



CLARK V. SAVIDGE

SENTINEL

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

VOLUME 48 ISSUE 5
MAY 2024

Upcoming NALC Dates

General Branch Meeting
(Meeting starts at 7pm, food served at 6:30)
May 1st, 2024

Shop Stewards Meeting
(Meeting starts at 7pm)
May 8th, 2024

Executive Board Meeting
(Meeting starts at 7pm)
May 15th, 2024

CCA Seminar
(Starts at 7pm)
May 22nd, 2024

WSALC Convention
May 16th-19th

National Convention
August 5th-9th

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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

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GENERAL MEETING MINUTES

April 3, 2024

Meeting Started 7:00 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; Present

Trustee - Sierra Davis- Present

Trustee - Vacant

PRIOR MINUTES READ: Jade McBride moved to accept the minutes as printed, Sierra Davis seconded the motion. Vince proposed a correction to the prior month's minutes under the heading of "Good of Association". Flowers to Stan Bembo should read; cash instead of flowers to Stan Bembo.

MBMR: Sierra Davis drew Elyse's ticket, Elyse donated her winnings back to the pot.

COMMUNICATIONS: We received a thank you card from Willie Dela Cruz. Scott Anderson from Washington State sent out information on upcoming steward classes. We had Labor/Management meeting March 28th. We still don't know when the route counts will be held. Once the Annex brings in the additional offices the routes will definitely need to be counted. Parking to accommodate the additional offices is tentative based on an environmental study needing to be completed for construction to begin. Lacey will be adding at least 2 new parking spots. Minutes for the Labor/Management meeting will be posted in the offices soon. Management wants to use DOIS for everything, but we are grieving them discussing this on the workroom floor. If management consults privately with carriers and this involves questions, carriers are also entitled to request steward time and file a grievance. We are having different issues with the Metris being used for deliveries, including traffic safety issues and injuries. Mari-Ann Hanks requested information regarding additional lockers to accommodate all the new carriers being brought in to our office. Eve Briarhart asked about the maximum capacity of the building and how many carriers will be joining our office. Three grievances have been remanded back to the union regarding the ODL and equitability. Al Floyd is working on getting this resolved.

APPLICATIONS FOR MEMBERSHIP: No new applications.

COMMITTEES: No updates at this time. The Rainier game is still set for June 9, 2024. The annual picnic is reserved with Columbus Park for August 18, 2024. The CCA barbecue will be conducted by Jade McBride, Eve Briarhart, and Sierra Davis.

OLD BUSINESS: Vince Corsi transferred \$20,000 from checking into savings. We have the motion to invest \$50,000 from checking into a 12 month Certificate of Deposit. Motion passed with one Nay. We had a motion to donate \$3,000 to the Curall family.

Motion passed unanimously. We had motions for the following bylaw changes:

First bylaw: reimbursement of steward salaries monthly instead of annually. Motion passed unanimously.

Second bylaw: Delegates attending NALC sponsored events members to be reimbursed for time. We have the second reading of the bylaw. 5 yays and 6 nays.

Jade motioned to table the rest of the motions. No second.

Third bylaw: regarding pay increases for branch officers.

Vince called for the question.

Nays won

Fourth bylaw, Jade withdrew the motion.

NEW BUSINESS: Ryan Troy made a motion for us to sponsor his daughter's baseball team for \$101.00. Victor Aranas seconded the motion. Motion passed.

GOOD of ASSOCIATION: Vince advised we need to get the details together for the State and National conventions.

TREASURER'S REPORT: Vince motioned to accept the treasurers report, motion seconded by Sierra Davis. Motion passed unanimously.

FOOD NEXT MONTH: Mexican.

MEETING ADJOURNED: Vince motioned to adjourn, Ryan Troy seconded the motion. Motion passed.

VICE PRESIDENT'S REPORT— JADE MCBRIDE

Did you know that per the NALC constitution a local branch is required to have 3 Trustees, a MBA officer and an HBR? Our Branches Board is consistently lacking multiple positions that are required for us to be a functioning Branch. Currently, many of our Branch Officers are fulfilling multiple roles.

One of the things I enjoy about going to trainings and conventions is the camaraderie and sense of union that you can feel interacting with members from other Branches. You get a true sense of the power that we as a Union hold and the opportunity to learn from others, network and grow as a labor activist is unmatched. Our Branch is suffering from a lack of participation, it is not always just enough to pay dues, someone must be willing to do the work. If the leaders of this Branch retire, who is going to fill their shoes? The lack of participation in our Branch must change or I fear we will wither and

be absorbed by a larger branch like Tacoma.

Its unfortunate that our bylaws didn't pass last month. I will be introducing new ones at the next meeting. I will admit that the scope of those bylaws went to far for the palate of some of our members. But I will continue in finding a way to more fairly compensate our members who volunteer their personal time, energy and money to our cause.

I understand that many members wish they could be more involved, but their other obligations in life take priority. There are many opportunities to be more involved in helping our Branch that do not require a lengthy commitment. You could help with the food drive, plan our annual banquet and/or picnic. Even just attending meetings is a crucial way to show support to your branch. Last meeting we had 3 members show up to a meeting for the first time. I hope they make it to more of them.

CCA CORNER— ELYSE BOYAJIAN

Hi, my name is Joel Simson, and I'm a CCA at the Olympia Annex. I was raised in southern California and attended the University of Southern California. I took a year off of school and joined the Marine Corps reserves and worked as communications for an infantry unit. I eventually returned to school and migrated to northern California where I attended a small school, Simpson University, in Redding, CA.

I am a father to 3, mostly wonderful, young adults. Big people, big problems with that crew; however, I really enjoy their time and they are on their way to success! We often BBQ, camp, hike, travel, and we all love to shoot an obscene amount of guns, to which we refer as, lead therapy! I am still not a grandpa at least that I know of, thank God! Not ready to be grandpa yet!

Teamwork is very important to me as I learned this lesson while in the Marine Corps! From family, to work, relationships of all kinds..."you are not the center of the universe" and I try to live by that creed every day of my life!

Enjoy life! Take time to smell the roses, take that trip, go out on the town, learn about others! Life is

so short! Be quick to listen and slow to anger!



Photo of Joel and his parents on a recent trip to visit them in California.

STEWARDS REPORT—ELYSE BOYAJIAN

April was a busy month for grievances at the Annex. Our president, Al Floyd, recently settled a grievance at the Annex which prevents management from discussing work performance issues out on the workroom floor with carriers. This means they can no longer badger employees over DOIS on the workroom floor. Management then began to call individual employees back to their offices to address DOIS, and we are grieving this practice as well. We urge all members to immediately request a steward if management calls you back and asks you any questions regarding DOIS or your work performance. Questions can possibly lead to discipline and the contract is clear that you are entitled to representation if management questions you about anything.

Last month's newsletter included several bylaw proposals to better compensate union board members for their work, training, and conference attendance, and which would have brought our compensation closer to what other union branches pay their board members. Only one of these proposals passed at the General Meeting; the one that allows for monthly payments of our current salaries rather than annual payments. I am personally disappointed because I feel that we should not be expected to

pay out of our own pockets to obtain training made available to us in order to represent membership, which is what we have been doing. I respect the members rights to vote in their best interest. I too, will also act in my best interest, and will not be attending any trainings from this point forward, as I cannot justify subsidizing such events with my own money and leave accounts. I will however, continue to do my best to serve the membership as a shop steward and board member in spite of not having any formal training.

One thing I would like to address with you all is that management is currently conducting numerous investigative interviews on carriers for missing scans. If management does question or interview you I urge you to request a steward. Not only because it's in your best interest, but because this seems to be their latest bullying tactic and I believe the best way to discourage their bullying is to force them into paying more money every time they open their mouths. It costs more for them to have two carriers present during questioning than one and it costs them to provide time for stewards to investigate their allegations. The fact is, they can't issue discipline based solely on scanner data alone, and we should fight this every time they attempt to do so.

HEALTH BENEFITS REPRESENTATIVE REPORT —VACANT

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906 Columbia St SW Suite 206
OLYMPIA, WA 98501

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NOW HIRING

Trustee #3

Health Benefits Representative

Mutual Benefits Association

Director of Community Services

Director of Retired Members

Pays a salary of \$300 per year
and requires attendance at 24
meetings as well as officer du-
ties.

May
2024

**Congratulations
Wanda McCown
on your retirement!**

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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