



# CLARK V. SAVIDGE

## SENTINEL

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

VOLUME 48 ISSUE 2  
FEBRUARY 2024

### Upcoming NALC Dates

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

Shop Stewards Meeting  
(Meeting starts at 7pm)  
February 14, 2024

Executive Board Meeting  
(Meeting starts at 7pm)  
February 21, 2024

CCA Seminar  
(Starts at 7pm)  
February 28, 2024

Steward College  
Year one: Feb. 25th-29th 2024  
Year two: April 28th-May 2nd, 2024  
Year three: Sept 15th-19th,

2024 State Convention  
May 16th-19th, 2024

### 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

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### NALC Members APP

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



## GENERAL MEETING MINUTES

January 3, 2024

Meeting Started 7:00 pm

Pledge of Allegiance was conducted.

### ROLL CALL:

President - Excused

Vice President - Jade McBride; present

Secretary/Treasurer - Vincent Corsi; present

Recording Secretary - Elyse Boyajian; present

Editor - Elyse Boyajian; present

Director of Retirees - Vacant

MBA Representative - Vacant

HBR Representative - Vacant

Sergeant at Arms - Martin Guzman; present

Director of Media - Jade McBride; present

Trustee - Eve Briarhart; excused

Trustee - Sierra Davis- present

Trustee - Vacant

**PRIOR MINUTES READ:** Scott Pearson motioned to accept the minutes as printed, motion seconded by Sierra Davis, motion passed unanimously.

**MBMR:** Martin Guzman pulled Victor Aranas' ticket and Victor chose the Olive Garden gift card.

**COMMUNICATIONS:** The Branch received an email from Regional regarding the TIAREAP process being extended until May 31, 2024. Regional is looking for interested members to participate. Anyone interested should contact VP Jade McBride, or President Al Floyd ASAP. Mari-Ann got hold of Holli Keenan who said she is interested in becoming the food drive coordinator for the next food drive.

**APPLICATIONS FOR MEMBERSHIP:** No new applications at this time.

**COMMITTEES:** Al has been working on the retirement banquet for January 14, 2024 and he has secured a discounted rate for members who wish to stay overnight. Cocktails for the dinner start at 6:00 and dinner starts at 7:30.

**OLD BUSINESS:** Martin wanted to know where we stand with the new Zoom meeting for CCA's. Jade has initiated the free account for this and we will have our first Zoom meeting January 24, 2024.

**NEW BUSINESS:** President Al Floyd appointed Jade McBride as Vice President starting January 1, 2024. Vince made a motion to have the Vice President, Jade McBride, placed on the signature cards for the NALC bank accounts. Mari-Ann Hanks seconded the motion. Motion passed unanimously. Vince handed out I9 tax forms to board members.

### GOOD of ASSOCIATION:

**TREASURER'S REPORT:** Vince motioned to accept both the year end and the monthly treasurer's reports as printed, Victor Arana seconded the motion, the motion carried unanimously.

**FOOD NEXT MONTH:** Heart shaped pizza.

**MEETING ADJOURNED:** Vince motioned to adjourn, Scott seconded, motion passed unanimously, 7:36 pm.

Submitted by Elyse L. Boyajian

## Lacey Post Office Shop Steward Report: February 2024

Submitted by:  
Vincent Corsi

Grievances at the Lacey Post Office since the beginning of the year are very low, from a steward's point of view this is a good thing because it seems as if the management team is attempting to do the right thing. One factor that drives this train is to have enough employees to deliver the mail. Currently at the Lacey Post Office we have a total of eight regular carriers that have signed up for the overtime desired list (ODL), four of them are 10-hour ODL carriers and four of them are 12-hour ODL carriers. With that many carriers on that list it should prevent a lot of Article 8 grievances.

Grievances that were processed at the Lacey Post Office consisted of ODL grievances between 10-hour ODL carriers and 12-hour carriers. The reason for this type of grievance is because management decided to work the 10-hour ODL carriers for over 10 hours without working the 12-hour ODL carriers for up to 12 hours. Other types of grievances that were processed was T6 Work Assignment (WA) carriers' overtime was carried by an ODL carrier. The reason for this grievance is that management decided to assist the T6 WA with ODL carriers, T6 WA carriers are entitled to the overtime on the route that they are carrying on that day for up to 12 hours. In addition, they are entitled to overtime on any of the routes on their string that are not filled by a WA carrier. Management can assign an ODL carrier to assist the T6 WA carrier to prevent them from going into penalty overtime. Unfortunately, on the grievances that were processed the ODL carrier went into penalty overtime and that triggered the grievance. All the grievances that took place at the Lacey Post Office were resolved at the Informal A level, for those carriers that the grievance was processed received a copy of the resolved grievance. Now management has 14 days to make payment on those resolved grievances and if they fail to then that will trigger another grievance. Please help your steward and if you don't receive the pay adjustment on your paycheck within 14 days then let your steward know.

For those carriers, especially CCAs, opting on routes is a contractual right for you to exercise. It is very easy to do and that is to sign up for the route that is currently vacant for 5 days or more consecutively, it doesn't have to start at the beginning of the week. However, most of them do start on Mondays, being that the annual leave board is what normally triggers a route to be posted for an opt. Being that annual leave starts on a Monday through Saturday of the week. If you see that a route is not posted up on the opt board then either ask the management team or your steward to see why it isn't posted.

What do you get if you are awarded an opt? Well, you get guaranteed work on that opted route up to 8 hours if 8 hours exist on that route, a scheduled day off, and if they bump you off that opt then there is a potential grievance. Therefore, let your steward know if you get bumped off your route.

In closing I am currently looking for an Alternate Shop Steward for the Lacey Post Office in order to assist me and if you're interested then let me know. I will do my best to get you trained and I will do all that I can to set you up for success.

Stay safe and healthy.

In Unionism,  
Vincent Corsi  
Lacey Post Office  
Shop Steward  
360.888.3354 Cell

## Annex Shop Steward Report: February 2024

Submitted by: Elyse Boyajian

On Sunday, January 14, 2024, we had a huge turnout for the Retiree's Banquet, held at the Little Creek Casino, with nearly 100 people attending. We had both state and national representatives also attending, who gave informative speeches on various membership issues and how important it is to continue to build the strength of our union.

President Al Floyd presented certificates to the members who have reached various milestones in their years of membership. For those members who were not able to be present, your certificates will be mailed to you.

Vice President, Jade McBride, held a raffle for various prizes, which was a huge hit with the members. Of the \$413 collected for the raffle prizes, half will be donated to the Muscular Dystrophy Association, and the other half was raffled off to member, Cliff Darnell.

Also, the new board members were sworn in while we were at the Retirement Banquet. Your new Shop Stewards will be; Treasurer, Vince Corsi, representing Lacey, Kenny Abbott, and Martin Guzman, representing the Main, and Vice President/Media Director, Jade McBride, and Recording Secretary/Editor, Elyse Boyajian, representing the Annex.

As you can see, most of us are carrying multiple titles, and two board members are getting close to their own retirement dates. We are in desperate need of more members who are willing to step-up and help out. The more help we have the stronger we are in representing our membership and also, more board members equals less work for each of us if more are pitching in.

Upcoming events to watch for will be the annual Food Drive in May, the annual Rainier baseball game in June, the annual picnic in August, and we are working on developing some additional events for members to enjoy. If you have ideas on any events that you feel would be fun and exciting for the membership, please feel free to share them with your stewards and board members.

Additionally, on Wednesday, January 24, 2024, we will be hosting the first Zoom meeting for CCA's in an effort to increase their accessibility to meetings. CCA meetings with the union offers the new members valuable guidance and advice for navigating the challenges of both the job, and management relations during the most trying period of the journey of this job. This meeting will be both in-person and on Zoom. If this turns out to be successful, we hope to explore the idea of expanding our general membership meeting to both venues as well, what are your thoughts on this matter?

We are always looking for new ideas to get members involved, and your feedback is crucial to making that happen.

## Opinion Piece

Submitted by Elyse Boyajian

I recently had a conversation with a supervisor regarding all the changes and construction going on at the Annex in order to achieve consolidation of several offices under a single P&DC location, as per the corporate plan. I happened to mention the hardships this will cause to numerous carriers that already commute long distances to work at the office that best meets their needs, in addition to the added burden to all carriers who will be traveling longer just to get to and from their routes. I pointed out to the supervisor that management/corporate never seems to make changes that will, in essence, make our jobs easier or even more efficient. After making this observation, I was met with total derision and a complete lack of empathy for the carrier, no surprise there, I guess. I was informed that it isn't management's job to make the carrier's "life" easier and that the ones who are the true victims of this consolidation will be the customers. I disagree, and here's why.

Customers have options that carriers do not. Customers have multiple companies who they can, and do, turn to when our services fail to meet their needs. Customers are increasingly turning to alternative companies, more of which are popping up every single day. Carriers, on the other hand, have to deal with failing, outdated, poorly designed tools, just to get their jobs done on a daily basis. We are increasingly becoming reliant on parcel delivery for the bulk of our revenue, yet our vehicles and our equipment was never designed for parcel delivery. We are now being forced to retire LLV's that can no longer be maintained by the VMF because there are no longer parts available to fix them when they break down. This means we are being forced to use the newer Metris vans, which are even less capable of meeting the needs of the letter carrier, who delivers both parcels and mail. These vans are being forced on us because the USPS bought out the contract for them from Amazon, who decided they were not fit for their own parcel delivery service.

Whenever we address issues that would make the carriers job easier and more efficient, we seem to be always met with hostile disagreement and we are told that we are lazy. The supervisor I was speaking to in this particular conversation wanted me to agree that the customer was the true victim here, and I refused, which frustrated that supervisor. I understand why. The USPS seems to believe that they can get by with investing the very least in tools for our safety and job production as long as they manage us by exploiting our empathy for our customers. I was asked "Don't you care about the customers getting their medications?" Well, of course I want customers to have their needs met, but in no way do I ever want to do that at the expense of the safety and well being of our letter carriers. I don't believe letter carriers are lazy, nor do I believe that I'm asking for a luxury when I say that we deserve vehicles with ABS breaks, or the ability to manage our mail and parcels in a sensible manner. I don't think it's spoiling anyone by offering heat and A/C for our carriers, nor do I think it's asking too much to have functioning mail boxes that meet the customer's actual mail needs to be more than a simple suggestion by our post master.

In the two years that I've been employed with the USPS, the one thing I have learned is how valuable the letter carrier is to the public. The USPS is judged solely by the image we put out to the public, and not by the messed-up logic that goes on behind the scenes every day by abusive management and corporate leaders who expect us to do a job with zero appreciation on their part. They knowingly exploit our humanness in order to extract better customer service, which they solely reap the rewards for, and turn around and call us lazy and incorrigible to our faces. The truth is, we perform daily miracles of biblical proportions just to deliver the mail every day. Every day we go out and brave the inclement weather in vehicles that were never designed for the purposes we use them for. Management would literally be crippled if we stopped allowing them to exploit our empathy and human nature. We deserve better and I hope that each one of you knows that whenever management talks down to a member, whether it's you, or someone else, we deserve to be treated with humanity and management simply cannot function without us!

## President's Report: Jan. 2024

By Al Floyd

### Retiree Banquet

Let me start with the very good turnout for the Retiree Banquet that was held at the Little Creek Casino and Resort. It looked as though all those that came out enjoyed themselves. The food was good and the raffle items were very nice. Speaking of the raffle items, Yolanda Stewart's five-year-old son, Lorenzo Stewart, helped me out with calling out the winning ticket numbers for the raffle items, did an excellent job and was so very enthusiastic in calling out the numbers. We also were able to recognize the carriers that hit their years of service as union members in multiples of 5 years. The high awardees were Sam Gibson and Debbie Dixon each with 35 years of membership!

In attendance were Manny Peralta, National Director of Safety and Health; Corrina Salas, Legislation Political Organizer; Debbie Dixon, Regional Administrative Assistant; Washington State Association of Letter Carriers' Bryan Wiggins, President, Randall Wirtz, Executive Board Member, Steve Thrift, Director of Media. The National Officers, Manny Peralta and Corrina Salas, both spoke for a moment and the crust of what they spoke was dealing with Congress and legislation. We all must pay more attention and get more involved. For as what has been stated in the past and continues to be brought out, is that everything we have and receive can be taken away with just the swipe of a pen in congress.

### CCAs

Reminder, we are going to conduct the Seminar the 4<sup>th</sup> Wednesday of this month, both in person and via Zoom. The E-board and the Stewards have discussed how to make available to the CCAs the opportunity to ask questions and gain knowledge about the job, in this environment where they are working so many hours. We hope this method will allow and encourage more CCAs be more engaged with learning about the job. Learning how to do the job, what your rights are concerning your job.

### NALC Br 351

There is still a call for more participation and involvement from you members. There are positions available on the board, as well as other areas within the Branch, where just you having an interest to coordinate or help facilitate, can be utilized. We need you to make it known. Come to union meetings, express yourselves and what you wouldn't mind doing and we will try to make that happen!

## Vice President's Report: January 2024

Submitted by Jade McBride

### An Overview

I would like to start this off by saying that it is an honor to have been appointed as Vice President of Br. 351 and I look forward to the opportunity to serve our members in that role. I also want to congratulate our other officers Eve Briarhart and Elyse Boyajian for their new roles as well. It was a privilege to be sworn in by the one and only Director of Safety and Health Manny Peralta who flew out from National to be with us at our Annual Banquet. We also had visits from Br. 351 member and RAA Debbie Dixon, Washington State President Brian Wiggins, as well as 2 of my fellow WSALC Executive Board Members Steve Thrift and Randall Wirtz and a visit from LPO Corrina Salas on behalf of the Letter Carrier Political Fund.

The Retiree Banquet was a huge success! It was really great to see so many of our members and I hope everyone had a great time. Later this year we will be hosting other events and I hope to see you all at those as well.

I feel that our branch is at an inflection point. We have increased participation in our events, new officers joining the executive board and new stewards representing offices. These are things a union needs to survive, someone must continue to do the work. That being said, there are still lots of opportunities for our members to continue being involved. If you want to be more involved, but don't know how or don't have a lot of time, there are many low commitment ways to help as well. You could be low involvement and be on a event planning committee, be an alternate steward for an office, or be more involved and be a branch officer. People stepping up to do what they can helps our branch be successful.

I was selected to be on a REAT team and this week I am traveling to Philly for a week long training to start working on the TIAREAP program and I look forward to advocating for carriers in that process.

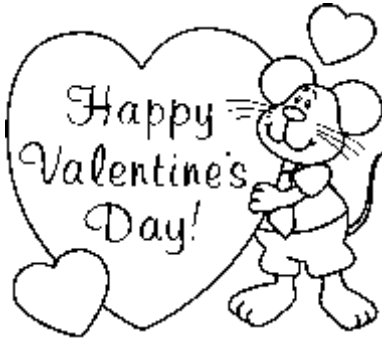
### The \$90,000 question

Our Branch is sitting on a pile of money, year after year we typically go under budget and therefore we have grown quite a large surplus. In the coming months you will likely see some proposals from the executive board on what should happen with those funds and I hope the membership comes forward with ideas on how that money is managed. I myself would like to see us invest more into our members in the form of education and reimbursements for loss wages due to union activities. I also believe we should move some of that money into an interest bearing account. It is not a bad thing to have such a large surplus, it means that overall the branch has been consistently fiscally responsible. And the fact that we have access to that money gives our branch security if we ever need to be able to handle a large purchase, such as a new computer or copy machine. If you have strong opinions about how this money should be utilized, I would love to see you at the next meeting.

NALC Branch 351  
 906 Columbia St NW  
 OLYMPIA, WA 98501

**NON-PROFIT ORGANIZATION**  
**U.S. POSTAGE PAID**  
 Olympia, WA  
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# February 2024



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BRANCH OFFICERS	Stewards / Alternates
President - Al Floyd Vice President - Jade McBride Secretary/Treasurer - Vincent Corsi Recording Secretary - Elyse Boyajian Editor - Elyse Boyajian Director of Retirees - <i>Vacant</i> MBA Representative - <i>Vacant</i> HBR Representative - <i>Vacant</i> Sergeant at Arms - Martin Guzman Director of Media - Jade McBride Trustees - <i>Eve Briarhart</i> Trustees - <i>Sierra Davis</i> Trustees - <i>Vacant</i>	Branch Chief Shop Steward - Al Floyd Main Office Shop Steward - Kenny Abbot Main Office Shop Steward - <i>Vacant</i> Main Office Alt. Shop Steward - <i>Martin Guzman</i> Main Office Alt. Shop Steward - <i>Vacant</i> Olympia Carrier Annex Shop Steward - Jade McBride Olympia Carrier Annex Shop Steward - <i>Elyse Boyajian</i> Olympia Carrier Annex Alt. Shop Steward - <i>Al Floyd</i> Olympia Carrier Annex Alt. Shop Steward - <i>Vacant</i> Lacey Post Office Shop Steward - Vincent Corsi Lacey Post Office Alt. Shop Steward - <i>Vacant</i> Shelton Office Shop Steward - <i>Vacant</i> Shelton Office Alt. Shop Steward - <i>Vacant</i>

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