



CLARK V. SAVIDGE

SENTINEL

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

VOLUME 47 ISSUE 6
JUNE 2023

Upcoming NALC Dates

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

Legends Arcade
4-7pm
June 11, 2023

Shop Stewards Meeting
(Meeting starts at 7pm)
June 14, 2023

Executive Board Meeting
(Meeting starts at 7pm)
June 21, 2023

CCA Seminar
(Starts at 7pm)
June 28, 2023

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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 DEC. 6TH, 2023

Meeting Started 7:05 pm

Pledge of Allegiance was conducted.

ROLL CALL:

President - Al Floyd; present.
 Vice President - Vacant
 Secretary/Treasurer - Vincent Corsi; present
 Recording Secretary - Elyse Boyajian; present
 Editor - Jade McBride; present
 Director of Retirees - Vacant
 MBA Representative - Vacant
 HBR Representative - Vacant
 Sergeant at Arms - Martin Guzman; present
 Director of Media - Jade McBride; present
 Trustee - Jade McBride; present
 Trustee - Sierra Davis- Absent
 Trustee - Vacant

PRIOR MINUTES READ:

Jade McBride made a motion to accept the minutes, Mari-Ann Hanks seconded the motion. Discussion; Vince requested the names of the applications for membership be included in the minutes. Motion to accept the minutes with one correction passed unanimously.

MBMR: Mari-Ann Hanks drew Elyse Boyajian's ticket. Elyse donated her winning gift card back to the branch.

COMMUNICATIONS: Although people who work for other companies have a right to strike, postal employees may not engage in work place strikes, as per the contract. We have received some preliminary information regarding registration for the National Convention.

APPLICATIONS FOR MEMBERSHIP:

Joel Simpson
 Kieth Stoutnar
 Nicole Alexander
 Stephanie Hampton

COMMITTEES: We need to begin preparations for the retirement dinner.

OLD BUSINESS: Autumneve Briarhart won a Trustee position by acclimation.

NEW BUSINESS:

GOOD of ASSOCIATION:
 Vince Corsi advised that we have received our HBR disbursements. Martin has discussed the option of zoom meetings for the CCA union Q&A meetings. We will see about setting up a zoom account and trying the first one the fourth Wednesday in January. We finally received 5 checks from management for a total of \$2,150.00 for grievance settlements. Al spoke to OIC Hunt regarding payments for the grievances over the vacancy notices for the routes and requested she find out who will be held responsible for the payments. The Labor/Management meeting will be rescheduled for late January.

TREASURER'S REPORT:
 Vince motioned to accept the treasurer's report as printed, Jade seconded the motion, the motion carried unanimously.

FOOD NEXT MONTH: Black eyed peas.

ELECTION RESULTS

169 mailed out to members
 67 received back
 2 ballots with no signature
 8 ballots returned to sender
 57 total valid votes

State Convention:

Al Floyd- 34
 Jade McBride- 31
 Martin Guzman- 29
 Debbie Dixon- 27
 Mari-Ann Hanks- 27
 Vince Corsi- 26
 Elyse Boyajian- 26
 Sierra Davis- 21

National Convention:

Al Floyd- 32
 Jade McBride- 29
 Debbie Dixon- 28
 Vince Corsi- 28
 Martin Guzman- 28
 Elyse Boyajian- 28
 Mari-Ann Hanks- 27

Ralph Hitchcock motioned to destroy previous years ballots, Vince seconded the motion, no discussions, motion passed unanimously. Election committee dismissed.

MEETING ADJOURNED:

Vince motioned to adjourn, Jade seconded, motion passed unanimously 8:35 pm.

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

STEWARDS REPORT— OLYMPIA CARRIER ANNEX (JADE MCBRIDE)

2023 Recap:

In 2023 I filed 401 grievances, of which I settled 396 at informal a. I currently have a few sent up and believe we will get positive results from those as well. Shockingly, all payments on the settled grievances at informal are submitted and I have no outstanding payments. Staffing has improved dramatically and it seems like unwanted overtime is about to nearly become a thing of the past. I look forward to continuing to be a steward at the annex and give thanks to those who nominated me to continue doing so.

Happy New Years,

Jade McBride

STEWARDS REPORTS- MAIN OFFICE (KENNY ABBOT)(ELYSE BOYAJIAN)

Born and raised in Olympia. I've done a season in Alaska at a shore plant but never lived anywhere else. I've done all sorts of work before here. Used to be a nurse. Caregiver. Arborist apprentice. Roofer. Insulator. Painter. Etc. Lots of manual labor. Pet trainer. My hobbies are non existent though. I spend my free time with my kids or my bf. Family is really big too me and I come from a family of 5 kids and we all have children. I have 3 boys. 13,11,8. I have one black cat. Looking for somewhere to live rn but the economy is limiting so I'm staying with my mom. I commute with her every morning and night since she lives way out in Shelton and my car can't make that trip. I had my kids during college so I had to drop out. I've been married and divorced twice and the dads aren't really around even though I push for it so I'm all my kids got rn but they're grandparents help out a lot. I'm very grateful for the ppl in my life. I'll be a year clean and sober January 27th. I've had a rough past but now I'm finally starting to take charge of my life. Not much more I can add really.

Lacey Post Office Shop Steward Report: January 2024

Submitted by:
Vincent Corsi

I would like to take this time to thank the membership for nominating me to represent you as the Shop Steward for the Lacey Post Office for the 2024 calendar year. I will promise only one thing to the Lacey Post Office carriers and that is to enforce and honor our Joint National Agreement. If for some reason you feel as if you need to have a grievance filed then you need to ask for steward time. It is management's responsibility to schedule your steward time within a reasonable timeframe and if you do not get the steward time then let me know. I will address it with the management team, and I will get the steward time for you. Outlined below is some language found in the NALC-USPS Joint Contract Administration Manual – March 2022.

Article 17.3 Section 3. Rights of Stewards When it is necessary for a steward to leave his/her work area to investigate and adjust grievances or to investigate a specific problem to determine whether to file a grievance, the steward shall request permission from the immediate supervisor and such request shall not be unreasonably denied. In the event the duties require the steward leave the work area and enter another area within the installation or post office, the steward must also receive permission from the supervisor from the other area he/she wishes to enter and such request shall not be unreasonably denied. The steward, chief steward or other Union representative properly certified in accordance with Section 2 above may request and shall obtain access through the appropriate supervisor to review the documents, files and other records necessary for processing a grievance or determining if a grievance exists and shall have the right to interview the aggrieved employee(s), supervisors and witnesses during working hours. Such requests shall not be unreasonably denied. While serving as a steward or chief steward, an employee may not be involuntarily transferred to another tour, to another station or branch of the particular post office or to another independent post office or installation unless there is no job for which the employee is qualified on such tour, or in such station or branch, or post office. If an employee requests a steward or Union representative to be present during the course of an interrogation by the Inspection Service, such request will be granted. All polygraph tests will continue to be on a voluntary basis.

Article 15.1 Section 1. Definition 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.

Article 15.2 Section 2. Grievance Procedure—Steps Informal Step A (a) Informal Step A (a) Any employee who feels aggrieved must discuss the grievance with the employee's immediate supervisor within fourteen (14) days of the date on which the employee or the Union first learned or may reasonably have been expected to have learned of its cause. This constitutes the Informal Step A filing date. The employee, if he or she so desires, may be accompanied and represented by the employee's steward or a Union representative. During the meeting the parties are encouraged to jointly review all relevant documents to facilitate resolution of the dispute. The Union also may initiate a grievance at Informal Step A within 14 days of the date the Union first became aware of (or reasonably should have become aware of) the facts giving rise to the grievance. In such case the participation of an individual grievant is not required. An Informal Step A Union grievance may involve a complaint affecting more than one employee in the office.

In closing I would like to talk about a subject that is near and dear to my heart and that is the Overtime Desired List (ODL). Each quarter all the regular city carriers from within the Olympia Installation have the option to sign up for 3 Separate List for within their own office. The three lists consist of the Overtime Desired List either 10-hour or 12-hour, Work Assignment List or the 8-hour List. It is management's responsibility to distribute the overtime from within that office to within 10% of the highest person receiving the overtime. If management fails to accomplish this, they must pay those carriers that were not worked for whatever reason management decided not to work them the hours at the overtime rate and/or carry over 4 Hours to the next quarter. Some carriers and managers call this "free money." Understand this, there is nothing on this earth that is free; we all pay for this in one form or fashion. At the Lacey Post Office, I ask for the clock rings for all the ODL Carriers and I compute on a weekly basis the hours worked by the ODL Carriers. It is furnished to the management team to include the Station Manager and/or OIC and it is gone over by both the Union and Management. It is posted on the cork board along with the weekly service schedule and is viewed by all and posted is a copy of how the ODL is calculated. At the end of the quarter either you are equitable or not and if not we the Union grieve it. This is where in some individual eyes is the "free money" which really is not free. Each carrier that decided to sign up for overtime for that quarter is entitled to receive overtime if overtime is available. It is management's responsibility to distribute that overtime. So, when people say that certain carriers got "free money" that is wrong, what they should be saying is "Management failed to distribute the overtime and now they need to pay for their mistake".

Stay safe and healthy.

In Unionism,

Vincent Corsi
Lacey Post Office
Shop Steward
360.888.3354 Cell

Your Money Matters!

Another year has come and gone, hopefully each and every one of you has found yourself in a good place. With the new year upon us this is the best time to either change what you did last year or to sustain and improve on what you did last year. The ball is in your court and there is only one person that can control that and it is you. Set your goals, put pen to paper, put it in plain sight so that you can see it every day. Remember you are in control.

In closing, a Proposed Annual Budget for 2024 was developed by your Executive Board and was printed in the November 2023 newsletter for the membership to approve or disapprove. At the November 2023 general meeting it was presented, discussed, and approved. Therefore, the branch will use that approved budget to finance the 2024 calendar year. If you would like to see how your Union Dues are being spent then please show up at the monthly general meetings and let your voice be heard. I take the position of Secretary / Treasurer very seriously. I will account for every member dues for every paycheck. I will ensure that every dollar that the branch receives will be spent in the best way to benefit every member.

Hope to see everyone at the Retiree's Banquet on January 14, 2024 at the Little Creek Casino in Shelton for that \$12 Prime Rib Dinner.

In Unionism,

Vincent Corsi

Secretary/Treasurer

CCA CORNER

Chantel **lastname**

Born and raised in Olympia. I've done a season in Alaska at a shore plant but never lived anywhere else. I've done all sorts of work before here. Used to be a nurse. Caregiver. Arborist apprentice. Roofer. Insulator. Painter. Etc. Lots of manual labor. Pet trainer. My hobbies are non existent though. I spend my free time with my kids or my bf. Family is really big too me and I come from a family of 5 kids and we all have children. I have 3 boys. 13,11,8. I have one black cat. Looking for somewhere to live rn but the economy is limiting so I'm staying with my mom. I commute with her every morning and night since she lives way out in Shelton and my car can't make that trip. I had my kids during college so I had to drop out. I've been married and divorced twice and the dads aren't really around even though I push for it so I'm all my kids got rn but they're grandparents help out a lot. I'm very grateful for the ppl in my life. I'll be a year clean and sober January 27th. I've had a rough past but now I'm finally starting to take charge of my life. Not much more I can add really.



NALC Branch 351
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NON-PROFIT ORGANIZATION
U.S. POSTAGE PAID
 Olympia, WA
 PERMIT NO. 298

January 2024

BRANCH OFFICERS	Stewards / Alternates
President - Al Floyd Vice President - Vacant 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>Autumneve Briarhart</i> Trustees - <i>Sierra Davis</i> Trustees - Vacant	Branch Chief Shop Steward - Al Floyd Main Office Shop Steward - Kenny Abbot Main Office Shop Steward - <i>Elyse Boyajian</i> Main Office Alt. Shop Steward - <i>Vacant</i> Main Office Alt. Shop Steward - <i>Vacant</i> Olympia Carrier Annex Shop Steward - Al Floyd Olympia Carrier Annex Shop Steward - <i>Jade McBride</i> Olympia Carrier Annex Alt. Shop Steward - <i>Vacant</i> Olympia Carrier Annex Alt. Shop Steward - <i>Vacant</i> Lacey Post Office Shop Steward - Al Floyd Lacey Post Office Alt. Shop Steward - <i>Vacant</i> Shelton Office Shop Steward - <i>Vacant</i> Shelton Office Alt. Shop Steward - <i>Vacant</i>

Find us on the web: www.nalc351.com
Instagram: [nalc351](https://www.instagram.com/nalc351)

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