



CLARK V. SAVIDGE

SENTINEL

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

VOLUME 48 Issue 3
MARCH 2024

Upcoming NALC Dates

General Branch Meeting
(Meeting starts at 7pm, food served at 6:30)
March 6, 2024

Shop Stewards Meeting
(Meeting starts at 7pm)
March 13, 2024

Executive Board Meeting
(Meeting starts at 7pm)
March 20, 2024

CCA Seminar
(Starts at 7pm)
March 27, 2024

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Useful Phone Numbers

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
(877) 492-7341 TTY

NALC Members APP

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



GENERAL MEETING MINUTES

No Quorum

CCA CORNER

Hi, I'm Myra Fairbank, originally I'm from the Tri-Cities on the eastern side of the mountains. I often like to tell people "I was born in Richland, grew up in Kennewick, and work in Pasco." That is, my first station was the Pasco, WA post office. Coincidentally, it was also one of the first ones in Washington to participate in the new S&DC program taking place across the nation. I started working as a PSE in distribution about a year before all the changes started; my favorite thing to do was sweep the ADUS at night. It was a very moving experience to be up close and personal with the whole process of the post office and we had a very dedicated team of clerks. I then was an RCA for a few months.

I was brought to Olympia last fall through a few sets of circumstances that accelerated my already current plan to move to the west side of the state the following spring. Thanks to one of the district directors who frequently visits Pasco; and my family too, I was able to get a smooth transition over. The whole move was done in about two weeks, and I'm glad I did it!

My hobbies include tabletop games, video-games, and I used to play saxophone in a couple ensembles, which I'm brushing up on again. My biggest achievement was obtaining a falconry license and hunting with my sponsor, who was generous enough to allow me to work with her hawk when I couldn't keep my own. I'm currently licensed at the apprentice level.

My previous jobs have included working at Ted Brown Music for a few years, in-home caregiving, and as a waitress in a retirement community. Additionally I have volunteered in a Boy Scout troop as well as a therapeutic riding stable, where I met my falconry sponsor. I also volunteered at my old high school in the band program helping the students and chaperoning trips.



STEWARD'S REPORT— OLYMPIA CARRIER ANNEX (ELYSE BOYAJIAN)

February was a busy month for Article 8 violations, at the Annex. This was largely weather related and also due to political coverage. Just when we thought we had things under control we got hit with a surprise snowstorm Valentines Day night and woke up the next morning to a new weather challenge the following day.

We also were notified by management that we are expecting to have the other offices joining us in early September. This raises a lot of logistical questions, which management doesn't seem to have any answers to. Upper management has not communicated well with either local management or the union. We have not had any discussions regarding how we will combine multiple unions with separate MOU's under one roof. We also don't know what the supervisory structure will be. I've heard conflicting answers, one being that we will all be retaining our current supervisory teams, working in separate "pods" all under one roof. The other answer is that we will all be working under the Annex's current management team, who will be responsible for supervising all employees coming here from the other offices. No one seems to know. With only six months to prepare, how could this possibly go wrong?

Shop Steward Jade McBride has recently joined the TIAREAP team and will be on this assignment indefinitely. She will be playing a critical role in re-evaluating routes in order to make sure they are all properly adjusted to 8 hours. Our office currently has numerous routes with under time, and a couple of routes that go over their 8 hours and these need to be adjusted. Furthermore, once we absorb the other offices from the various surrounding cities, all of those routes will require re-evaluation in order to shorten them to account for their travel time to and from their routes, since they will now be traveling from the Annex.

A gentle reminder regarding discipline. I was at the station one day waiting for another carrier to return when the closing supervisor showed me that they were apparently delayed at their last delivery point and they were showing as a stationary event of over ten minutes. Just as we were noticing this stationary event that same carrier walked in the door, yet the computer showed him still to be at the last stop on his route. This is the exact reason that letter carriers cannot be disciplined based on scanner/computer data alone. The system is flawed and management knows this. Any time a carrier is confronted by management regarding stationary events, or any other computer data, that carrier needs to demand a shop steward. If you are told that you are being II'd for scanner integrity issues, you need to demand a shop steward. If you are given an "informal discussion" you do not need a steward present, per the contract, but you should ever be questioned by management regarding anything that could lead to discipline, you need to invoke your Weingarten rights and demand a shop steward. Management knows we can win these grievances because they are well aware of the scanner integrity issues, so it's a major issue if you are not accompanied by a shop steward for any questioning management may wish to engage you in. Even if you may have done something that management is accusing you of, it doesn't automatically mean that they are being honest about their reasons for questioning you, or that they aren't violating procedures required of them by the contract. You have a right to representation and I encourage you to seek help from your union any time you are confronted by management in a manner that could lead to discipline.

Lastly, we would like to start printing an opinion article in the newsletter. I hear many valuable opinions while working on the floor in the mornings. If you would be interested in offering your advice or your opinions on work related matters, please feel free to submit your article to our email address nalc351@outlook.com.

PRESIDENT'S REPORT— AL FLOYD

As we all have probably heard by now, Olympia will have one of those Sorting and Delivering Centers (S&DC) and we've been told that it should go active in September with at least 3 other cities moving into the unit/facility. My understanding is that the carriers from the Main Office will also be moving to the S&DC. How will all of this work out, is the question! In my opinion, as long as the Area and District Managers can tell USPS Head-quarters they have put their plan into action, they feel they should be able to keep their jobs, a little while longer. Nothing else matters, cost effectiveness, efficiency, safety! More vehicles driving on the freeways and highways, driving long distances on the freeways is supposed to be more cost effective than having one, maybe two trucks do the traveling. And with the price of fuel, how is this more cost effective! It is and has been a wonder to me how the Postal Service wants to subcontract out this type of truck work, when they have the trucks and the drivers employed to do the work, but don't want to use them. I guess the Service doesn't want use their trucks for long distances, only extremely long distances!

For efficiency, in what world is it more efficient to have more carriers travel 30 – 45 minutes just to get to the beginning of their routes and not to mention the time to travel back and most likely during commute hours. Which means, more vehicles on the roads at peak hours. Those are just a few questions for while on the street, what about in the office. We already have problems with the way DPS shows up, how is it going to get better with more. Management is not filling vacant clerk positions, so the issues are going to get worse, sooner than later.

As carriers, we are going to have to continue doing what we've always done, persevere. Management has gone to extremes to make us feel as though we are not doing our jobs by attacking our integrity and our work ethics. Upper management sit in front of their computer monitors, burn their lips sipping on their cups of coffee and question why our vehicles did not move for a couple minutes, after returning to the vehicle in the cold rain or even on a day when we just wanted to catch our composure. "A day's work for a day's pay" has a different meaning for them!

Members, your Branch Officers are still trying to brainstorm some events to bring us together in family style fun. For the time being, we haven't been working the long hours that we used to and are able to keep our nonscheduled days, it is still important for us to come together outside of work, in a relaxing environment. A venue where, for those that have kids, and heck, those that get their grandkids, can come and play together. Co-workers "chopping-it-up". Your Officers would love to hear suggestions from you. The best way to get your suggestion heard, is for you to attend a General Meeting and present it. No one can better say, articulate, what's on your mind, then you! Some of the Outings your Branch has put together in the past are Rainiers Baseball, Picnic and going to the Seahawks Football games. The Branch has also gotten tickets for the Sounders Soccer and have looked at possibly attending Minor League Hockey. If anyone want to look into it, we'll need great group rates for tickets to The Krakens Hockey Matches. We're looking into some other less expensive events to come together with also. We came together at the Legends Arcade last year and had a good time.

The bottom line and what's most important, is that we want and need to hear from you!

"There be delights, there be recreation and jolly pastimes that will fetch the day about from sun to sun, and rock the tedious year as in a delightful dream."

John Milton: Areopagitica, 1644

"Money and time are the heaviest burdens of life, and the unhappiest of mortals are those who have more of either than they know how to use. To set himself free from these incumbrances, one hurries to Newmarket; another travels over Europe; one pulls down his house and calls architects about him; another buys a seat in the country, and follows his hounds over hedges and through rivers; one makes collections of shells; and another searches the world for tulips and carnations."

Samuel Johnson: The Idler, Nov. 11, 1758

PRESIDENT'S/STEWARDS' REPORT CONTINUED

Stewards Report: March 2024

Al Floyd

Informal / Formal Step A

Annex / Lacey

60-hour violation appealed to DRT and resolved with the language from the JCAM that management must end a carrier's tour at 60-hours.

Met with Postmaster to determine amounts owed for Vacancy Notice Posting violations and the Postmaster has sought out approval/authorization to make the payments. No response was received. Non-compliance grievance was filed and the grievance appealed to DRT.

Grievance filed and appealed to DRT for Management creating a Hostile Work Environment / Dignity and Respect for management calling the police on a carrier.

Grievance filed and appealed to DRT for 4th Quarter ODL Equitability.

Non-compliance grievance filed and appealed to DRT for management failing comply with resolved grievance to create new Reserve Position.

Grievances filed and partially resolved at Informal A for 12-hour violations. Language of carrier be-

VICE PRESIDENT'S REPORT — JADE MCBRIDE

By now we have all heard the news that carriers from some neighboring stations will be joining us at the carrier annex, as of now, all of the offices that will be joining us from outside our installation will be rural only offices. This will alleviate some confusing instances of the merging of branches and issues pertaining to who will be forced to carry what mail. Thankfully, city carriers will not be made to carry the mail in those offices, and if they do, management will be quickly reminded that it will cost them \$100 per occurrence. As with any change the post office implements, it won't happen until it actually happens. There is still a lot of work to be done in the case of parking and construction.

I have talked with some members about their concerns in regards to contract negotiations and how long it is taking, though it isn't necessarily the an-

swer you want to hear, historically we are on pace with other negotiations. The NALC and the USPS have reached an agreement on a neutral arbitrator and they should be announcing an arbitration schedule soon. The NALC and the USPS will continue to negotiate during interest arbitration.

I have started working on TIAREAP for the IMO district as a REAT member. I am assuming I'll be doing this for a few months to a year, I am still working locally in Olympia and attending all meetings.

I hope to see more of you at our next meeting, when people don't come to meetings it weakens our ability to serve our members. We can't send people to trainings, host branch events or pay for softball teams... We need support. Help us, help you.

STEWARD'S REPORT– LACEY CARRIER (VINCE CORSI)

Grievances Processed – Time Period January 1, 2024 thru February 20, 2024

Grievances Investigated – 17 Case Files

Grievances Resolved at Informal A – 7 Case Files

Grievances Resolved at Formal A – 0 Case Files

Grievances Resolved at DRT – 0 Case Files

Grievances Withdrawn at Informal A – 2 Case Files

Grievances Withdrawn at Formal A – 0 Case Files

Grievances Pending a Decision from Informal A – 5 Case Files

Grievances Pending a Decision from Formal A – 3 Case Files

Grievances Pending a Decision from DRT – 0 Case Files

Grievances IMPASSED from DRT – 0 Case Files

Grievances Pending Arbitration from NBA Office – 0 Case Files

Types of Grievances Processed Totals

12 / 60 – (2)

Mando – (3)

Holiday Mandate (1)

Non-Compliance with Resolved Grievance – (2)

ODL 10hr -vs- 12hr – (6)

ODL Carrier Carried T6 WA Route – (2)

Handling of Sensitive Information – (1)

Congratulations to the five (5) CCAs, CCA Saunders, Dassow, Siguenza, Guerrero, and Fukuda that will be converted to Regular effective February 24, 2024. As newly converted CCAs to regular you are entitled to a 30-minute conversion class from the Union and an ACE training that is scheduled by the management team on the USPS computers. There are some time sensitive items that each of the newly converted CCA has to do or else they will lose the opportunity to include but not limited to Life Insurance, Health Insurance, and Thrift Savings Plan. So, for these five (5) you need to reach out to the Branch President to see when this process will take place.

In closing, a grievance is defined as a dispute, difference, disagreement, or complaint between the parties related to wages, hours, and conditions of employment. A grievance shall include, but is not limited to, the complaint of an employee or of the Union which involves the interpretation, application of, or compliance with the provisions of this Agreement or any local Memorandum of Understanding not in conflict with this Agreement. An employee or union representative must discuss the grievance with the employee's immediate supervisor within fourteen (14) calendar days of when the grievant or the union first learned, or may reasonably have been expected to learn, of its cause. The date of this discussion is the Informal Step A filing date. If you feel that a grievance is warranted, then inform the management team and ask to speak to your steward.

In Unionism,

Vincent Corsi
Lacey Post Office
Shop Steward

OPINION— TRUSTEE (EVE BRIARHART)

Good Morrow Carriers,

What do you think about the 5 day work week? Is it too much time out of your life, or maybe it is what brings you purpose? Either way, I'd like to propose that one can and should have more out of their career. This is a sentiment shared by many of our brothers and sisters throughout union/labor history.

Some noteworthy victories and losses: The Fair Labor Act passed in 1938 fought by the Carpenters Union and United Mine Workers of America. Where the five day work week was established. For the NALC this was overshadowed by a prior loss in 1932, The Economy Act (passed by Hoover) which reduced the pay of federal employees, instituted a one week annual furlough, disallowed the hiring of replacement regulars and "temp" carriers made less than 6 dollars a week (134.34 today).

In 1984 Hattie Canty led The Las Vegas Hotel and Culinary Workers Union Local 226 in a 75 day strike of casino employees for living wages. For the NALC this is overshadowed by voting against a less-than legal strike, thus being cornered into a two tier labor plan and reduced wages for new hires.

In 2011 amid many Union and Labor losses across the country, a lack of cross union solidarity led to huge NALC losses in arbitration, such as, the creation of table 2, the furthering of two tier labor with the creation of the CCA, and increased cost of medical benefits. These examples are not selected to suggest the NALC is ineffective, it is to illustrate without member involvement, without cross craft/union solidarity, without the sledgehammer that is withholding labor, we will be hurt, abused and stolen from.

% TO STANDARD AND DOIS BY NALC BRANCH 38

The number called "% to standard" is derived from a DOIS computation. The DOIS program arrives at the PTS number by totaling all time used to case and withdraw mail and divides that number by the totals of flats and letters.

Example #1

Letters 1500 Divided by 18 = 83 min. casing TOTAL TIME: 167 MINUTES
 Flats 450 Divided by 8 = 56 min. casing 100% OF STANDARD Total 1950 Divided by 70 = 28 min. withdrawal % to standard for this example would be 100% to standard. Each function took the exact amount of time for the minimum 18 & 8 Standard. In the cases below % to Standard is arrived at by dividing the ACTUAL TOTAL by 100% of Standard.

Continued on next page

Example # 2

Letters 1500 Actual time = 75 min. casing TOTAL TIME: 147 MINUTES Flats 450 Actual time = 49 min. casing 88% OF STANDARD Total 1950 Actual time = 23 min. withdrawal ($147 \div 167 = 0.880$) In this case the PTS is LESS 12% less than 18 & 8 meaning the Carrier cases 12% FASTER than 18 & 8

Example # 3

Letters 1500 Actual time = 92 min. casing TOTAL TIME: 187 MINUTES Flats 450 Actual time = 65 min. casing 112% OF STANDARD Total 1950 Actual time = 30 min. withdrawal ($187 \div 167 = 1.119$)

In this case the PTS is 12% MORE than 18 & 8 meaning the Carrier cases 12% SLOWER than 18 & 8

In all the examples above the mail volume was the same. In reality volume is different each day. DOIS comes up with the daily PTS based on the volume figures input by the supervisor for that day. The program then computes the PROJECTED time. Projected time is the amount of time DOIS estimates to case and withdraw X amount of mail based on the individual PTS assigned each Carrier based upon their last inspection. Once the Carrier has clocked out to the street the program computes the ACTUAL time taken and volume to arrive at that days actual % to Standard. Those computations are done for individuals and for the office as a whole.

A primary reason DOIS is not accepted by the NALC is it's inherent flaw of being based on numbers input by managers. If the numbers are not accurately input nothing based on those numbers will be reliable. DOIS has no guarantee of accuracy or of providing Carriers credit for all the work done because of the human element involved. Management can manipulate the DOIS output by their control of the input. Carriers need to know that DOIS is simply a management estimator, nothing more. There is no Contractual requirement for any Carrier to achieve DOIS estimates. Do not allow yourself to be bullied into working to their numbers. Give a fair days work consistently. The key being consistently. Your work pace should be about the same as when you were last inspected. Discipline related to not meeting DOIS estimates won't stand providing you are performing the job properly according to the M-41. Learn the rules on the use of the PS Form 3996 and refuse to be intimidated.

3996 REASONS

1. Route out of adjustment per inspection
2. Sloppy mail (ADVO inserts, etc.)
3. Excessive change of address cards (#)
4. Stand-up talks (minutes)
5. Safety talk (minutes)
6. Window service (talk to customer)
7. Excessive parcels (#)
8. Excessive markup of parcels
9. Excessive carrier markups
10. Excessive review of CFS mail
11. Excessive hot case mail
12. Excessive accountable mail (#)
13. Inclement weather (rain, lightning, ice)
14. Feeling ill - under medication
15. Heat, humidity
16. Waiting for mail (be careful, they might decide to change your start time)
17. Late dispatch/distribution (be careful, they might decide to change your start time)
18. Unfamiliar and/or new on route
19. Traffic construction or delays
20. Mail cased from previous afternoon
21. Medical restrictions
22. Thin mail
23. Thick mail
24. Utility bills
25. Samples
26. Late leaving due to ___ feet of mail at case at ___ A.M.
27. New case labels
28. Doctor appointment
29. Odd shaped mail
30. Full coverage
31. Customer phone calls
32. New deliveries
33. Deviation for delivery of Express Mail
34. Work on case labels.
35. Checks, food stamps
36. Revised Form 1621 (Route information)
37. Sorting through 3-M mail in PM
38. Checking Form 3982's (Pink cards)
39. Power outage, fire drills, etc (minutes)
40. Meeting with management (minutes)
41. No vehicle
42. Vehicle breakdown
43. Delivering mail cased by others
44. Excessive hold mail
45. Marriage Mail
46. Time spent filling out Form 3996
47. Talking to Union steward
48. Instructed to report early - can't finish in 8 hours
49. Delivery Confirmation Pieces (#)
50. Edit Sheets
51. S-999 Mail in DPS
52. Upside Down DPS
53. Full covers in DPS (#)
54. Delivering DPS Mis-sorted Mail

NALC Branch 351
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OLYMPIA, WA 98501

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March 2024

**Congratulations to
Tae Chong on a well
deserved retirement!**
**Thank you for your 31
years of membership
in the NALC!**

«First Name» «Last Name»

«Address 1»

«City» «State»

«ZIP»



BRANCH OFFICERS	Stewards / Alternates
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