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# CLARK V. SAVIDGE

## SENTINEL

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VOLUME 48 ISSUE 7  
JULY 2024

### Upcoming NALC Dates

General Branch Meeting  
(Meeting starts at 7pm, food served at 6:30)  
August 14th , 2024

Executive Board Meeting  
(Meeting starts at 7pm)  
August 21st, 2024

CCA Seminar /Stewards Meeting  
(Starts at 7pm)  
August 28th, 2024

National Convention  
August 5th-9th  
Boston

Branch Picnic  
August 18th Columbus Park  
5700 black lk blvd  
11am

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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

July 10, 2024

Meeting Started 7:15 pm

Pledge of Allegiance conducted 7:15 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; Absent

Trustee - Sierra Davis- Excused

Trustee - Vacant

PRIOR MINUTES READ: Jade McBride motioned to accept the prior minutes as printed, motion seconded by Scott Pearson. Motion passed unanimously.

MBMR: Elyse Boyajian drew the winning ticket and donated her winnings back to the pot.

COMMUNICATIONS: Al advised a notification from the MBA office regarding whistleblower protections from retaliation from management. We also received a DRT decision against management stating management may not use 1838c's for harassing employees over their office times. One decision came from Bremerton and two have been out of the Annex. Al received a communication from Mandy Hankins from headquarters, who is planning to come meet with our local branch on September 11, to discuss the changes occurring at the Annex S&DC.

APPLICATIONS FOR MEMBERSHIP: No new applications.

COMMITTEES: We are looking for volunteers to manage the games for the Annual Picnic on August 18th. Jade reported the CCA bbq on 7/7/24 was a hit.

OLD BUSINESS: Al spoke with Francine regarding the Seahawks tickets and he is referring people to her for anyone who is interested in obtaining season tickets. It is uncertain right now about buying single event tickets.

NEW BUSINESS: Vince stated the trustees did the audit on the books and they can report on that when they appear at the next meeting.

GOOD of ASSOCIATION: Mari-Ann Hanks presented a designer mug to Scott Pearson with the Stamp Out Hunger logo for all his hard work that he does each year on the food drive. The Biden administration is currently proposing legislation to mandate employers to provide education and protections for heat related illness. Jade McBride requested to attend the year three steward college. We received an email from Nick Vafiades and stated that some of the offices slated to move to the Annex in September have been delayed for now. The Annex will still move forward with the partial consolidation with some of the rural offices.

TREASURER'S REPORT: Vince made a motion to accept the treasurers report as printed, motion seconded by Scott Pearson, motion passed unanimously.

FOOD NEXT MONTH: Ice Cream Social

MEETING ADJOURNED: Motion to adjourn by Scott Pearson, seconded by Jade McBride, motion passed, 8:16 pm

Submitted by Elyse L. Boyajian

NALC Branch 351; Recording Secretary

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### STEWARDS REPORT—ELYSE BOYAJIAN

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July was a rough month for all city carriers at the Annex. Many found themselves working 15 hour days due to staffing shortages. We have several carriers out injured or on military leave, 3 carriers who are on special detail, carriers who've retired and not been replaced, and we struggle to retain CCA's due to inhospitable working conditions. In short, everyone at the Annex is exhausted. We have no information on when we will see a significant hiring of new CCA's. In addition to exhaustion, many employees are struggling with an increase in hostilities coming from management, as they find themselves ill equipped to handle their own stress levels in response to these challenges. Consequently, the Union has filed several grievances against management for Dignity & Respect issues along with numerous 12/60 violations. As the deadline for consolidation approaches, many of us have already transitioned into working from the new cases, with some

minor hiccups involved in the matter of proper labels and storage space issues resulting from corporate removing wings from some of our cases as well as removing our coffins. While these changes being forced on us by corporate seem to make sense to upper management, they are invoking chaos on the rest of us forced to cope with the senselessness of trying to navigate our parcel bins through increasingly cramped work spaces littered with equipment. Many of us have independently plotted out our own course for a safe exit in case of emergency, a wise move since management has forced us into unsafe working conditions without providing the slightest consideration to our safety. The majority of the offices moving into the Annex have been delayed until at least February due to the postal services lack of proper planning for parking. We have survived the worst of the summer heat. The only positive thing I have to say about July is that it is now over.

**Vice President's Report: Aug. 2024**

By Al Floyd

**Something For the Know**

Article 8 of the Joint Contract Administration Manual (JCAM), which our National Officers negotiated for us, years ago, guarantee's all of us the right to 40 hours per week; if a Full-time employee and 20 hours per week, if a CCA. I say this because this isn't something to look over lightly. Management has tried to brow-beat carriers into using Leave Without Pay, when they complete their assignments in less than 8 hours. And for the CCA's, management has had some of them End tour after working just 3 hours.

**8.1 Section 1. Work Week**

The work week for full-time regulars shall be forty (40) hours per week, eight (8) hours per day within ten (10) consecutive hours, provided, however, that in all offices with more than 100 full-time employees in the bargaining units the normal work week for full-time regular employees will be forty hours per week, eight hours per day within nine (9) consecutive hours. Shorter work weeks will, however, exist as needed for part-time regulars.

**8.2 Section 2. Work Schedules**

A. The employee's service week shall be a calendar week beginning at 12:01 a.m. Saturday and ending at 12 midnight the following Friday.

B. The employee's service day is the calendar day on which the majority of work is scheduled. Where the work schedule is distributed evenly over two calendar days, the service day is the calendar day on which such work schedule begins.

C. The employee's normal work week is five (5) service days, each consisting of eight (8) hours, within ten (10) consecutive hours, except as provided in Section 1 of this Article. As far as practicable the five days shall be consecutive days within the service week.

Article 16 is the part of the contract that protects us from management issuing discipline without fear of recourse. With this negotiated section in the contract, we are guaranteed our due process under the contract and the law.

**16.1 Section 1. Principles**

In the administration of this Article, a basic principle shall be that discipline should be corrective in nature, rather than punitive. **No employee may be disciplined or discharged except for just cause such** as, but not limited to, insubordination, pilferage, intoxication (drugs or alcohol), incompetence, failure to perform work as requested, violation of the terms of this Agreement, or failure to observe safety rules and regulations. Any such discipline or discharge shall be subject to the grievance-arbitration procedure provided for in this Agreement, which could result in reinstatement and restitution, including back pay.

With that being said, we have been going through another period when management feels issuing discipline is the way of them doing their job. "Due Process" is our contractual right and "Just Cause" is the obligation. Your Stewards have and always will, do their best to make sure your rights are protected. But you have to do your part. Do not make it easy for management to issue that discipline.

**Branch picnic**

Another great time at the park is planned. The only thing needed is for you to show and eat, play and have a good time. Make plans to come out; August 18th @ Columbus Park. There will be food, drink and lots of fun for everyone. Feel free to bring a dish to share. You have that something you like to cook or bake, there is no problem with you bringing that dish. We will be glad to see you and your family and friends there.

NALC Branch 351  
 906 Columbia St SW Suite 206  
 OLYMPIA, WA 98501

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# August 2024

BRANCH  
 PICNIC  
 Aug. 18th

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BRANCH OFFICERS	Stewards / Alternates
<p>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></p>	<p>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 - Al Floyd            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></p> <div data-bbox="808 1675 1421 1801" 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="#">nalc351</a></b></p> </div>

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