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# CLARK V. SAVIDGE

## SENTINEL

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

VOLUME 48 ISSUE 6  
JUNE 2024

### Upcoming NALC Dates

General Branch Meeting  
(Meeting starts at 7pm, food served at 6:30)  
June 5th, 2024

Shop Stewards Meeting  
(Meeting starts at 7pm)  
June 12th, 2024

Executive Board Meeting  
(Meeting starts at 7pm)  
June 19th, 2024

CCA Seminar  
(Starts at 7pm)  
June 26th, 2024

National Convention  
August 5th-9th, 2024

### Table of Contents:

Meeting minutes..... Page 2-3

Presidents Report..... Page 4-5

Officer/Steward Reports.....Page 6-7

### 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

May 1, 2024

Meeting Started 7:01 pm

Pledge of Allegiance conducted 7:00 pm

### ROLL CALL:

President - Al Floyd; Present

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 in the newsletter, seconded by Mari-Ann Hanks, motion carried.

**MBMR:** Victor Aranas drew the winning ticket and chose the Buffalo Wild Wings gift card.

**COMMUNICATIONS:** Jade did a WebEx meeting with Regional. They are talking about better ways to finance the food drive and alternatives for donations in order to raise more money for food banks. Mari-Ann spoke to Francine regarding football tickets. We received a Thank You card from Wanda McCown. Tacoma Branch 130 will be hosting a retirement seminar Tuesday, June 18th 6:00pm. The Branch also received a thank you from the team sponsorship previously voted on thanking us for our support.

**APPLICATIONS FOR MEMBERSHIP:** No new applications.

**COMMITTEES:** The CCA BBQ will be hosted by Eve, Jade and Sierra on the first Sunday in July. The NALC Picnic is set for Sunday, August 18th and we still need volunteers to host the games. For the food drive, Holli Keenan said the bags and cards have been taken care of, everything is on track. She's buying gift cards for raffle prizes and food for the volunteers. We are working on having access to the

2 ton trucks to move donations from the Annex to the Main staging area. Baseball flyers are ready to be posted.

**OLD BUSINESS:** No old business.

(INSERTED FROM APRIL MEETING)

The following bylaw was voted and approved:

Section 8.b Stewards appointed by the formula in Article 17.2.a of the National Agreement by the end of each month shall be compensated for their labor and expenses their dues withheld and be compensated for each Steward position held, to be effective calendar year 2024.

**NEW BUSINESS:** Martin Guzman motioned for the Branch to donate \$3000 dollars to Al Floyd for family issues with his son, motion seconded by Victor Aranas. Motion tabled until next month.

Jade read the following proposed bylaw changes:

### Current language:

Section 8a. For their expenses, except as authorized under Article V, Sections 4, 5, and 6, the following officers shall be reimbursed for their expenses the following sums per year at the end of the year: President \$1,100.00, Vice-President \$200.00 plus \$50.00 per meeting chaired, Secretary-Treasurer \$1,400.00, Recording-Secretary \$800.00, Editor \$1000.00, Director of Media \$800.00, Sergeant at Arms \$250.00, Director of Retirees-\$300.00, Director of Community Services, and each Trustee \$300.00. These changes would be effective in calendar year 2020.

### Proposed new language:

Section 8a. Except as authorized under Article V, Sections 4, 5, and 6, the following officers shall be compensated the following sums each month. For their duties, the President and the Treasurer shall receive a sum equal to two (2) times the monthly Branch Dues as salary. For their duties, the Editor, Recording Secretary and Director of Media shall receive a sum equal to one and a half (1.5) times the monthly Branch dues as salary. For their duties, the Vice President shall receive a sum equal to half (.5) times the monthly Branch dues as salary, plus an additional sum equal to one (1) month of Branch dues for each general meeting chaired. For their duties, the Trustees, Health Benefits Representative,

MBA Representative, Director of Community Services, Sergeant of Arms and Director of Retirees, shall each receive a sum equal to half (.5) times the monthly Branch dues as salary. If the Editor requests, the President may appoint an Assistant Editor. For their duties, the Assistant Editor shall receive a sum equal to half (.5) times the monthly Branch dues as salary. These changes would be effective as of January 2024.

**Current language:**

Section 8.e. For Union Business, Delegates to State Convention, National Convention, Regional Assemblies attendees, or Branch members attending other NALC sponsored educational event, members shall be reimbursed 8 hours each event for their lost time, with approved PS Form 3971 for LWOP. This reimbursement will be compensated at the end of the year.

**Proposed new language:**

Section 8.e. For Union Business, Delegates to State Convention, National Convention, and Regional Assemblies attendees, when approved by a motion made by the members present at a general branch meeting, members shall be reimbursed up to 24 hours each event for their lost time, with approved PS Form 3971 for LWOP. This reimbursement will be compensated by the end of the month.

For NALC sponsored educational events, members shall be reimbursed up to 32 hours each event for their lost time, with approved PS Form 3971 for LWOP. This reimbursement will be compensated by the end of the month.

Total time reimbursed to each member for lost wages shall not exceed 80 hours per year.

**Current language:**

Section 8.d. As compensation for lost time and labor the President shall be reimbursed 16 hours per year, the Vice President, Secretary-Treasurer, Recording Secretary, Director of Media, and Editor each shall be reimbursed 8 hours per year. This change will be effective calendar year 2018.

**Proposed new language:**

Section 8.d. As compensation for lost time and labor the President shall be reimbursed 16 hours per year, the Vice President, Secretary-Treasurer, Recording Secretary, Director of Media, and Editor each shall be reimbursed 8 hours per year. These totals will be pro-

rated for 12 months and paid by the end of each month. This change will be effective January 2024.

**Current language”**

Section 8.f. Successors whom are appointed to a vacant position will be reimbursed for their expenses at the end of the year. This is based on the original compensation of the position and the number of months it is filled by the successor. In the event a member holds more than one position due to a vacancy, that member will be fully reimbursed for each position held.

**Proposed new language:**

Section 8.f. Successors whom are appointed to a vacant position will be reimbursed for their expenses by the end of each month. This is based on the original compensation of the position and the number of months it is filled by the successor. In the event a member holds more than one position due to a vacancy, that member will be fully reimbursed for each position held.

**GOOD of ASSOCIATION:** State Convention rooms have been reserved, National Convention rooms have been reserved. Mari-Ann inquired about an updated seniority list, which we have not received.

**TREASURER’S REPORT:** Vince motioned to accept the treasurers report as printed, Scott Pearson seconded, the motion passed unanimously.

**FOOD NEXT MONTH:** Pizza

**MEETING ADJOURNED:** Scott Pearson motioned to adjourn, Jade seconded the motion. Motion passed.

Submitted by Elyse L. Boyajian  
NALC Branch 351; Recording Secretary

## PRESIDENTS REPORT— AL FLOYD

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As we get ready for a new transformation, we have to stay cognoscente of one general thing, which is we have a contract and no matter what management tries to do, we will still be here! Management sit behind their computers, analyze data that they very well know is flawed, and attempt to bully, harass, intimidate us to submission of that projection. No matter what, in the end, the contract will always prevail. When we file that PS Form 8190 Grievance, it will have the final say. We may have to file more than one grievance to get management to cease and desist or adhere to the contract, but that's what we're willing to do. The Services Handbooks and Manuals spell out what is to take place in the office and on the street. Management seems to think, no, only want to acknowledge, are the sections that pertain to carrier duties. For some reason management want to talk about our office times and reference the "18 & 8" principle, but choose to ignore all the other duties that we must do that fall under "office time"! For example, the simple task of taking the binds off the bundles of flats for us to case, that time falls under "office time", yet, management excludes that time. What about the task of retrieving your hamper, how many times has the distance from your case to retrieving your hamper, changed, yet that time seems to have disappeared! Let's not forget the adventure of going to the restroom! We have gone from walking about 30 – 50 feet down the hallway, to walking outside, to having to walk to the back of the building, and yet, management doesn't want to give any credit for that time and distance.

### ***Postal Handbook M-41***

#### *11 Responsibilities of Carrier*

*111 Scope of Responsibilities - Every carrier is responsible for the items listed under 112. However, the carrier's responsibilities are not limited to those specific items.*

#### *112 General Responsibilities*

*112.1 Efficient Service - Provide reliable and efficient service. Federal statutes provide penalties for persons who knowingly or willfully obstruct or retard the mail. The statutes do not afford employees immunity from arrest for violations of law.*

#### *112.2 Diligence and Promptness*

*112.21 Obey the instructions of your manager.*

*112.22 Report for work promptly as scheduled.*

*112.23 Complete time records to accurately reflect the hours employed each day.*

*112.24 Display a willing attitude and put forth a conscientious effort in developing skills to perform duties assigned.*

*112.25 Be prompt, courteous, and obliging in the performance of duties. Attend quietly and diligently to work and refrain from loud talking and the use of profane language.*

*112.26 Do not report at cases or racks before tour of duty is scheduled to begin or linger about cases or racks after tour has ended.*

*112.27 Do not move mail from place to place on or adjacent to your case. Do not engage in any time-wasting practices before placing mail in the proper separation.*

*112.28 Do not loiter or stop to converse unnecessarily on your route.*

*112.29 Return to the delivery unit immediately on completion of assigned street duties and promptly clock in on arrival. A motorized carrier unloads his vehicle and then immediately records returning time.*

#### *112.3 Security*

*112.31 Protect all mail, money, and equipment entrusted to your care.*

Management wants to hold the carriers to the letter of these rules, but only as a way to bully, intimidate, and beat up the carriers. Has management told you, you have the right to read the Postal Handbook M-41, on the clock! Most likely not! How often have they said “you are to display a willing attitude and put forth a conscientious effort”, but you are to do this in spite of management challenging your work integrity and work ethics. When has management talked to you about how you did your job? After they get on you for not knowing what their expectations were for you to do the job.

### ***Postal Handbook M-39 - Management of Delivery Services***

#### *111 Basic Requirements*

*111.1 General All delivery service managers are responsible for developing and maintaining their units at a high degree of efficiency and for assuring that USPS® standards are maintained.*

#### *115.3 Obligation to Employees*

*When problems arise, managers must recognize that they have an obligation to their employees and to the Postal Service to look to themselves, as well as to the employee, to:*

- a. Find out who, what, when, where, and why.*
- b. Make absolutely sure you have all the facts.*
- c. The manager has the responsibility to resolve as many problems as possible before they become grievances.*
- d. If the employee's stand has merit, admit it and correct the situation.*

*You are the manager; you must make decisions; don't pass this responsibility on to someone else.*

#### *115.4 Maintain Mutual Respect Atmosphere*

*The National Agreement sets out the basic rules and rights governing management and employees in their dealings with each other, but it is the front-line manager who controls management's attempt to maintain an atmosphere between employer and employee which assures mutual respect for each other's rights and responsibilities.*

If management were to read their own manual, M-39, the they read the M-41 to the carriers, do you think there would be this much disrespect and hostility on the workroom floor. Right now, it seems it is management's job to find something wrong in everything the carrier does, so make it extremely hard on them!!! You're not sure of a procedure, make management make a decision and tell you. Put it all on them!!

## VICE PRESIDENT’S REPORT– JADE MCBRIDE

I wanted to take a moment to offer some transparency in the proposed bylaws that will be voted on at the next general meeting. To the left you will see the cost of the language that is being proposed for the officer salaries. Some people have expressed concern over the language because it is not a cut and dry dollar amount. The proposed bylaw allows for this language to survive inflationary increases and potentially take away the need for future adjustments. It also allows our branch officers to be compensated monthly instead of once at the end of the year. Currently the cost of our officer salaries is \$6,750 . This amount has not changed since 2019 and does not include salaries for our other officer positions such as HBR and MBA representative. Our branch consistently runs at a surplus every year and I believe that the investment of our officers at a branch level, and the reimbursement of our stewards and officers to go to trainings instead of having to use their personal vacation time will allow our branch to gain valuable experience to better represent our members.

If anyone has any questions about my proposed bylaws I ask you to reach out and will happily answer any inquiries.

(602-425-7651)

- President 1610.44
- Vice-President 402.61
- Secretary – Treasurer 1610.44
- Recording – Secretary 1207.33
- Editor 1207.33
- Assistant Editor 402.61
- Director of Media 1207.33
- Sergeant at Arms 402.61
- Director of Retirees 402.61
- Director of Community Services 402.61
- Health Benefits Representative 402.61
- MBA Representative 402.61
- Trustees (3) 1207.33
- Total Cost for officer salaries: \$10,868.97

## CONGRATS CARL RICE ON 30 YEARS!!!



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## STEWARDS REPORT—ELYSE BOYAJIAN

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This month has been exceptionally busy for stewards at the Annex. We received word that upper management was demanding numerous Investigative Interviews and that discipline was to be issued. Most of the grievances that we process are usually pertaining to overtime violations, but now we are inundated with disciplinary grievances which need to be investigated and resolved. We are fighting to get the steward time in order to research and investigate these grievances in addition to our regular workload, but management is reluctant to provide us with the required time. Meanwhile, we've had two carriers resign this month due to management's abuse.

Thanks to misinformation by management, many city carriers believe themselves to be officially trained to deliver mail from the Metris. Unless you have been certified by the driving safety instructor at an official driving class, you have not been properly trained. Some of us were told that we were "trained" when they sent someone to our offices to go over the

basics of the Metris, this is not proper certification. Furthermore, the Metris is not an appropriate vehicle to deliver mounted routes. They present significant safety concerns and we currently have two city carriers out injured due to delivering from a Metris. As we continue to lose our LLV's it is important to understand the safety risks of working out of a Metris. The vehicle itself is not ergonomically designed to safely deliver without causing significant injury to the carrier. Also, because the door does not slide open, as in the LLV's, it presents a problem with delivering to CBU's, especially when the carrier is forced to stand too close to oncoming traffic in order to service the CBU.

While Management will likely continue to push the Metris on city carriers as they are desperate for vehicles, it is up to each and every one of us to put our own safety first. We each have the right, as well as a responsibility, to refuse any activity that poses a safety concern.

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## STEWARDS REPORT—AL FLOYD

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### Informal / Formal Step A

#### Annex / Lacey

DRT Decision resolved for Management creating a Hostile Work Environment / Dignity and Respect for management calling the police on a carrier, Non-compliance filed management failing to comply with decision.

Grievance filed for 1st Quarter ODL Equitability, resolved and paid.

Non-compliance grievance about to be filed for management failing comply with DRT Decision on resolved non-compliance grievance to create new Reserve Position.

Grievances filed and partially resolved at Informal A for 12-hour violations. Language of carrier being allowed to end their tour at 12-hour without adverse action, being appealed to Formal A.

Grievances for improper Mandates have gone down, but now with upper management acting the way they are, discipline grievances are on the rise, again!!! They try to implement a "what ever they want to call it", we grieve it, they lose and then retaliate and we grieve that as well. A nasty revolving cycle.

NALC Branch 351  
 906 Columbia St SW Suite 206  
 OLYMPIA, WA 98501

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June  
 2024

**RAINIER TICKETS  
 AVAILABLE!**

**DEADLINE  
 JUNE 8th**

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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 - Eve Briarhart Trustees - Sierra Davis 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 - Martin Guzman Main Office Alt. Shop Steward - <i>Vacant</i> Olympia Carrier Annex Shop Steward - Jade McBride Olympia Carrier Annex Shop Steward - Elyse Boyajian Olympia Carrier Annex Alt. Shop Steward - <i>Al Floyd</i> Olympia Carrier Annex Alt. Shop Steward - <i>Vacant</i> Lacey Post Office Shop Steward - Vince 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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**Instagram: [nalc351](https://www.instagram.com/nalc351)**

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