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CLARK V. SAVIDGE

SENTINEL

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

VOLUME 47 ISSUE 7
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Upcoming NALC Dates

General Branch Meeting
(Meeting starts at 7pm, food served at 6:30)
July 5, 2023

Shop Stewards Meeting
(Meeting starts at 7pm)
July 12, 2023

Tacoma Rainiers
July 16th, 2023

Executive Board Meeting
(Meeting starts at 7pm)
July 19, 2023

CCA Seminar
(Starts at 7pm)
July 26, 2023

Branch Picnic
August 6th 2023

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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Branch 351 meets the first Wednesday of every
month at:

906 Columbia St sw
Suite 206
Olympia, WA
98501

NALC Members APP

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



GENERAL MEETING MINUTES

No Quorum



INTRODUCING CCA TIM ALVES

My name is Tim Alves and I was born in Phoenix, AZ. Seeing as I am very pale my parents thought it would be a good idea to move us to the Pacific Northwest, specifically Dayton WA. I know, you probably do not know where that is but trust me when I say it is a small country town in Eastern Washington. Most of my younger days have been spent playing with friends, playing sports, snowboarding and skating. Also when I was younger I lived with my parents and 7 sisters & 1 brother, to which I am the second oldest. As soon as I became aware of just how painfully small Dayton was I wanted to leave and got a chance to do that when I was accepted into the University of Washington. This, however, did not last but 2 years as I found it way more entertaining to not be in school and just enjoy my youth. I stayed in Seattle for 10 years, then moved to Portland for a change, then ended up here in Olympia after 12 years there to be closer to family.

When not handing out letters and parcels you can find me building LEGOs, playing video games, cooking and hanging with my 3 cats.

I have done everything from photo technician, to banker, to cannery worker for employment. My favorite job was cooking, I did this for 15 years. I quickly worked my way up from a part time prep cook to running a kitchen in 2 years. Before moving here I owned a pizza shop called CHAR Pizza in Portland. I tried cooking when I moved here but quickly learned I no longer had the passion to do it professionally. After a particularly rough day at work I was on my way home & saw a postman and thought 'That is the life', so I applied that day and started in November of 2022.

Though it is a lot more work than I anticipated, with all the things you have to remember, the long hours, hot days and occasional rough customer, I still really enjoy showing up everyday.

I only have 1 goal working at the Post Office, be better than Kayden.

STEWARDS REPORT– OLYMPIA CARRIER ANNEX (JADE MCBRIDE)

Currently the annex is mandating everyone everyday to carry overtime and only making the ODL work 9-10 hours. As an ODL carrier this is awesome cause I love free money. But it is absolutely unacceptable to the carriers who only desire to work an 8 hours day. I will be requesting enhanced remedies going forward. Management isn't even trying to assign the overtime correctly, I don't even recall the last time an ODL carrier worked more than 11 hours. It needs to stop.

I'll be hopefully settling 45 grievances in the next 10 days.

There is a remedy that will get them to follow the contract, I just haven't found it yet.

City 8 and collections are both late being posted, I will be filing on that as well.

STEWARDS REPORT– LACEY/ANNEX (AL FLOYD)

Stewards Report: July 2023

Al Floyd

Informal / Formal Step A

Annex / Lacey

- Special Inspection – 271.g – Grievances are still active. With this new Route Inspection and Adjustment Process, we have to wait on the final resolution.
- Cross Craft – Grievances are still being filed, but not to the extent as before. We are starting to see a decrease in the utilization of City Carriers on Rural.
- Mando's –Grievances for just about every day, of every week, of every month, are continuing to be filed. Between the Annex and Lacey Stations, there has been roughly 60 grievances filed for improper Mandates between McBride and myself.
- Carrier's Moved off their Assignments – Approximately 45 grievances filed and resolved at Informal Step A.
- Discipline –Grievance for Failure to Follow Instructions, filed at Informal, appealed to and resolved at Formal Step A.

WOUNDED WARRIORS LEAVE

Source: The Postal Record October 2021

The creation of Wounded Warriors Leave (WWL) came about in response to the passage of the Wounded Warriors Federal Leave Act of 2015, which allows employees who meet the eligibility requirements to use this category of leave to undergo medical treatment for a service-connected disability rating of 30 percent or more.

Eligible veterans can use up to 104 hours of this distinct category of leave has made it easier to keep all your Veterans Affairs (VA) appointments. This category of leave is an important benefit to letter carriers who are also veterans with a disability rating of 30 percent or greater. Disabled veterans generally are required to attend regular medical appointments to maintain their health and to continue their eligibility to receive their veterans' benefits. Frequently, such appointments must be scheduled during normal work hours, and before the creation of WWL, letter carriers often were required to use leave without pay (LWOP) to attend those appointments. WWL provides some relief to those who are eligible and must receive necessary treatment. Eligibility to receive WWL can be verified on the carrier's PS Form 50, which is found in their e-OPF. In Box 11 on their PS Form 50, it should indicate "6-10pt-Comp over 30%." If Box 11 does not denote "6-10pt-Comp over 30%," the employee will need to submit the necessary documentation to certify that they meet the 30 percent eligibility. It is an employee's responsibility to notify the Postal Service of their eligibility before requesting WWL. Employees must provide documentation from the Department of Veterans Affairs, or on any Office of Personnel Management (OPM) certification form developed for administration of WWL, certifying that they have a qualifying service-connected disability. Eligible employees who have not yet submitted the necessary paperwork should do so now.

Eligible employees are required to request this leave in advance, when possible, by completing and submitting to their supervisor a PS Form 3971, Request for or Notification of Absence. The supervisor is responsible for approving or disapproving requests by signing PS Form 3971 and returning a copy to the employee. In addition, to verify that any WWL requested by an employee is appropriately used for the treatment of a service connected disability, the requesting employee must provide proof from a health care provider that the employee used the leave to receive treatment for a covered disability. The Postal Service created a form to be used for this verification, PS Form 5980, Treatment Verification for Wounded Warriors Leave. The employee should designate the reason for the absence as "Other" on PS Form 3971 and write "Wounded Warriors Leave" in the space provided. Should the need to use this leave be unforeseeable, the employee must notify his or her supervisor of the expected duration of the absence and the applicability of WWL. Employees eligible for WWL also may be eligible for protection under the Family and Medical Leave Act (FMLA)—see Section 515 of the Employee and Labor Relations Manual for more information and eligibility requirements. Supervisors will initiate FMLA leave if they have reasonable grounds to believe that the leave might qualify. It is the employee's responsibility to provide complete and sufficient documentation to establish eligibility for FMLA. FMLA protection will run concurrently with WWL. The eligibility requirements, as outlined in USPS Management Instruction EL-510-2019-2 (M-01901 in NALC's Materials

Reference System), are as follows: All employees who have a single or combined service-connected disability rating of 30 percent or more are eligible for Wounded Warriors Leave. Otherwise, eligible employees with pending disability determinations who at any time during any Leave Year receive a 30 percent or more disability rating, will be eligible for leave retroactively to the first day of that current Leave Year. Any leave without pay (LWOP) or leave used while the determination is pending will be reimbursed and replaced with Wounded Warriors Leave, as appropriate, up to the maximum number of hours allowed. Wounded Warriors Leave may be retroactively applied for only the most current Leave Year and for no more than 104 hours. If an employee's service-connected disability rating is decreased to below 30 percent or discontinued during any Leave Year, then the employee no longer has a qualifying service-connected disability. The employee must notify the HR Shared Service Center of the effective date of the change in the disability rating. The employee is no longer eligible for Wounded Warriors Leave as of the effective date of the rating change. It is an employee's responsibility to notify the Postal Service of his or her eligibility before requesting Wounded Warriors Leave. Employees must provide documentation to the HR Shared Service Center from the Department of Veterans Affairs certifying that the employee has the requisite level of service-connected disability.

Newly hired eligible employees or those returning to the Postal Service will be credited with 104 hours of Wounded Warriors Leave following the Postal Service's receipt of documentation supporting the employee's eligibility. Wounded Warriors Leave will be available for use retroactively to the first day of their enter-on-duty date, or the current Leave Year, whichever is later, for use through the end of the Leave Year. Eligible employees will be credited with 104 hours of Wounded Warriors Leave on the first day of each Leave Year and the leave is available for use until the last day of the Leave Year. Wounded Warriors Leave must be used during the Leave Year in which it is credited and will not be carried over. No employee may accrue more than 104 hours during any Leave Year. If the employee leaves the Postal Service at any time during any Leave Year, any remaining leave will not be reinstated or paid out, except as permitted by OPM regulations if the employee transfers to another federal agency. Information regarding the rules and regulations of WWL is available on the NALC website, nalc.org, and can be found on the "NALC Veterans," "Contract Administration Unit" and "City Delivery" pages. PS Form 5980 can be found on those pages as well. After reviewing those guidelines, if you have any further questions about WWL, make sure to discuss them with your shop steward or a branch officer.

In closing I would like to thank every veteran for their service and for them to look at the current seniority report and/or relative standing list and make sure that the column noted "Vet" shows a "Y" in it and if it doesn't then let your steward, a branch officer, or a member of your management team at your office so that it can be fixed. In addition, I urge every veteran to join the NALC Veterans Group and all you have to do to join is email veteransgroup@nalc.org and provide your name, address, branch number, military branch and any affiliated veterans groups. Its easy as that. *Submitted by Vince Corsi*

GET INVOLVED!

Have you considered being more involved with the NALC? Your local union has entry level positions available! Being a more active member of the NALC is a great way to learn how to protect your rights as a carrier, build camaraderie amongst your union brothers and sisters and help play a role in the decisions for how your hard earned dues are spent. The easiest way to get more involved with your local union is to attend a branch meeting. Branch 351 meets the first Wednesday of every month at 6:30 for food, and 7 pm for the meeting.

Submitted by Jade McBride

HOLIDAY BANQUET?

Your Branch 351 executive board is currently exploring options to hold a holiday retirees banquet in January of 2024. Before we make commitments and reservations we are seeing how much interest there would be from our members for this event.

If this is an event that you would like to attend, we need to know!

Please reach out to the editor mcbridejade89@gmail.com or Vince Corsi to let the planning committee know of your intent.

Submitted by Jade McBride

LEGENDARY

I want to thank all the people who came and supported our Legends Arcade group outing! We had 25 members and their guests which made the event a success. I would love to do more events like this so please be on the lookout for future group outings.

In the month of July we plan on doing a CCA BBQ at the annex during amazon Sunday, if you would like to assist, please contact a union officer!

“STREET STANDARDS”

Management has been harping on some carriers not being up to standards on the street and I wanted to take some time to go over what expectations there are for carriers when they are safely and efficiently delivering the mail. Please check below for a detailed explanation for all street standards that we have. Let me know if you have any further questions.

(This section intentionally left blank)

There is no such thing as a street standard.

There is no such thing as a blanket “one hour office time”

There is no pace that you have to walk.

There is not a 22 minute loading standard.

Just be sure to always be doing your best, its all that matters.

Saying Thanks!

I would like to thank everyone for the help and hard work during the 2023 NALC Food Drive. A special thank you goes out to Scott and Kim Pearson, John Holman, Ryan Talianko, Holli Keenan, Ian and Gavin Busack, and all the card and bag counters. Thank you Vince Corsi for loaning the tables and pop up gazebos at Lacey.

I would like to thank our donors who supplied food, funding and transportation for our event-

Olympic Movers

Meconi's

Costco

Safeway

Domino's

Fred Meyer

Jersey Mike's

Starbucks

Cutter's Point Coffee

I would like to also thank our many sponsors that donated raffle prizes-

Fire Creek Grill and Ale House

Defy Olympia

Olive Garden

Airport Golf Center

Applebee's

Outback Steakhouse

Capitol Barbershop

And THANK YOU to ALL of our Clerks, Thurston County Food Bank, volunteers, friends and families that swept, boxed, and donated their time for that day.

A Special THANK YOU to the Carriers (City and Rural) for ALL OF YOUR HARD WORK!!

GREAT JOB!

Submitted by Mari-Ann Hanks 2023 NALC Food Drive Coordinator

STEWARDS REPORT– MAIN OFFICE (ELYSE BOYAJIAN)

Summer has made it's official entrance and although the typical hot weather has been peppered with unusual days of cool and rain, we still struggle with the burden of working in exceptionally hot LLV's. Our outdated equipment puts our safety at risk, and management has presented us with our "official" training videos advising us to hydrate as frequently as possible. Sage advice, although it would be considered a crime to leave our dogs in these trucks because they would literally die from the heat. Most of us are aware that the Teamsters recently won a class action suit forcing UPS to install a/c in their delivery trucks for the safety of their workers. This has given us a glimmer of hope for our own future, but the recent loss of one of our own USPS workers in Texas, who passed away on the job due to heat exposure, reminds us that we must unite and fight for our rights to a safe work environment.

Job safety also comes to the forefront when we are out in the field delivering mail and parcels. We need to be cognizant of all sorts of hazards, vicious dogs, hornets nests inside mail boxes, children, pedestrians and pets in the roadway, other drivers, and so on. In recent months there have been numerous headlines across the country reporting on a rise in crimes against postal workers. Several postal workers have been robbed by use of force, and this has even resulted in injuries and even death to some of our fellow postal carriers. Consequently, a couple of months ago management handed out a packet to all letter carriers detailing safety protocols for these incidents. Mine is tucked away in the drawer in my booth, as I have not yet had time to actually read it. A couple of weeks after we received these

packets one of our very own letter carriers was robbed, at gun point, in Lacey. This was done by a team of two people, a female who was driving the getaway vehicle, and a male suspect, with a tattoo of a cross between his eyebrows, who pointed a gun at the female letter carrier as he made his demands.

Make no mistake, these two targeted someone that they thought they could overcome, if she should choose to resist. They also waited until she was servicing a cbu, which put her at a physical disadvantage if she should try to escape. After they fled the scene police and management responded to take their respective reports. While management was kind enough to offer the letter carrier the referral to emergency counseling services, they did not consider offering the letter carrier immediate access to a union representative who could provide emotional comfort and assistance with contacting family members, or advice on the various types of leave available in such emergency situations. Make no mistake about it, getting robbed at gunpoint is absolutely an on-the-job injury. The emotional trauma of coming face-to-face with death is injurious and when something like this happens on the job you are entitled to file a workers compensation claim to help you through this period. This can aid in compensating the carrier for any extended time off that may be required for recuperation, as well as costs for counseling or any potential physical side effects requiring a physician for medications.

While this incident took all of us by surprise, it is not a new occurrence. I know for a fact that postal workers have been subjected to robberies for as long as I have been alive, and I have no doubt that robberies have

occurred much longer than that. This means that although our management was not expecting to deal with this situation, they should have been trained in how to deal with this by upper management, especially in light of the very recent nationwide escalation of robberies against postal employees that caused them to hand out those safety pamphlets two weeks prior to this incident. I hope that in the future, management recognizes the moral imperative to prioritize the needs of the letter carrier over their need to protect the bottom line. We are human beings and we deserve to be treated with compassion, it is the responsible and human thing to do. In conclusion, I strongly urge you all to immediately request a union representative be provided to you should you ever be injured on the job, including, and especially, if you should be confronted with an armed robber. Even the most compliant of victims is at risk of losing their life in such situations as we have no idea what drugs are in that suspects system, or what their state of mind may be. You each have a right to be treated with compassion and you have a right to place the burden of expenses relating to such work place violence upon the lap of your employer. Should you wait, out of bravery or ignorance of your rights, you may find yourself coping with PTSD and emotionally unable to cope with the tasks necessary to protect your rights. Many of us union representatives are fairly new to this position, and our inexperience in such situations will be obvious, but we will each bend over backwards to pursue the resources you need and are entitled to.

Peace be with you,

Elyse Boyajian

President's Report: July 2023

By Al Floyd

I wrote a good while ago, about the working conditions within the Installation and how it's not just our Installation being under attack. "1 st thing I learned; it is not just our Installation going through this mess. 2 nd ; the Installations that have it worse than us, are the ones where there are no Shop Stewards to fight on behalf of the members or where the members feel they can make buddy deals with management. One of the Workshops I attended dealt with falsifying clock-rings. It is hard to believe that management would stoop so low as to change your clock-rings to show you were back in the office, when you were still out delivering, just so they wouldn't have to here anything from their bosses; or change your clock-rings in an effort to keep you out of penalty overtime. This administration has "NO" and I do mean, "NO" respect, for the job we do. You bust your butt doing the job and not receive any kind of recognition or a simple "good Job" or "thank you", but do get told you should do better. It is a battle between Labor and management concerning the working conditions in our area and your Union is fighting for your rights on a continual basis. What is needed is for all carriers to stand together, hold each other up in support and do not waver. When you see wrong being done to one, write a statement and inform your steward, so action can be taken. Letter Carriers have endured for years and persevered through the onslaught of many anti-carrier administrations and we can and will, together, make it through this one!!!!"

I wrote that almost 5 years ago and as you can tell, the more things change, the more things are the same. Back then, our local administration was the main culprit for our problems. They were the ones doing the bullying, insulting, and threatening of us and our jobs. Now, we have to fight through our local administration, who have tried to change the environment for a better one, to fight their higher-level bosses. We are dealing with those higher-level personnel giving instructions to "Find" inefficiencies in us doing our jobs. They are giving out instructions to attack our very work ethics, and all the name of what? I believe we are being hit this way because Letter Carriers will not allow the travesty that took place with the Rural Carriers, to happen with us. The NALC is not going to stand for it. Your Stewards have filed grievances, they are filing grievances, and they will continue to file grievances on the behalf of Letter Carriers. So, do not give up faith. It is a long-drawn-out battle and it will take a lot of grievances and possibly even some NLRB charges filed, to get some peace on the job. Like the song says,

"A change is gonna come"!

Branch Outing

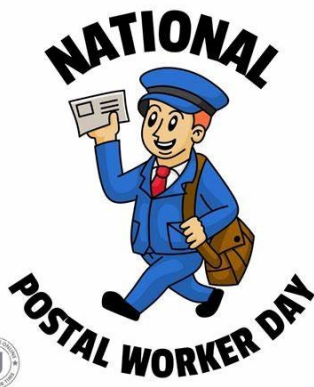
The Branch put together an outing to Legends Arcade for member's families and friends to attend and I believe it went great. There was a high turnout and those that attended had a very good time. Myself, my grandkids had a blast. The 8 year old, saw the video game Mind-Craft and it was hard to move him. The 5 and 4 year olds played it as well and had fun, but when they got on the bowling game, that was it! Could not move them. They went through the complementary tokens and dug deep into my pocket!!! And, I have to mention my wife showing the kids why she was the Mrs PacMan champ! I would like to thank Jade McBride for putting that together!! It was fun.

Now, we get ready for the Tacoma Rainiers Baseball game happening July 16, 2023, with a tail- gate before the game. We usually have a really nice time at the park. I hope to see you there.

NALC Branch 351
P.O. Box 7715
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July
2023



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