



# CLARK V. SAVIDGE

## SENTINEL

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

VOLUME 47 ISSUE 9  
SEPTEMBER 2023

### Upcoming NALC Dates

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

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

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

CCA Seminar  
(Starts at 7pm)  
September 27th, 2023

RAP Region 2  
Coeur d'Alene, ID  
October 29– November 3rd 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

**August 2, 2023**

Meeting Started 7:10 pm

Pledge of Allegiance conducted

**Roll Call:**

President; Al Floyd - Present

Vice President; Vacant

Recording Secretary;

Elyse Boyajian - Present

Treasurer; Vince Corsi - Excused

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 - Excused

Trustee; Vacant

**Prior Minutes Read:**

Motion to approve last month's minutes made by Scott Peterson, motion seconded by Jade McBride, motion passed unanimously.

**MBMR:**

Brent Caron drew Jade McBride's name and she picked the Applebees gift card.

**Communications:**

Claude Jaycox passed away.

Leona Brown passed away.

Contract negotiations continue, they are in the process of selecting an arbitrator.

Attacks continue against carriers nationwide. USPS is looking at replacing arrow keys with elec-

tronic programmable keys.

**Applications for Membership:**

No new applications for membership.

**Committees:**

Annual Picnic; Al Floyd and Nick Satterlee picked up the meat for the picnic BBQ. Volunteers to run the games are still needed.

Holiday Retirement Banquet; Vince Corsi is still working on the banquet. No new changes at this time.

**Football Raffle:**

There will be a raffle, with 9 winners to be selected. Each winner will have the opportunity to purchase a group of 4 tickets, (two pre-season and two regular season), at the price of \$222.00 each set.

Jade McBride motioned for the NALC Branch 351 to spend \$700.00, from Branch Outings, toward the purchase of these tickets. The motion was seconded by Scott Peterson, motion passed unanimously.

**Old Business:**

Al Floyd advised that Vince Corsi has purchased cloud service for the NALC Branch 351.

Jade McBride advised she obtained a 50% discount on web hosting services and saved the branch \$162.00.

Jade McBride advised that due to having Covid, she was forced to reschedule the Branch 351 audit of the books.

**New Business:**

Al Floyd advised the new lease is due to be signed.

Floyd also advised he would like to stop using the P.O. Box currently leased by the Branch for union related mail, as we have a free mailbox available to us in the current office building. The P.O. Box was necessary in the old office building, but at this current location we have a secure CBU at no cost.

**Good of Association:**

Al Floyd advised that, while some grievance payments have been received, many payments by management are still overdue.

Al Floyd advised he is currently grieving the non-stop daily implementation of 1838(c)'s by management.

**Treasurer's Report:**

Jade McBride motioned to accept the Treasurer's Report as printed, Scott Peterson seconded the motion, the motion passed unanimously.

**Food for Next Meeting:**

Tacos

Meeting Adjourned: 8:45 pm

Scott Peterson motioned to adjourn, Jade McBride seconded the motion, motion passed unanimously.

## STEWARDS REPORT— OLYMPIA CARRIER ANNEX (JADE MCBRIDE)

I'm very pleased to say that the time this is in your hands, the annex should be current on grievances, I have also received payment receipts for what I believe is just about everything I've settled at informal. Management has been doing an increasingly better job at not violating the contract, though there are still some issues that we will continue to address. Carriers have been getting their days off, the ODL is mostly being utilized and I can already sense the morale improving. I hope this continues as we bring in more staff. Lets be sure we are extending helping hands to the newer CCAs and make sure they stick around.

That all being said, we are now going on months without proper job bid postings and it seems incompetence gets promoted at the district level. You would think with how expensive this snafu of theirs is going to be that they would care, but here we are months later and we still don't have them posted. I'm hoping that by the time you all read this, the routes have been posted and I look silly.

I thought our branch picnic had a great turnout, we

raised money for the MDA and it seems everyone enjoyed themselves. Thank you Nick Satterlee for smoking the meats, and Jesse Frans for saving the day and grilling for us.

In the month of September, our branch is sending me to Steward College— Year 4 in Gold Bar for a week and at the end of the month I will be in Seattle for State Officer meetings.

We are heading into the fall and next month (October) will begin our process for nominations of officers as well as delegates for state and national convention. We will have a few openings for officer positions and if you have an interest in being more involved with the union, please reach out to me and I can discuss with you the positions that are available and what they entail.

Some of you may know that I recently became editor of the state newsletter "The Washington Letter Carrier", If you are not currently receiving the state publication, but would like to, please email me at [editorwsalc@gmail.com](mailto:editorwsalc@gmail.com) with your name and ad-



Branch 351 annual picnic MDA Raffle

## STEWARDS REPORT- MAIN OFFICE (ELYSE BOYAJIAN)

Last month we mourned the loss of a letter carrier, Eugene Gates, out of Texas who passed away, on the job, due to heat related illness. While I would like to report that the USPS learned something from this tragedy, I am not able to do so. Since the 66 year old veteran letter carrier, with 36 years of service to the USPS, lost his life on the job, the Postal Service has continued in their falsification of employees training records in regards to heat illness training.

A few weeks ago, here at Olympia Main, we were all required to watch a training video regarding heat illness training. Although this was the second time we were given this video to watch, management still did not provide us with the full training experience, which was to include an interactive testing session after the completion of the video. A couple weeks after we watched this video, management approached letter carriers on the work room floor, individually, and asked them to sign off on their heat training. Management failed to inform members that they had not completed the full training when they asked each one to sign off on the training. It is the Union's contention that members still have not received the full and proper heat training course and that such action by management is unacceptable.

While we have all been contending with this heat, and still feeling the loss of a fellow carrier, the USPS (who had expressed their "concerns" on this matter to both media and to the congressional inquiries into letter carrier safety) has issued an order to stop providing bottled water to letter carriers nationwide. On a local level, our management team has found a way to provide the funds for water bottles for the carriers. Thumbs up to local management for making this happen.

Conversely, I did receive a report from a letter carrier who became sick on their route due to heat and requested assistance from their supervisor. While the supervisor did respond, they followed up with an informal discussion with the carrier in regards to the carrier's work performance, claiming the carrier is not working fast enough. This type of retaliatory behavior from management is not acceptable and should always

be addressed. Carriers need to know that they will not be retaliated against for taking necessary safety precautions in regards to their health and safety on the job. Please be sure to contact a union representative to advise them if you experience any similar problems with on the job heat related issues or with management's response to such events.

A recent question that was posed by a couple of members this past month is whether or not carriers have the choice to use LWOP instead of other types of leave when wanting to leave work early. The union researched the contract on this matter and we also brought it up with management in the last Labor/Management meeting. The contract gives management the discretion as to whether or not LWOP may be used. Apparently, management's discretion on this matter is currently limited due to the USPS's official position that use of LWOP be restricted due to the potential loss of funds when members use LWOP to take days off, causing management to expend resources to fill those absences. Unfortunately, this precludes the usage of LWOP for carriers who simply wish to leave early due to having finished their route early.

Although carriers are seeing lighter mail than usual, allowing for them to leave early on some days, we are still experiencing office wide mandos due to excessive unscheduled call outs. Mandos for NS days have mostly been eliminated thanks to our new OIC, Teresa Hunt, but grievances continue daily due to mandos resulting from call outs.

Management has been steadily increasing new hires and we no longer have CCA's working rural routes here at Oly Main. We have several new CCA's coming on board in the next couple of weeks.

Job postings continue to be delayed due to issues with Human Resources. Currently, route postings are only done through the Seattle office and they have failed to correctly post the routes for several months now. Although OIC Hunt has repeatedly contacted HR regarding this matter they have refused to respond to her inquiries.

## YOUR MONEY MATTERS

### Health Benefits Plan

Before you know it, it will be open season for selecting your Health Benefits Plan but that's not what this article is about. What I would like to talk about is our newly assigned CCA's to our installation and the newly converted CCA's to Full Time Regulars.

As a newly assigned CCA to the Postal Service there are many things in which you need to learn to do your job as a CCA however the most important thing you need to do in my opinion is to provide for you and/or your family with a good health care plan. First and foremost is that you need to do this within your first 60 days of the date of hire or within 60 days after returning from a five-day break in service, or during any open season period and if you miss that initial deadline then you will have to wait until the open season which takes place between November and December for the next calendar year. Just to highlight your options when deciding on which plan will be best for you will be how much you want to pay out of pocket for the coverage. You can enroll in any available healthcare plan in the Federal Employees Health Benefits (FEHB) Program and all the premiums will be your responsibility and this is the most expensive option. You could enroll in the USPS non-career healthcare plan under the self only or self plus one or self plus family plan. Our current contract states for Self-only coverage: USPS will make

a biweekly contribution of \$125 toward the self-only coverage (or the minimum required by the Patient Protection and Affordable Care Act, whichever is greater). Self plus one or self plus family: USPS will make a biweekly contribution equal to 75% of the premium regardless of the year of employment. How do you sign up is on the [liteblue.usps.gov](http://liteblue.usps.gov) website. As a newly converted CCA to a Career Employee, you too must decide on what health care coverage is best for you and your family. There are several plans which you could choose from. What I would recommend you do is to ask other career carriers what plan they have and get their insight into the pros and cons of their plans. Also, you can go to the NALC website and under the "Member Benefits" tab and scroll down to the "Health Benefits Plan" and click to open the website. Here it will give you a ton of information on the NALC Plans. Whichever one you decide to choose, just make sure that you do it within your first 60 days of becoming a career employee.

In closing for those CCAs that get converted to career employees make sure that you receive the conversion class provided by the Union and the online training provided by the USPS. There are a lot of choices that you need to make once you get converted to career.

In Unionism,  
 Vincent Corsi  
 Secretary/Treasurer



MDA is leading the fight to free individuals—and the families who love them—from the harm of muscular dystrophy, ALS and related muscle debilitating diseases that take away physical strength, independence and life. We use our collective strength to help kids and adults live longer and grow stronger by finding research breakthroughs across diseases with services and support in hometowns across America.





## President's Report: Sep. 2023

By Al Floyd

### Entering the next phase of negotiations

As previously reported, NALC had continued to negotiate for a new collective-bargaining agreement with the U.S. Postal Service during the statutorily required 60-day mediation period. That period, which began with the formal expiration of the 2019-2023 agreement on May 20, expired on July 19. While discussions on the pay, benefits and working conditions of the country's city letter carriers continued to be productive, the parties had yet to reach tentative agreement. NALC President Brian L. Renfroe and Executive Vice President Paul Barner are working closely together along with the union's lawyers and a team of national officers and staff to reach an agreement with postal management that is worthy of the dedication and hard work of our active membership. While reaching a voluntary settlement that properly rewards city letter carriers for the work they do delivering the nation's mail remained NALC's goal, preparation has been ongoing for binding interest arbitration, should that become necessary. The meticulous work of marshaling evidence and recruiting expert witnesses to make our case in interest arbitration proceedings has been going on for months. Under the law, such an impasse would trigger the appointment of a three-member arbitration board comprised of a union advocate, a management advocate and a neutral chair to conduct a binding arbitration to set the terms of a new national agreement. With the deadline of the expiration of the statutorily mandated 60-day mediation period looming, NALC planned to continue, as has been the case in the past, negotiating with the USPS as the next phase of the process begins. "As we have in recent rounds of collective bargaining, we will remain at the table with postal management as long as the prospects remain for reaching a tentative agreement that meets our goals," Renfroe said on July 14th. "But we will move expeditiously to invoke the procedures required by law to resolve an impasse in bargaining, should that prove necessary."

### Knowing the Contract

There are some understandings of the Contract that I may have taken for granted that carriers, both full-time and CCA's, knew or should have been aware of. The rules concerning Work Assignment (WA) carriers working overtime on and off their assignments. As well as a T-6 carrier who is WA and the overtime on the routes on his String. The rules concerning ODL carriers working the overtime on the route of a WA carrier.

### The Work Assignment List.

The Work Assignment List is distinct from the regular ODL discussed in Article 8.5.C.2. It was established by a Letter of Intent dated May 28, 1985. The Work Assignment List was established for full-time letter carriers who only want to work overtime on their own assignment on regularly scheduled days. Signing up for the Work Assignment overtime does not create any entitlement or obligation to work overtime on a non-scheduled day. For purposes of overtime on a non-scheduled day or on other than their own assignment, carriers on the Work Assignment List are treated exactly the same as any other full-time carriers not on the ODL—They may only be required to work overtime under the provisions of Article 8.5.D. Full-time letter carriers who sign the Work Assignment List are considered to be available for up to 12 hours per day on regularly scheduled days. However, the Work Assignment Agreement recognizes that it is normally in the parties' best interests not to require employees to work beyond 10 hours per day, and managers should not require work assignment volunteers to work beyond 10 hours "unless there is no equally prompt and efficient way to have the work performed." Management may assign an employee from the regular ODL to work regular overtime to avoid paying penalty pay to a carrier who has signed for Work Assignment overtime. Management may always assign another carrier to perform the work at the straight-time rate rather than assigning overtime to a carrier on the Work Assignment List.

*CONTINUED ON PAGE 7*

## CCA CORNER- *BY ELYSE BOYAJIAN*

Hi, I'm Stacy Rodriguez, I was born in Florida and raised in Brooklyn, NY. We moved to Florida when our kids were young, and then the military brought us to GA and VA. I recently moved to Olympia to be close to my grandkids.

I am a jack of all trades, but most of my jobs have been in service to others. This includes being an EMT at a level one trauma center, volunteering full time in the military for 10 years and even working remotely for two weeks, my company gave me two weeks' notice that

they would be outsourcing my department. That same day, I found a card in the mail about a jobs fair for USPS and I thought I could do that.

I love to do Karaoke, and watching the kids do karate. But my most favorite of all is to cook dinner twice a week for my family. I really have to say that this has been a great experience from my coworkers and even the hard work and long hours. I am so happy with my decision to be part of the postal service and come to work still smiling every day!



### *PRESIDENTS REPORT CONTINUED FROM PAGE 6*

**Carrier Technicians on the Work Assignment List** are considered available for overtime on any of the routes on their string. Subject to the penalty overtime exceptions discussed above, this provision should be applied as follows:

- A Carrier Technician who has signed for Work Assignment overtime has both a right and an obligation to work any overtime that occurs on any of the five component routes on a regularly scheduled day.
- When overtime is required on the regularly scheduled day of the route of a carrier who is on the ODL and whose Carrier Technician is on the Work Assignment List, the Carrier Technician is entitled to work the overtime.
- When overtime is required on the regularly scheduled day of the route of a carrier who is on the Work Assignment List and whose Carrier Technician is also on the Work Assignment List, the regular carrier on the route is entitled to work the overtime.

A PTF, temporarily assigned to a route under Article 41, Section 2.B, shall work the duty assignment, unless there is no other eight-hour assignment available to which a full-time carrier could be assigned. A regular carrier may be required to work parts or “relays” of routes to make up a full-time assignment. Additionally, the route of the “hold-down” to which the PTF opted may be pivoted if there is insufficient work available to provide a full-time carrier with eight hours of work. **This rule applies to CCAs.**

NALC Branch 351  
P.O. Box 7715  
OLYMPIA, WA 98507-7715

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# September 2023



BRANCH OFFICERS	Stewards / Alternates
<p>President - Al Floyd  Vice President - Vacant  Secretary/Treasurer - Vincent Corsi  Recording Secretary - Elyse Boyajian  Editor - Jade McBride (602) 425-7651  (mcbridejade89@gmail.com)  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>Jade McBride</i>  Trustees - <i>Sierra Davis</i>  Trustees - <i>Vacant</i></p>	<p>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></p> <div data-bbox="813 1665 1424 1799" style="border: 1px solid black; padding: 5px; text-align: center;"> <p><b>Find us on the web: <a href="http://www.nalc351.com">www.nalc351.com</a></b>  <b>Instagram: <a href="https://www.instagram.com/nalc351">nalc351</a></b></p> </div>

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