



CLARK V. SAVIDGE

SENTINEL

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

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DECEMBER 2023

Upcoming NALC Dates

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

Shop Stewards Meeting
(Meeting starts at 7pm)
December 13, 2023

Executive Board Meeting
(Meeting starts at 7pm)
December 20, 2023

Steward College
Year One; February 25-29, 2024
Year Two; April 28– May 2, 2024
Year Three; Sept 15-19, 2024

State Convention
May 16-19, 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

November 8, 2023
Meeting Started 7:01 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; present
Trustee - vacant

PRIOR MINUTES READ: Last month's minutes were read. Jade McBride made a motion to accept the minutes as printed. Sierra Davis seconded the motion. The motion passed unanimously.

MBMR: Sierra Davis picked Al's ticket.

COMMUNICATIONS: Al is looking into how to grieve the tv monitors at the offices showing route information.

The performance report that gets posted on the board should be regularly reviewed by carriers for any discrepancies, especially when route inspections resume.

Elyse brought up the red line policy currently being considered to be implemented at Main.

APPLICATIONS FOR MEMBERSHIP: One new carrier is in the academy this week.

COMMITTEES: Election Committee members are currently on vacation. Nothing new to report regarding Retiree Banquet. Jade is still planning on putting together a bowling event.

OLD BUSINESS: Al asked OIC Hunt to review the notes from the last Labor-Management meeting. He will also ask her who she wants to handle the minutes at the next meeting.

NEW BUSINESS: Jade reported that the audit was conducted recently and all went well, but we need to follow up with better documentation of retirement gifts.

Vince made a motion to accept the proposed 2024 budget as printed. Motion seconded by Jade McBride. Motion passed unanimously.

Nominations for trustee position; Jade nominated Eve Briarhart for trustee, Eve provided a written acceptance and won by acclamation.

Nominations for delegates to the National Convention; Jade nominated Debbie Dixon. Al presented a written acceptance by Dixon. Jade nominated Mari-Anne Hanks and Mari-Anne provided a written acceptance.

Nominations for the State Convention; Jade nominated Debbie Dixon, Al received a written letter of acceptance from Dixon. Jade nominated Mari Anne Hanks, Mari Anne Hanks provided a written acceptance.

GOOD of ASSOCIATION: We need to send member Millie Tavai flowers for her surgery.

TREASURER'S REPORT: Vince made a motion to accept the treasurer's report as printed. Jade seconded the motion. Motion passed unanimously.

FOOD NEXT MONTH: Ham.

Vince motioned to adjourn, Martin seconded. Motion passed unanimously.

MEETING ADJOURNED

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

STEWARDS REPORT— OLYMPIA CARRIER ANNEX (JADE MCBRIDE)

I currently have over 70 class action grievances awaiting payments. Management has continuously failed to meet their obligations and I have signed non-compliances on 50 of those grievances which, as of the date of this writing, is up to over \$26,000. They have started to make payments on some grievances, and I will be following up with management and holding them accountable.

Besides the nearly \$40,000 in grievance payments management currently owes, soon they will owe us tens of thousands of dollars in payments for the route vacancy postings which they were late on.

They are not giving me information in a timely manner.

They are not giving me adequate time to investigate their many violations.

They make disparaging remarks about the union, and our efforts to make them comply with the national agreement.

I will bankrupt the post office in my efforts to get them to comply; I do not care.

Don't worry though... they threw us a pizza party.

In the last month I attended both Regional and National Rap. I want to thank our members for allowing me to go. It is not lost on me that when I attend these large gatherings it is done so at the expense of dues provided by our union brothers and sisters. While in New Orleans I attended a day of classes, and also heard our National President Brian Renfroe speak at length about the current ongoing contract negotiations.

I know it can be frustrating to have to wait for a fair contract, especially when other labor unions are so vocal in the press and have been able to secure seemingly fantastic results. But, just as we have to deal with locally... the snakes in postal management want to squeeze every dime they can out of us and they aren't going to just give in. It would be very easy on day one to get a tentative agreement with the postal service, but those results would not be the contract that we deserve. Soon, if an agreement is not made, we will be sending our case to arbitration, and it will be in their hands while the union and the service continue to bargain.

If anyone has any concerns specifically about what was discussed pertaining to ongoing negotiations, I would be happy to answer any questions that I am able to, but seeing as how he spoke for many hours it would be difficult to go into any detail about what exactly was said. I will say, I left NOLA feeling like our Union is doing their best to get us a fair contract that includes a substantial increase in our financial compensation.

STEWARDS REPORTS- MAIN OFFICE (ELYSE BOYAJIAN)

Here at Main, and likely at Lacey and the Annex as well, most of the carriers are excitedly anticipating the upcoming results of the routes that were finally successfully posted for bidding on November 10th. Sixteen routes throughout our installation are about to be filled, and thanks to our union president, Al Floyd, some of these routes will come with grievance settlements attached. The final amounts for each of them is yet to be determined, as it will depend on several factors, primarily the step pay of the carrier who takes over one of these routes. I've heard several senior carriers are bidding on new routes in addition to those of us newer carriers who are still awaiting our first successful bids. This means a lot of people will reshuffle throughout the installation and there will likely be a whole new batch of routes going up for bid shortly after this cycle ends. Historically, most routes aren't filled during Christmas season, but Management has expressed a serious desire to make this year an exception due to the stresses of maintaining long term vacancies. As of now, we don't know for sure either way how that will pan out.

Although we are approaching the Christmas rush, we are currently not seeing mandated overtime or even significant amounts of carrier overtime. This is partly due to the fact that staffing issues have largely been resolved with newly converted regulars, a number of new CCA's coming on board, significantly fewer carrier call-outs, and a somewhat lower volume of seasonal mail in comparison to past years.

In addition to these changes, the Annex is currently undergoing modifications in order to accommodate a consolidation of the entire installation, and a couple of additional offices outside of our own installation, who will eventually all be working out of the Annex as a PD&C. I don't know anyone who is excited about this turn of events, and I doubt it will benefit any of us in any positive way, but it is definitely on the horizon regardless of how it affects carriers lives and work. These PD&C consolidations are occurring across the nation as part of DeJoy's long term plan to slash budget costs, as he allegedly believes this will save the USPS money spent on fuel. I personally don't believe this reasoning, because the savings we incur on trucks delivering to each of our offices is going to be lost due to the additional travel time added to each carrier route, furthermore, the farther a carrier route is from the PD&C, the less time a carrier will be able to spend on their route, which will result in routes needing to be cut and additional routes created to accommodate the cuts. This will add even more mail trucks to the streets, and we will need to acquire a larger fleet, and those trucks will need fuel as well. Even if they provide us with electric vehicles, there will be costs involved with purchasing and charging the vehicles. I predict that this brainchild will eventually fail and in 10-15 years, some new CEO is going to come up with the bright idea that we will save billions by going back to the way we are now. Until then, we're all stuck in this ridiculous mess together.

PRESIDENT'S REPORT (AL FLOYD)

Knowing the Contract

There is a lot of emphases being placed on "Office Time". Management has pretty much lost their mind this Office Time issue. Management has not done any of the things they are required to do, annually, concerning the routes data, but yet they want to abuse the carriers over arbitrary numbers/data. If management has not conducted a 6-day route count and inspection within this century, how can, why are they trying, to attempt to hold you to data that is outdated. Local management is being hammered by their higher-level bosses, who do not have a clue as to what occurs with our jobs, but that's not our problem. We perform the duties of our jobs to best of our abilities and in a safe and efficient manner every day! A part of our "daily/weekly" duties are our Edit (Red) Books. Management does not like to allow you time, that's code 722 not 743 time, to work on our Edit Books. The code 743 is for working on our labels! Management says we need to turn in our Edit Books, but they only want you work on them in undertime. Also, you are allowed to case the SPR (smallies), but management is doing all they can to prevent that from happening. Your stewards are having to fight with management to be allowed our contractual duties. In the mean time and in the between time, when management hinders you from doing your job in a safe manner or to allow your contractual rights, write a statement and inform your steward.

Grievance Payments

I understand there is a lot of concern for the payments dealing with the payout from the Vacancy Postings. I informed the Postmaster (OIC) Teresa Hunt, find out who is authorized to make the payments and have them ready to process and submit the payments after the finalizing resolutions. We will file non-compliance grievances if the payments are not processed in a timely manner.

STEWARDS REPORT— LACEY/ANNEX (AL FLOYD)

Informal / Formal Step A

Annex / Lacey

- 60-hour violation grievance appealed to DRT.

- Opt violations resolved at Informal Step A.

- Article 16.7 Discipline resolved at Informal Step A.

- Non-compliance grievance for management failing to pay grievance settlements, appealed to DRT.

- Mando grievances filed and resolved at Informal Step A.

- Grievances for CCA's utilized in the Rural Craft, filed and resolved at Informal Step A.

- Grievances resolved at Informal Step A for 10-hour ODL working over 10 hours without the 12-hour being utilized to the maximum extent.

Your Money Matters!

By the time you read this article the Christmas season has arrived and all of us are most likely spending more time at work than at our homes with our family and friends. I encourage everyone to try to find some time to take a break if you can. Please take note of the following information concerning our Postal Service.

Postal Service Mission and "Motto"

Source - HISTORIAN UNITED STATES POSTAL SERVICE OCTOBER 1999

Mission of the Postal Service

The United States Postal Service is an independent establishment of the Executive Branch of the Government of the United States and operates in a business-like way. Its mission statement can be found in Section 101(a) of Title 39 of the U.S. Code, also known as the Postal Reorganization Act:

The Postal Service shall have as its basic function the obligation to provide postal services to bind the Nation together through the personal, educational, literary, and business correspondence of the people. It shall provide prompt, reliable, and efficient services to patrons in all areas and shall render postal services to all communities.

"Motto" of the Postal Service: Two Postal Tributes Chiseled in Stone

Neither snow nor rain nor heat nor gloom of night stays these couriers from the swift completion of their appointed rounds.

While the Postal Service has no official motto, the popular belief that it does is a tribute to America's postal workers. The words above, thought to be the motto, are chiseled in gray granite over the entrance to the New York City Post Office on 8th Avenue and come from Book 8, Paragraph 98, of The Persian Wars by Herodotus. During the wars between the Greeks and Persians (500-449 B.C.), the Persians operated a system of mounted postal couriers who served with great fidelity.

The firm of McKim, Mead & White designed the New York General Post Office, which opened to the public on Labor Day in 1914. One of the firm's architects, William Mitchell Kendall, was the son of a classics scholar and read Greek for pleasure. He selected the "Neither snow nor rain . . ." inscription, which he modified from a translation by Professor George Herbert Palmer of Harvard University, and the Post Office Department approved it.

Regarding the weather and long hours, we are working, stay safe and take your breaks.

In closing I would like to wish everyone a very Merry Christmas and a Happy New Year and that we will see you next year.

In Unionism,

Vincent Corsi

Secretary/Treasurer

CCA CORNER; SUBMITTED BY ELYSE BOYAJIAN

Charlotte Norman

Hello, my name is Charlotte Norman, I have been with the post office since May, 2023. Funny story, I originally applied to be a Transit driver, but found out my birth certificate, due to pandemic changes, is no longer valid because it is a certified copy. It's the only one I ever had, so while waiting for a certificate of live birth (response time was six months and not good news) I decided to apply to the post office.

I was born in the Philippines, my dad retired from the Air Force, and we moved to Washington when I was five, so Washington is home. I met my husband forty years ago, in middle school, and we have been married for thirty years. We have three kids, from ages 30-22, and one grandson who is three. We have lived in Olympia for 28 years, where I have worked mostly in grocery retail. I spent 25 years working for Haggen Inc. I also worked for New Seasons Market out of Portland for 5 years. So, as you can see, I have been in the customer service industry for a long time. I enjoy the interaction and connection with the community. So being a carrier around my neighborhood has been fun. Customers are starting to recognize me from Haggen, and it's been over 10 years since I've seen them. A lot of their kids are now grown and on their own.

I love all things outdoors; gardening, fishing, camping, hiking, etc. I also enjoy sports like basketball, football, baseball, and volleyball, but I'm mostly just watching these days. I love the holiday season, I'm one of those that starts playing Christmas music on November 1st (you will hear me humming a song or two, apologies now) and decorated by Thanksgiving. Don't get me wrong, I give Thanksgiving it's due, my porch, kitchen and dining room is still autumn, but everywhere else is Christmas. I just like to enjoy it as long as possible and with working in retail I have learned over the years the sooner you get organized and ready for the holidays the more you can enjoy this time.

I've really enjoyed meeting and working with everyone. Everyone has been really helpful and welcoming. I'm looking forward to this new chapter in my career and hope to be around for a while.

NALC Branch 351

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NON-PROFIT ORGANIZATION

U.S. POSTAGE PAID

Olympia, WA

PERMIT NO. 298

December 2023

BRANCH OFFICERS	Stewards / Alternates
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