



CLARK V. SAVIDGE

SENTINEL

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Tumwater and Shelton WA since 1892

VOLUME 48 ISSUE 4
APRIL 2024

Upcoming NALC Dates

General Branch Meeting
(Meeting starts at 7pm, food served at
6:30)
April 3rd, 2024

Shop Stewards Meeting
(Meeting starts at 7pm)
April 10th, 2024

Executive Board Meeting
(Meeting starts at 7pm)
April 17th, 2024

CCA Seminar
(Starts at 7pm)
April 24th, 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

March 6, 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; Excused
Trustee - Sierra Davis- Present
Trustee - Vacant

PRIOR MINUTES READ:

Jade McBride motioned to accept the January 2024 minutes as printed, Victor Aranas seconded the motion, the motion passed unanimously.

MBMR:

Kamaria Prindiville picked Mari-Ann’s ticket and Mari-Ann chose the Cabella’s gift card.

COMMUNICATIONS:

Al advised that Arbitrator Nolan has been chosen by both the USPS and the NALC to arbitrate the current contract if it should fail in the current negotiations. Jade McBride is currently on the TIAREAP team for IMO and John Mauk and Jessica Wilcox are in training for COR team which will coordinate with the TIAREAP process. A total of 80 city routes consolidating from the Olympia branches, 40 rural routes and 2 contracted highway routes all coming from Dupont, McCleary, Rainier, Rochester in September 2024.

APPLICATIONS FOR MEMBERSHIP:

Applications for membership, Alyssa Ragan.

COMMITTEES:

Vince Corsi stated that Holli Keenan is working on the food drive and she’s acquiring donations from the community, volunteers and point people from each office. The check for the Tacoma Rainier game

has been submitted and flyers/sign up sheets will be made, tickets will likely be \$7.00 each and there will be a tailgate party before the game. Jade McBride and Eve Briarhart are planning a CCA barbecue. The Annual Picnic is tentatively set for August 18, 2024 at Columbus Park.

OLD BUSINESS:

Vice President Jade McBride was added to the branch checking account, as per the bylaws.

NEW BUSINESS:

Vince Corsi wants to encourage members to invest the money we currently have in our checking account which is approximately \$102,000 into a CD or put the money into savings so that the money can earn interest. Mari-Ann Hanks supports investing in CD’s, Elyse Boyajian suggested consulting with a financial advisor. Jade McBride expressed interest in a long-term plan to purchase our own union hall. Vince Corsi motioned to invest \$50,000 into a CD account, motion was seconded by Jade McBride. This matter will be voted on in April’s General Meeting.

Vince Corsi made a motion to transfer \$20,000 from checking into savings. Motion was seconded by Sierra Davis. Motion passed unanimously.

Jade McBride proposed the following bylaws;

Existing language:

Section 8a. For their expenses. except as authorized under Article V, Sections 4, 5, and 6, the following officers shall be reimbursed for their expenses the following sums per year at the end of the year: President \$1,100.00, Vice-President \$200.00 plus \$50.00 per meeting chaired, Secretary-Treasurer \$1,400.00, Recording-Secretary \$800.00, Editor \$1000.00, Director of Media \$800.00, Sergeant at Arms \$250.00, Director of Retirees-\$300.00, Director of Community Services and each Trustee \$300.00. These changes would be effective in calendar year 2020.

Proposed new language:

Section 8a. Except as authorized under Article V, Sections 4, 5, and 6, the following officers shall be compensated the following sums each month. For their duties, the President and the Treasurer shall receive a sum equal to five (5) times the

monthly Branch Dues as salary. For his or her duties, the Editor shall receive a sum equal to four (4) times the monthly Branch dues as salary. For their duties, the Recording Secretary and Director of Media shall receive a sum equal to three (3) times the monthly Branch dues as salary. For his or her duties, the Vice President shall receive a sum equal to one (1) times the monthly Branch dues as salary, plus an additional sum equal to one (1) month of Branch dues for each general meeting chaired. For their duties, The Trustees, Health Benefits Representative, Director of Community Services, Sargent of Arms and Director of Retirees, shall each receive a sum equal to the monthly Branch dues as salary. If the Editor requests, the President may appoint an Assistant Editor. For his or her duties, the Assistant Editor shall receive a sum equal to one (1) month of Branch dues as salary, this amount will be deducted from the Editor salary. These changes would be effective as of January 2024.

Existing language:

Section 8.e. For Union Business, Delegates to State Convention, National Convention, Regional Assemblies attendees, or Branch members attending other NALC sponsored educational event, members shall be reimbursed 8 hours each event for their lost time, with approved PS Form 3971 for LWOP. This reimbursement will be compensated at the end of the year.

Proposed new language:

Section 8.e. For Union Business, Delegates to State Convention, National Convention, Regional Assemblies attendees, or Branch members attending other NALC sponsored educational event, members shall be reimbursed for their lost time, with approved PS Form 3971 for LWOP. This reimbursement will be compensated by the end of each month.

Existing language:

Section 8.d. As compensation for lost time and labor the President shall be reimbursed 16 hours per year, the Vice President, Secretary-Treasurer, Recording Secretary, Director of Media, and Editor each shall be reimbursed 8 hours per year. This change will be effective calendar year 2018.

Proposed new language:

Deleted.

Existing Language:

Section 8.b. Stewards appointed by the formula in Article 17.2.a of the National Agreement shall at the end of the year be compensated for their labor and expenses their dues withheld and be compensated for each Steward position held, to be effective calendar year 2017.

Section 8.b. Stewards appointed by the formula in Article 17.2.a of the National Agreement by the end of each month shall be compensated for their labor and expenses their dues withheld and be compensated for each Steward position held, to be effective calendar year 2024.

GOOD of ASSOCIATION:

Trustee Sierra Davis discussed the recent successful audit conducted by herself and Trustee Eve Briarhart which showed no outstanding issues. Martin Guzman made a motion to donate \$3,000 to the family of Ed Curren for his grandson's cancer treatment, as requested by the membership. Victor Aranas seconded the motion. The matter will be voted on in April's General Meeting. Victor Aranas advised a retired member Willie De La Cruz is hospitalized and made a motion to send him cash in lieu of flowers, Martin Guzman seconded the motion. The motion passed unanimously. Victor also advised that member Stan Bembo's mother recently passed away and Victor made a motion to send flowers, motion was seconded by Martin Guzman, motion passed unanimously.

TREASURER'S REPORT:

Vince Corsi made a motion to accept the treasurer's report as printed, motion seconded by Sierra Davis, motion passed unanimously.

FOOD NEXT MONTH:

Meconi's

MEETING ADJOURNED:

Vince made a motion to adjourn, motion seconded by Jade McBride, motion passed unanimously.

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

VICE PRESIDENT'S REPORT— JADE MCBRIDE

Brothers and sisters, you may notice that this newsletter is reaching you a few days earlier than usual. There are some new bylaw proposals in the general meeting minutes from the march meeting that I encourage you to read. I will not go into them individually here, but as the maker of the proposed new language, I hope if you have concerns, that you will make your voices heard at our next meeting April 3rd.

I am currently working on TIAREAP for the IMO district and see myself continuing to do so throughout the summer. As someone working to adjust routes, do yourselves a favor and be sure to carry your scanner with you at all times to eliminate potential problems with data.

As we move into the warmer month's I wanted to remind everyone to be sure to stay hydrated. You may have noticed at the Annex they have installed an ice machine in the break room and water bottle filling stations. Be sure to utilize these and do whatever you can to keep yourself cool.

If you haven't already, I encourage you all to check

out our Branch website nalc351.com. On our website you will be able to see our calendar for our Branch meetings and events, copies of old newsletters, photos from our Instagram and much more.

It's going to be a busy year for our Branch. In May, some of our members will be at state convention in Seattle, in June, we will have our CCA BBQ as well as have members playing on our branches softball team, and some will be attending our outing on June 9th to see the Rainiers play in Tacoma. In August, we will be sending members to Boston for National Convention and on August 18th there will be a Branch Picnic. If there is interest in doing so, I also would like to once again hold an arcade event and possibly a bowling outing.

Even with all those events, there is still much more as a branch that we should and can be doing. If anyone has any interest in planning a group outing or wants to sign up for a league sport of some sort, please express that interest. We want to get our members involved and build ourselves up as a Union.

STEWARD REPORT— JADE MCBRIDE

Though I have not been actively carrying mail, I have still been attending steward meetings and helping out when I can. In April, with the start of a new quarter, I will be on the ODL, and with that, be more involved again as a Steward.

In September of this year I will be attending steward college year 3, the final steward college our region offers that I haven't been to yet.

To anyone interested in being a steward, I cannot emphasize enough how valuable attending this college is that our regional office puts on in Gold Bar. Its 4.5 days of intensive learning about the contract and the grievance procedure.

Our region will be hosting a second Year one class in September and I encourage anyone who is interested to attend.

The last thing I wanted to mention is the reported bullying and harassment from management in re-

gards to the consistent 1838c and 3999s they are doing. Intimidation is managements only tool. Management knows 4 of our routes have 271g's. Management knows carriers are skipping their lunches and breaks in order to make their bullshit numbers. Management knows there has been new growth on many of our routes that haven't been counted since Obama was in office. Management knows all of this, but their district bosses would rather yell than count and add routes.

If management is trying to discuss your work performance openly on the work room floor, ask for steward time. If management is asking you "why you went over dois" ask for steward time. You cannot discuss my performance openly on the workroom floor, if you know of something I did wrong, pull me aside and tell me how to improve. The public embarrassment of telling carriers they are trash has to and will stop!

WELCOME NEW MEMBERS

We are proud to announce that our membership has grown in recent months to 205 letter carriers and we are pleased to welcome all of our new members.

Alyssa Ragan

Lilith Marshall

John Tagye

Myra Fairbank

Cole Wise

Joshua Pages

Anastasius Uson

Victoria Casey

Chantel Dean

Jordan Ruiz

Caleb Davis

Steven Thunell

Steven Hoy

Mary Brooks

Travis Rauch

Kendra Richards

Nicolette Roberts

Blake Sharpe

Spencer Johnson

STEWARD’S REPORT– LACEY CARRIER VINCE CORSI

Grievances Processed – Time Period January 1, 2024 thru March 16, 2024

Grievances Investigated – 41 Case Files

- Grievances Resolved at Informal A – 15 Case Files
- Grievances Resolved at Formal A – 4 Case Files
- Grievances Resolved at DRT – 0 Case Files
- Grievances Withdrawn at Informal A – 2 Case Files
- Grievances Withdrawn at Formal A – 0 Case Files
- Grievances Pending a Decision from Informal A – 19 Case Files
- Grievances Pending a Decision from Formal A – 1 Case Files
- Grievances Pending a Decision from DRT – 0 Case Files
- Grievances IMPASSED from DRT – 0 Case Files
- Grievances Pending Arbitration from NBA Office – 0 Case Files

Types of Grievances Processed Totals

Over 12 / 60 Hours – (3)	Mando – (3)
Holiday Mandate (1)	Non-Compliance with Resolved Grievance – (6)
ODL 10hr -vs- 12hr – (9)	ODL Carrier Carried T6 WA Route – (2)
Handling of Sensitive Information – (1)	Payments on Resolved Grievances – (13)
Scanning Hot Case – (1)	271G Special Route Count Request – (1)
CCA Conversion Training – (1)	

In closing, 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. An employee or union representative must discuss the grievance with the employee’s immediate supervisor **within fourteen (14) calendar days** of when the grievant or the union first learned, or may reasonably have been expected to learn, of its cause. The date of this discussion is the Informal Step A filing date. If you feel that a grievance is warranted, then inform the management team and ask to speak to your steward.

In Unionism,
 Vincent Corsi
 Lacey Post Office
 Shop Steward
 360.888.3354 Cell

STEWARD'S REPORT- ANNEX ELYSE BOYAJIAN

As winter comes to a close and spring is already upon us, we have some upcoming union sponsored events to plan for that we hope to see you attending, including a Ranier game in June and the annual NALC 351 picnic, and a CCA barbeque, to name a few. We are also attempting to coordinate some new events, such as bowling, and hopefully another arcade night, which was a huge success last year. We are always looking for new ideas to bring members together, so if you have any suggestions that you think people might be interested in, we would love to hear from you.

March has been slow in regards to Article 8 grievances, although we do have a few other types of grievances we are working on, including enforcing prior grievances that we have already won (but have yet to be paid out by management) as well as grievances against management for the way they chastise us on the workroom floor over DOIS and morning route estimates.

Many of us feel belittled and abused by management when they come at us with their fictional DOIS numbers and we leave the office feeling frustrated, depressed, and even angry with the way we are treated.

While we utilize the grievance procedure to enforce contractual boundaries with management, this doesn't stop the daily verbal and psychological abuse they openly inflict on us every single work day. Sadly, management feels entitled to yank letter carriers off the workroom floor under the auspice of an "emergency placement" whenever a carrier refuses to take their abuse or challenges their incredulous misinformation.

I often think about how they would feel if the tables were turned.

If we were able to rate their performance openly on the workroom floor the way they do to us. Honestly, how many of these supervisors would make a passing grade if we were to give them feedback on their performance? How many of them would be able to go about the remainder of their shift without having an emotional breakdown? This is exactly what they expect of us, but they couldn't handle it if we turned the tables on them.

We may not be able to grade management's performance, but carriers are entitled to request steward time whenever they feel they are being mistreated by management. DOIS is not new, but the increasing rigidity over performance numbers and the hostility towards carriers for not making these numbers is grievable. The only way to put a stop to this abuse is for carriers to assert their rights and request steward time so that we may grieve management's mistreatment as many times as it takes to make them stop.

Elyse Boyajian
Olympia Annex
559.274.6359

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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 - <i>Eve Briarhart</i> Trustees - <i>Sierra Davis</i> 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 - <i>Martin Guzman</i> 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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Instagram: [nalc351](#)

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