



Olympia • Lacey • Tumwater • Shelton

# CLARK V. SAVIDGE

## SENTINEL

Serving The Letter Carriers of Olympia, Lacey,  
Tumwater and Shelton WA since 1892

VOLUME 47 ISSUE 2  
FEBRUARY 2023

### Upcoming NALC Dates

General Branch Meeting (Meeting starts at 7pm, food served at 6:30)	February	1,	2023
Shop Stewards Meeting (Meeting starts at 7pm)	February	8,	2023
Executive Board Meeting (Meeting starts at 7pm)	February	15,	2023
CCA Seminar (Starts at 7pm)	February	22,	2023
Basic Stewards College	February	26,	2023
Intermediate Stewards College	April	2,	2023
Washington State NALC Convention	May	4-7,	2023
NALC Food Drive	May	13,	2023

### NALC Members APP

Available now in the iPhone App Store and the Google Play Store for Android



### Useful Phone Number

NALC Headquarter Switchboard  
(202) 393-4695

NALC Retirement  
(202) 393-4695 Ext 877

NBA Region 2  
(360) 892-6545

Employee Service Line  
(877) 477-3273

Employee Assistance Program  
(EAP) (800)EAP-4-YOU  
(800) 327-4968

## A Letter From the Editor:

Greetings union brothers and sisters!

My name is Jade McBride and I will be taking on the role of editor for our branches newsletter. I am a letter carrier of 2 years based out of main office (maybe the annex by the time you read this.. I'm finicky).

If you have any suggestions for our newsletter, or if you would like to submit an article, please feel free to email us at : [nalc351@outlook.com](mailto:nalc351@outlook.com).

## Director Of Media:

### Flavor of the month

It seems managements new current hot issue is to create an imaginary 1 hour office standard. Our expectation is to case 18 letters or 8 flats a minute. But even if you cant meet that standard in a demonstrated performance during a special one day mail count, as long as you are not engaging in practices that lead to "unsatisfactory effort" you can not be disciplined unless documented unacceptable conduct occurred which lead to that result. All routes are built different and to assume that 1 hour for casing is the same for all routes across the board tells me that the people making that decision have never carried mail before. So don't let some desk jockey in Seattle ruin your day. Be a professional and do your best, like we always do.



## **Your Money Matters!**

How are your Union dues calculated? This is a question that a lot of union members question and it's not a simple answer. All branches calculate how much the union dues will be for their own branch and they can range from as low as \$9.27 to a high of \$35.21 per pay period for active letter carriers. There is language in our NALC Constitution that states how the minimum due's structure would be and it is noted below.

*Sec. 2 (a). There shall be a minimum dues structure which shall consist of the following: Each member shall pay monthly dues equal to two hours base pay for an NALC Grade 1, Step D letter carrier employed by the United States Postal Service. After November 24, 2018, each member shall pay monthly dues equal to two hours base pay for an NALC Step D letter carrier in the consolidated career City Carrier grade level (Table One) implemented on that date. One third of such dues shall be allocated to the national union and shall be designated the national per capita tax. The remaining two thirds of such dues shall be allocated to the member's branch and shall be designated minimum branch dues.*

In addition, there is language in the local branches by-laws that note how much the branch dues would be calculated at. For example, local branch 351, by-law language is noted below.

### ARTICLE IV – Dues

*Section 1. Dues of the active and associate members shall be in accordance with the minimum dues structure of the NALC Constitution.*

*Section 2. The total sum deducted monthly will include per capita dues for the WSALC.*

*Section 3. Dues of retired members shall be \$16.08 annually.*

So, the membership dues for Local Branch 351 are \$30.88 per pay period. So, look at your paystub and make sure that is what you are paying. I know that some are paying more, and some are paying less and I'm in the process of correcting that issue. We all should be paying the same.

In closing, if you would like to know how your Union dues are being spent or if you have suggestions on how they should be spent, then I invite you to come to your monthly Union meetings located at 906 Columbia St SW (Second Floor), downtown Olympia. The meeting starts at 7:00 pm with food at 6:30 pm. Don't be a silent Union Member and with that being said "Knowledge is Power".

In Unionism,

Vincent Corsi

Secretary/Treasurer

## **Current NALC contract expires in May 2023**

We are the workhorse of the USPS. Our labor puts paychecks in every single other crafts pocket including managements and is truly the face of the service. In 1970, when brave carriers went on strike for better working conditions and increased wages they were earning \$6,176 dollars per year at starting wage and after 21 years they could earn an additional \$2266 a year, totaling \$8442. Adjusted for inflation that \$6,176 has a current buying power of \$48,492 with top earners making \$66,284. After the strike, in 1973 top wage was \$93,936.95 when adjusted for inflation. How did we lose so much the last 50 years?

Our Current step A wage is \$45,911 and our top step is \$75,091. How can we as an organization expect to attract top talent when we cant even pay better than pre strike wages? We lose full time regulars to Amazon, UPS and others because we are not competitive. We lose non career employees because they can make more in other industries and not be forced to work 75 hours a week. People want a career that allows them to see their family and have a life. We don't want to work every waking hour of our lives and it isn't absurd to only want to work 40 hours a week.

Management has a directive, "get the mail delivered by any means necessary", and they don't care what provision of the contract they violate to get it done nor do the care if someone quits. The only thing that matters is that some higher up on a zoom call doesn't eviscerate them in front of their peers. That's why the non career employee was created, to have a cheap, expendable workforce.

In this next contract, we must do away with the CCA position. A CCA has no reason to be involved in a union if he or she does not believe that they have skin in the game. This isn't a career to them, it's a pit stop. We must have a starting wage that allows people to support themselves and step increases that don't take 10+ years to achieve top pay. Any contract that doesn't achieve these things should be swiftly voted down.

-Jade

# President's Report: Feb. 2023

Al Floyd

It is my honor and privilege to be in this position as President of this fine Branch. I will do my best to uphold and maintain the character and the integrity of the Branch. I would like to thank Mari Ann Hanks for her time spent as President. She put in many tireless hours to make sure the Branch was represented to the best of her ability. Mari Ann undertook a personal challenge to get more members involved with the Union, involved with the Branch. Mari Ann started and I will continue, in the effort to attract members to step up and fill some of the vacant positions within the Branch. I believe the Branch has started and is moving in the right direction because of the efforts from Jade McBride, Martin Guzman, Victor Arana and now Elyse Boyajian, stepping up and filling open positions. We have others that have stepped up, because they believed there was/is a need; John Mauk, Kenny Abbott and Carlton Hardey, as Shop Stewards. Mari Ann, though she is no longer an officer, she has chosen to stay on in the role as the Food Drive Coordinator. Thanks Mari Ann!!!

## Worth Repeating

### NALC and the U.S. Postal Service

Letter carriers who deliver mail in the United States are public servants who uphold their public trust by ensuring the safe passage of the mail. We are career and non-career government employees who take pride in our work, in our nation and in our employer: The U.S. Postal Service.

We deliver everywhere in the United States to homes and businesses six days a week, and, increasingly, seven days a week. We care about our customers and the communities we serve. Letter carriers often deliver in the same communities for our entire working lives. We're familiar neighborhood figures who sometimes help in dramatic ways while making our rounds. We often send for help when senior citizens fail to collect their mail, alert residents to fires, aid accident victims and even stop burglaries.

But mostly, we deliver your mail and packages. Regardless of distance, we deliver at the same low rate—the most affordable in the industrialized world. The Postal Service receives no tax dollars for operating expenses and relies on the sale of postage, products and services to fund its operations. And it's well-trusted, as it was ranked as the nation's most trusted brand in a 2020 survey by Morning Consult and the most trusted government agency in a 2020 study by the Pew Research Center.

The Postal Service is also the largest civilian employer of military veterans in the United States and more than one in five letter carriers is a veteran.

The Postal Service is the center of a large and expansive mailing industry. According to the 2019 Mailing Industry Job Study conducted by the Envelope Manufacturers' Association, 7.3 million jobs are supported by the U.S. mailing industry. This equates to 4.6 percent of all U.S. jobs. The mailing industry also supports \$1.58 trillion in sales revenue and more than 7.4 percent of U.S. gross domestic product (GDP).

Although there are nearly seven times as many private-sector jobs in the mailing industry as in the Postal Service, more than 80 percent of these mailing industry jobs depend on the delivery infrastructure of the Postal Service.

So, the next time you see your letter carrier, know that we are the face of the Postal Service and this giant industry, happily delivering the last mile directly to your front door. **(From the NALC Web site)**

## **meeting minutes**

**1/4/2023**

### Roll Call:

All officers and stewards were present with exception of Kenny Abbot and Jade McBride who were absent and John Mauk, who was excused.

Because no quorum in December, November's meeting minutes were motioned to be accepted as printed by Ryan Troy and seconded by Mari-Ann Hanks.

Nick Vafiades:

We have a lot of non-functioning branches. Consider a vote to accept Dayton & Montesano into our branch. Most things we do as stewards could be done virtually. They would have to agree to be a part of our branch.

Al asked about staffing issues?

Nick: Post office has been working to recruit more people through straight to career and improved work environment.

MBMR: Nick drew Mari-Ann ticket.

### Communications:

Vince: wants Stewards and Alternates updated on newsletter and wanted to know status of editor position.

### Applications for Membership:

2 new applicants from December

### Nominations for local elections:

Election committee has been excused.

Ballots being counted

### Old Business:

Budget was passed

### Good of the association:

Vince: Safety and Health meeting (quarterly)

We need a new seniority list.

Al will talk to Susie and Andrea.

New Conversions class needed for all recent conversions.

Mari-Anne: Food drive is coming up and she is interested in being coordinator

Al asked if anyone else was interested in helping at their stations.

Group outings:

Al will look into dates for group outing Raniers game this summer.

Picnic is August 6th

Vince: will we merge with apwu for picnic? Angela happy to split costs and help out, we need to discuss with rural union.

Retirement:

Mari-Ann: in office Certificate ceremonies?

Vince is waiting for management approval

Treasury Report:

Vince : makes motion to accept treasury report as printed.

Martin seconded

No discussion

Motion carries after vote.

Al: Food for next month?

Meconis was decided.

Election Ballot results:

Al Floyd: 33

46 total ballots recieved

Vince Corsi: 28

3 no signature

Debbie Dixon: 27

2 UAA

Martin Guzman: 29

Jade McBride: 28

Mari-Ann: 28

Elyse Boyajian: 20

Vince: Motion to adjourn

Mari-Anne seconded motion and motion passed after vote with no discussion.

## **Stewards Report: Dec.**

Al Floyd

### **Informal / Formal Step A**

Postings – Grievance resolved by Step B for management to vacate and post Vacancy Notice for position held by 204.b in excess of 4 months. Also, Non-compliance grievance was resolved at Step B for management failing to create and post Vacancy Notice for a new Reserve position at the Main Office.

We are in communication with management concerning the payment of the grievance settlements. They are running behind because of being on Sick Leave, on Annual Leave and, everyone should like this one, having to deliver Rural Routes and City Routes, which we are grieving! We were made aware that management went out to deliver one route and they didn't get done until 1:00am! What do you think, did they "call out" the next day!

NALC Branch 351  
P.O. Box 7715  
OLYMPIA, WA 98507-7715

NON-PROFIT ORGANIZATION  
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# February 2023

«First Name» «Last Name»

«Address 1»

«City» «State» «ZIP»

BRANCH OFFICERS	Stewards / Alternates
<p><b>President - Al Floyd</b></p> <p><b>Vice President - <i>Vacant</i></b></p> <p><b>Secretary/Treasurer - Vincent Corsi</b></p> <p><b>Recording Secretary - Elyse Boyajian</b></p> <p><b>Editor - Jade McBride (602) 425-7651</b> (mcbridejade89@gmail.com)</p> <p><b>Director of Retirees - <i>Vacant</i></b></p> <p><b>MBA Representative - <i>Vacant</i></b></p> <p><b>HBR Representative - <i>Vacant</i></b></p> <p><b>Sergeant at Arms - Martin Guzman</b></p> <p><b>Director of Media - Jade McBride</b></p> <p><b>Trustees - <i>Vacant</i></b></p> <p><b>Trustees - <i>Vacant</i></b></p> <p><b>Trustees - <i>Vacant</i></b></p>	<p><b>Branch Chief Shop Steward - Al Floyd</b></p> <p><b>Main Office Shop Steward - Kenny Abbot</b></p> <p><b>Main Office Shop Steward - <i>Vacant</i></b></p> <p><b>Main Office Alt. Shop Steward - <i>Vacant</i></b></p> <p><b>Main Office Alt. Shop Steward - <i>Vacant</i></b></p> <p><b>Olympia Carrier Annex Shop Steward - Al Floyd</b></p> <p><b>Olympia Carrier Annex Shop Steward - John Mauk</b></p> <p><b>Olympia Carrier Annex Alt. Shop Steward - <i>Vacant</i></b></p> <p><b>Olympia Carrier Annex Alt. Shop Steward - <i>Vacant</i></b></p> <p><b>Lacey Post Office Shop Steward - Carlton Hardy</b></p> <p><b>Lacey Post Office Alt. Shop Steward - <i>Vacant</i></b></p> <p><b>Shelton Office Shop Steward - <i>Vacant</i></b></p> <p><b>Shelton Office Alt. Shop Steward - <i>Vacant</i></b></p> <div><p><b>Find us on the web: <a href="http://www.nalc351.com">www.nalc351.com</a></b></p><p><b>Instagram: <a href="#">nalc351</a></b></p></div>

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