



CLARK V. SAVIDGE SENTINEL

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

VOLUME 47 ISSUE 11
NOVEMBER 2023

OFFICIAL NOTICE

NOMINATION AND ELECTION OF OFFICERS AND DELEGATES

BRANCH 351 OLYMPIA, WASHINGTON

This is an official notice to the membership of Branch 351 that nominations for the position listed below and Delegates to

the 2024 Washington State and National Conventions are open. The Branch President will be an automatic delegate to the State Conventions that will take place during the President's term of office.

Nominations for officers and convention delegates of Branch 351 will be held at the regular Branch meetings on October 4th; November 8, 2023, 7:00 PM, at 906 Columbia St SW suite 206, Olympia, WA 98501.

All Branch 351 members are eligible for nomination, with the exception of those in supervisory positions or within two years following termination of supervisory status. Nominees must attend six of the twelve meetings before the convention to be eligible as expenses-paid Convention Delegates. Nominations will be received from the floor or may be submitted in writing. Nominees must be present to accept or may indicate their acceptance in writing. Written nominations must be in the possession of the Recording Secretary no later than 8:00 PM, November 8, 2023. The election will be conducted by secret mail ballot (if a position has two nominations). The ballots will be mailed to all eligible members at least 20 days before the election. The election will be held on December 6, 2023. Ballots must be received no later than 7:00 PM, the day of the election. Write-in ballots will not be counted for any position but will not cause the entire ballot to be invalidated.

Nominations will be held for the following Branch Office:

- Trustee

*The term of office will be for two (2) years beginning January 1, 2024.

Upcoming NALC Dates

General MeetingNovember 8th,2023 (7pm)
 Shop Stewards Meeting..... October 15th,2023 (7pm)
 Executive Board Meeting..... November 22nd,2023 (7pm)
 2023 National Rap (New Orleans, LA)..... November 17th-19th

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GENERAL MEETING MINUTES

Roll Call:

President,
 Al Floyd, present
 Vice President,
 Vacant
 Recording Secretary,
 Elyse Boyajian
 Secretary Treasurer,
 Vince Corsi, present
 Sergeant at Arms,
 Martin Guzman, present
 MBA
 Vacant
 HBR
 vacant
 Editor
 Jade McBride, present
 Trustee
 Sierra Davis, present
 Trustee
 Jade McBride, present
 Trustee,
 Vacant

Prior Minutes Read: Jade motioned to accept Motion Seconded by Ryan Troy Motion carried.

MBMR: Ryan Troy, Cheesecake Factory Gift card

Communications: Ryan Troy, A new person with the postal service is doing customer connect and would like to come down to Oly Main and Lacey to do stand-ups.

Memo from James Yates of HQ regarding special enrollment period for pre-career and newly converted employees to sign up for benefits.

OWCP training to be held in Vancouver.

Labor Law and Labor and Arbitration course January 11, 2024 in Los Angeles.

Applications for Membership:
 Rodrigo Own Fonseca

Committees: Still waiting for an updated estimate. AI will be mailing the invitations.

Jade McBride, Sierra Davis, Elyse Boyajian and Ryan Troy will help with the Retirement banquet.

Old Business: Vince, labor management meeting notes still need to be posted.

AI will be addressing the problem of mail solicitation cards being sent to carriers to carriers on postal premises.

The old P.O. Box for the NALC 351 has now been eliminated and the new address will be the same as our office address.

New Business: Jade wants to entertain the idea of a group bowling event.

Nominations for delegates to the State Convention May 16-19, 2024

Jade McBride nominated Elyse Boyajian- Accepted

Ralph Hitchcock nominated Vince Corsi- Accepted

Elyse Boyajian nominated Jade McBride- Accepted

Victor Arana nominated Martin Guzman- Accepted

Jade McBride nominated Sierra Davis- Accepted

Martin nominated Al Floyd- Accepted

National Convention in Boston

Jade McBride nominated Elyse Boyajian- Accepted

Elyse Boyajian nominated Jade McBride- Accepted

Victor nominated Martin Guzman- Accepted

Martin nominated Al Floyd- Accepted

Ralph nominated Vince Corsi- Accepted

Nominations for Trustee 2024-2025

Jade McBride nominated Victor Arana- Declined

Good of Association: Ryan Troy made a motion to send Aaron Nussbaumer a \$50.00 gift card for the birth of his new child. The Chair said nay.

Vince stated he knows of 2 carriers who have been mistakenly taken off the roles even though they are still working. Wondering why this is occurring.

OIC Hunt is interested in supporting the union with additional training for CCA's.

Jade McBride made a motion to move our November meeting from November 1, 2023 to November 8, 2023. Motion seconded by Vince Corsi. Motion passed unanimously.

Reports of Standing and Special Committees:

Treasurer's Report: Vince Corsi motioned to accept the treasurer's report as printed. Motion seconded by Jade McBride. Motion passed unanimously.

Food Next Month: Turkey.

Meeting Adjourned:

Vince Corsi motioned to adjourn, motion seconded by Sierra Davis. Motion passed unanimously.

PRESIDENTS REPORT— AL FLOYD

Safety

We talk a lot about Safety, because that's something we all have to control. There are aspects of our job where injuries can occur if we ignore safety. For example, the aspect of twisting and bending for packages, both in the hampers and while in the office and on the street. Don't take it for granted, you have the right to protection of your lower back by having the spring-loaded false bottom being placed and attached within the hampers. You're also intitled to place inverted tubs on the bottom of the hampers to place you mail on to protect your lower back. Majority of these types of issues are occurring out of the Annex. The Union is grieving this action because management has done nothing to correct this. In fact, they have made it worse with some of their procedural instructions. We are hopping to get resolution in our favor concerning these issues. But until we do get a decision, everyone should be requesting their hampers have the spring-loaded false bottoms be attached or be able to place their packages on inverted tubs within their hampers.

The other issue we are attempting to correct, is management's action or instructions hindering us from obtaining all of our SPRS (smallies) from our hampers to case up. Management's instructions is causing carriers to pretty-much handle everything on street time. Contractually, we have the right to case our SPRs. Lastly, I will remind everyone, take the time necessary to complete your jobs in a safe and efficient manner.

Retiree Banquet

The Retiree Banquet is taking place January 16, 2024, at the Little Creek Casino in Shelton. It's been a couple years since the last time we were able to come together to recognize our retirees. All members should make every effort to come out and enjoy an evening of good food, good music and a good time. As it has been in the past, everyone has a very good time.

STEWARDS REPORT— LACEY (AL FLOYD)

Informal / Formal Step A

- Numerous grievances filed and resolved at Informal Step A for improper Mando.
- Numerous grievances filed and resolved at Informal Step A for carriers moved off their assignments.
- Non-compliance grievances filed for management failing to make payments per grievance settlements.
- Grievances filed and being appealed to DRT over the language concerning 60-hour violations.
- Grievances being filed at Formal Step A concerning safety issues.
- Grievances filed and resolved at Informal Step A for City working on Rural routes.

STEWARDS REPORT— OCA (JADE MCBRIDE)

Both Al and myself have reached out to our regional office about the vacant routes situation happening in our installation and we believe that with their help, the situation should be fixed soon.

(Payments) I have filed about 50 non compliance grievances and they have been costing the service around \$750 a day since Oct. 18th. Next time it will be more.

I will be heading to RAP this week and National RAP in the middle of November. There are a lot of great classes being offered at Regional.

I plan on taking:

- *Mentorship
- *Morning Estimate Process
- *Train the Trainer
- *Officer Duties
- *Ethical Leadership

There will also be a Q&A with our National President Brian Renfroe and I plan on participating in that as well.

Honoring Our Veterans



Source: NALC Website www.nalc.org / Seniority Listing – CCA Relative Standing List (dated 10/3/2023) – Retirees Annuity

Veterans of the U.S. Armed Forces comprise almost a quarter of the membership of the National Association of Letter Carriers — active NALC members as well as retired members. These veterans traded their military uniforms for letter carrier uniforms, and they continue to serve their communities and this great nation.

NALC Veterans Group

Oftentimes, gratitude is expressed in words such as "thank you," but it's rarely followed up with any tangible expressions. The creation of the NALC Veterans Group is intended to be something tangible and useful.

The NALC Veterans Group is designed to provide NALC members who are military veterans access to the information and tools specific to veterans' rights and benefits within the U.S Postal Service. It seeks to provide all NALC members who are also military veterans—active full-time and part-time letter carriers, as well as retired letter carriers—resources, rights information, and a sense of camaraderie.

The Veterans Group will provide the ability to connect with fellow NALC veterans and stay informed on issues of importance to letter carrier veterans. Members receive a pin as a symbol of gratitude for your military service and membership in the NALC.

If you are interested in joining the group, please send an email veteransgroup@nalc.org and provide:

- Name
- Address
- Branch number
- Military branch
- Any affiliated veterans group.

Alternatively, you may complete the sign-up card included in each issue of *The Postal Record* and return it to: NALC Veterans Group, National Association of Letter Carriers, 100 Indiana Ave., NW, Washington, DC 20001-2144.

Preference-eligible veterans and the discipline process

Letter carriers who are preference eligible employees, as defined by the Veterans' Preference Act of 1944, have additional protections when the Postal Service initiates disciplinary action. Federal law grants preference-eligible employees the right to appeal adverse actions, including suspensions of more than 14 days and removals, to the Merit Systems Protection Board (MSPB). A preference-eligible employee's right to appeal an action to the MSPB is not affected by the rights granted in the National Agreement, as stated in Article 16, Section 9 (check with your shop steward for details).

Veterans of Olympia Installation & Members of Branch 351 Active & Retirees

Abraham O. Kioshi
 Alton D. Jackson
 Anthony Williams Sr
 Carl A. Rice
 Clifford Darnell
 Corrie Kirk
 Daniel A. Griffin
 Dannie Smith
 Dave R. Beck
 David Carufel

Deam E. Peterson
 Denise Lozada
 Derrik W. Truax
 Erin M. Meeks
 Heather M. Brown
 Joel M. Vecino
 John D. Oliver II
 John Mauk
 Joseph Martinez
 Marcus J. Dela Cruz

Melanie S. Cunningham
 Nevel D. Hoskins Jr
 Ralph C. Hitchcock
 Ralph D. Gayle
 Richard Zassenhaus
 Ryan J. Troy
 Samuel E. Gibson
 Scott Pearson
 Stephan E. Ambeau
 Steven J. Haworth

Tae Chong
 Tim A. Abbott
 Vicki L. Dickerson
 Victoria Casey
 Vincent Corsi
 William Dela Cruz
 Xzaver D. Allen

In closing I would like to Thank all my fellow Veterans for their service in the Armed Forces and their continued service in the USPS, stay Safe and Healthy.

In Unionism,

Vincent Corsi
Secretary/Treasurer

STEWARDS REPORT- MAIN OFFICE (ELYSE BOYAJIAN)

Dignity & Respect

I'd like to spend some time talking about your rights as a letter carrier. At times we must deal with Management's right to issue discipline. Sometimes this discipline is warranted, and sometimes it's just not. Often times, it's not so clear cut in either direction and the facts all need to be sorted out by the Steward in order to find an appropriate remedy. Per the National Contract, all discipline must be progressive and not punitive. This means that it must start at the lowest level possible for any given situation. That's not to say that lower levels of discipline can't be skipped by Management in a critical situation, but it is worth understanding that Management doesn't get to skip these lower levels just because they want to.

An Official Discussion is the lowest level of discipline, which is often not viewed as discipline by Management, although it is argued to be the first step in the disciplinary process by Stewards and it is often recognized as such in arbitration. An Official Discussion is a private discussion that occurs between just two people, the Manager/Supervisor, and the Letter Carrier. No one else should be present, not even a Shop Steward, otherwise it ceases to be "private" as per the contract. The Official Discussion is, simply put, a warning issued to the carrier, by Management, in private, and should never involve any type of questioning of the Carrier by Management.

Conversely, an Investigative Interview does involve questioning and a Shop Steward should always be present. A Steward can be a valuable witness to these types of interviews, and they may interject when necessary; they are not required to sit through the entire meeting in silence. They are there to protect the Letter Carrier's rights, especially if any type of discipline should result from the interview.

Management has the right to manage, and they also have the right, when appropriate, to issue discipline. That said, I want to be perfectly clear that at all stages of Management's interaction with all employees under their supervision, they are required to maintain an attitude of Dignity and Respect. They are NEVER allowed to verbally abuse you, they are NOT allowed to make threats, and they are NOT allowed to insult or demean you. The Contract clearly dictates that Letter Carriers WILL be treated with Dignity and Respect by management (including all supervisors) at all times.

Some examples of violations of these provisions include "*a supervisor solely relying on DOIS projections to determine a carrier's daily workload and using that information to harass or intimidate letter carriers into making those projections is a real world example of abusive behavior*" (Shop Steward's Guide to Dignity & Respect). Another example includes a supervisor threatening a carrier, such as threatening them with punishment if they fail to return to the office on time, or threatening a carrier with discipline and even termination if they utilize their sick leave, or a supervisor making inappropriate comments about a medical condition a carrier may have, a supervisor calling a carrier a liar, or calling a carrier any unwelcome and degrading name. These are just a handful of examples of behaviors that are considered violations of the contract, and the most important take-away from all this is that you need to stand up for yourself. If you feel that you are being bullied or disrespected by management or by supervisors, even if what happened isn't specifically listed in the examples I mentioned above, you have every right to speak to a Steward and pursue an appropriate resolution, which could be a simple discussion between the steward and management, or it could be through the grievance procedure. Even if you are a CCA, and even if it's within your 90 days, you have a right to speak with your shop steward. Management is in violation of the contract if they attempt to deny a City Letter Carrier or a CCA time with their union representative. We only have fourteen days from the date of the incident to investigate and pursue a grievance, so the sooner you speak to your Steward the better job we can do to appropriately remedy your situation.

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CCA CORNER— BY ELYSE BOYAJIAN

I'm Dalton Dassow and I've been a CCA since early January, 2023. I was born in Thurston County, Washington and raised by my mother in Lacey, alongside my older sister, Carlie. As a youth I always looked up to public servants due to my mother being a state employee with the State Healthcare Authority, and so I always planned to get into state or federal employment. During my childhood though, money was tight, so I grew to love things that you could build with a blue print thus I grew very attached to things like Legos, miniatures, and model vehicles. I still love making and painting miniatures. Outside of my private hobbies my group hobbies consist primarily of video games with my friends. I'm a big fan of strategy games such as, Paradox games or Total War games.



While in high school I met my current girlfriend of 11 years. I also decided that I specifically wanted to join the USPS in the future, though once I graduated I spent some time in the Job Corps program and had several jobs for a few years before getting accepted into the USPS. Previously I have worked as a nursing assistant, a facilities maintenance director, and a security officer.

I love the work I do, and I'm looking forward to growing my career here. But, I'm the most excited currently in my life about being a great uncle for my sister's kids, her three year old son and her new born daughter. I am also very excited to finally marry my fiancé, Sierra, at the end of October.

BOYAJIAN— CONTINUED FROM PAGE 5

“Management must maintain an atmosphere of dignity and respect. Stewards should hold management accountable by grieving instances of management's failure to maintain an atmosphere between the employer and the employee which assures mutual respect for each other's rights and responsibilities as required by Handbook M-39, Section 115.4. The grievance procedure is our most effective tool for contractual enforcement, including violations of contract provisions related to managerial mistreatment of letter carriers. While a grievance isn't the only way to address the issues, it is the most powerful.” Citation from the Shop Steward's Guide to the “Dignity and Respect” handbook located in the Members Only section of the NALC Website.

All of the information above is either paraphrased or a direct citation, where in quotations, sourced from the JCAM, the M-39, the ELM and the Shop Steward's guide to Dignity and Respect.

Proposed 2024 Budget

Affiliations	180.00
Birth and Memorials	500.00
Bonding	200.00
Branch Outings	2,000.00
Building Insurance	440.00
Calendars	975.00
COP	0.00
Donations and Gifts	1,500.00
Education	4,000.00
Elections	300.00
Food Drive	750.00
Holiday Donations	150.00
L and I Insurance	160.00
MBMR	300.00
MDA	200.00
Meeting Expense	1,000.00
National Convention	10,000.00
Newsletters	1,600.00
Office Equipment	750.00
Office Expense	1,500.00
Officer Reimbursement	13,523.30
Picnic	1,700.00
Political Activist	0.00
Softball Team	1,000.00
Team Sponsor	0.00
Postage	100.00
Regional Assembly	5,000.00
Rent	9,450.00
Retirees Banquet	5,000.00
State Convention	5,000.00
Hosting State Convention	0.00
Tax	2,500.00
Telephone	0.00
WSALC Band Donation	250.00
WSALC Scholarship	250.00
Total	\$ 70,278.30
Projected Income	\$ 70,278.30

NALC Branch 351
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 OLYMPIA, WA 98501

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

November 2023



BRANCH OFFICERS	Stewards / Alternates
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 - Vacant MBA Representative - Vacant HBR Representative - Vacant Sergeant at Arms - Martin Guzman Director of Media - Jade McBride Trustees - Jade McBride (2022-2023) Trustees - Sierra Davis (2023-2024) Trustees - Vacant (2023-2024)	Branch Chief Shop Steward - Al Floyd Main Office Shop Steward - Kenny Abbot Main Office Shop Steward - Elyse Boyajian Main Office Alt. Shop Steward - Vacant Main Office Alt. Shop Steward - Vacant Olympia Carrier Annex Shop Steward - Al Floyd Olympia Carrier Annex Shop Steward - Jade McBride Olympia Carrier Annex Alt. Shop Steward - Vacant Olympia Carrier Annex Alt. Shop Steward - Vacant Lacey Post Office Shop Steward - Al Floyd Lacey Post Office Alt. Shop Steward - Vacant Shelton Office Shop Steward - Vacant Shelton Office Alt. Shop Steward - Vacant <div style="border: 1px solid black; padding: 5px; text-align: center;"> <p>Find us on the web: www.nalc351.com Instagram: nalc351</p> </div>

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