford says, that everyone seems required "to walk on eggshells."

It's a world ripe for satire, and Scott Adams has at it every day! The Pointy-Haired Boss "leads" team members Dilbert, Wally, Alice, Dogbert, and others as they come in and out of their cubicles, accomplishing, well, not much.

P.S. Have you noticed lately that Dilbert has forsaken his tie in favor of a lanyard? What's up with that?

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labor donated