

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

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

*Address service requested*

October  
 2024

**OFFICIAL  
 ELECTION  
 NOTIFICATION  
 INSIDE**

**PROPOSED  
 BYLAW  
 CHANGE  
 INSIDE**

<b>BRANCH OFFICERS</b>	<b>Stewards / Alternates</b>
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 - 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>

**Find us on the web: [www.nalc351.com](http://www.nalc351.com)  
 Instagram: [nalc351](#)**

All items published in the Clark V. Savage Sentinel are the property of Branch 351. Reprint permission is granted to trade union and labor publications, providing appropriate credit is given. Material submitted for publication must be received by the Editor no later than the 15th of the month. This is a monthly newsletter. Opinions expressed by contributors are their own and not necessarily those of NALC Branch 351 or it's editor.



Olympia • Lacey • Tumwater • Shelton

# CLARK V. SAVIDGE

## SENTINEL

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

VOLUME 48 ISSUE 10  
OCTOBER 2024

### Upcoming NALC Dates

General Branch Meeting  
(Meeting starts at 7pm,  
food served at 6:30)  
October 2nd, 2024

Stewards Meeting  
(Meeting starts at 7pm)  
October 9th, 2024

Executive Board Meeting  
(Starts at 7pm)  
October 16th, 2024

CCA Meeting  
(Starts at 7pm)  
October 23rd, 2024

### Useful Phone Numbers

#### NALC Headquarters

(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

## 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 positions listed below and Delegates to the 2025 Washington State Convention 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 2nd; November 6th, 2024, 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 6, 2024. 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 4, 2024. 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 Offices:

President

Vice President

Recording Secretary

Treasurer

Editor

Director of Media

Sergeant of Arms

Director of Community Services

Health Benefits Rep

Mutual Benefits Rep

Director of Retirees

Trustee

Trustee

\*The term of office will be for two (2) years beginning January 1, 2025.

## Come one, Come all

Vice President Jade McBride

You may have noticed on the cover that we are starting the nominations process for branch elections that will occur in December. I challenge you, yes, YOU, to step up and help out your branch. Whether it be managing the website, doing the newsletter, quarterly audits of the books or running for president...The branch needs active participation. We need more than the same 5-6 people every year doing multiple jobs. Being in a union is more than just paying dues. Someone still has to do the work. If anyone is apprehensive because they feel they don't know what they are doing, or how to be involved, please feel free to reach out. I would be more than willing to assist anyone in helping them be successful. Our strength against management comes from knowledge and numbers. They will not hold themselves accountable, that takes the work of educated members. It takes the work of you.

I attended region 2 Year 3 of steward college last month in Gold Bar, WA, the class was focused on discipline and I found it to be very beneficial. Each day of class was about 6-8 hours of training followed by multiple hours of homework. Re-

gion 2 is second to none in the nation for the trainings that are offered and I highly recommend anyone interested to attend.

Next month regional is offering RAP in Sunriver Oregon and this will be my first year teaching a class. I have designed an hour long curriculum and am looking forward to the opportunity. The class will focus on efforts to improve acceptance and inclusion within our union.

I know there are many people upset with the ongoing contract negotiations, we are going on 500 days without an increase in pay and many are struggling. The internet is ablaze of rumors and half truths about when the contract will reach a tentative agreement. The spreading of false rumors and misunderstandings of the truth are not beneficial. It is unfortunate this is the process we have, but we must let it play out. Stay strong, we're in the home stretch.

We will be planning the next Installation Banquet dinner in January, details to come. If anyone is interested in assisting me planning for the dinner, please reach out.



VP Jade McBride getting her certificate of completion of Year 3 steward college in Goldbar WA with NBA Nick Vafiades, RAA James Frankford and RGA Amie Gallo

## GENERAL MEETING MINUTES

September 4, 2024  
 Meeting Started: 7:15  
 Pledge of Allegiance conducted 7:16

### ROLL CALL:

President - Al Floyd; Present (excused late)  
 Vice President - Jade McBride; Present (Chaired 1/2 meeting)  
 Secretary/Treasurer - Vincent Corsi; Present  
 Recording Secretary - Elyse Boyajian; Excused  
 Editor - Elyse Boyajian; Excused  
 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:** Vince made motion to accept minutes as printed in the newsletter; Eve seconded; motion carried.

**MBMR:** Martin Guzman was the winner, selected \$25 visa gift card.

**COMMUNICATIONS:** Penalty overtime exclusion period November 30th– December 27th. RAP is November 11-14th in Sunriver, OR. Mandy Hankins; Assistant to the National President will join us Sept. 11th to discuss S&DC at 7 pm at the union hall.

**APPLICATIONS FOR MEMBERSHIP:** None on hand, but carriers in academy have signed up.

**COMMITTEES:** Installation Banquet committee formed, Jade McBride appointed. Potentially MLK weekend in January, Jade will inquire.

**OLD BUSINESS:** Trustee Audit: Added new items to inventory list. We need to change language of some of the items to be more descriptive and remove old items. List is from 2017. Vince motions to accept report; Mari-ann seconds; motion carried.

### NEW BUSINESS:

Mari-Ann does first reading of proposed new bylaw submitted by Jade McBride.

#### Current Language:

**Article V 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:

**Article V 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 month: President \$100.00, Vice-President \$20.00 plus \$50.00 per meeting chaired, Secretary-Treasurer \$125.00, Recording-Secretary \$75.00, Editor \$100, Director of Media \$75.00, Sergeant at Arms \$25.00, Director of Retirees-\$25.00, Director of Community Services and each Trustee \$30.00. These changes would be effective in calendar year 2024.

Jade McBride made a motion to be reimbursed for 24 hours of lwop upon completion of steward college to be paid on October 2nd after the branch meeting and upon turning in approved 3971 for lwop.

Seconded by Eve Briarhart.  
 (will be voted on at October meeting)

**GOOD of ASSOCIATION:** National Business Agent Nick Vafiades spoke at length about various topics including the new S&DC in Olympia and the status of ongoing contract negotiations. Calendars will be discussed at Eboard. Discussions about future of the Picnic, perhaps find alternative events. Discussion about 271g routes that received relief, and office break poll.

**TREASURER'S REPORT:** Vince Corsi made the motion to accept the Treasurer's Report as printed, Jade McBride seconded the motion, There was discussion about the increased dues paid to state. The motion carried.

**FOOD NEXT MONTH:** Fried chicken and JoJo's.

**MEETING ADJOURNED:** Vince Corsi motioned to adjourn, Jade McBride seconded, the motion carried and meeting adjourned at 9:15pm.

Submitted by Sierra Davis  
 NALC Branch 351; Trustee

## Presidents Report

President Al Floyd

### ***Constitution Of the National Association of Letter Carriers of The United States of America***

*Organized at Milwaukee, Wisconsin, 1889 Affiliated with the American Federation of Labor, September 20, 1917 Affiliated with the American Federation of Labor and Congress of Industrial Organizations, December 5, 1955*

#### *ARTICLE 1 Name, Powers and Objectives*

*Section 1. This labor organization, hereinafter referred to as the Union, shall be known as the 4 National Association of Letter Carriers of the United States of America and shall be identified by the initials NALC.*

*Sec. 2. This document shall be known as the Constitution of the National Association of Letter Carriers, Constitution for the Government of Subordinate and Federal Branches, Constitution for the Government of State Associations, Constitution and General Laws of the United States Letter Carriers Mutual Benefit Association and Health Benefit Plan.*

*Sec. 3. The Union shall have jurisdiction to make its own Constitution, Rules of Discipline and General Laws of the United States Letter Carriers Mutual Benefit Association and Health Benefit Plan.*

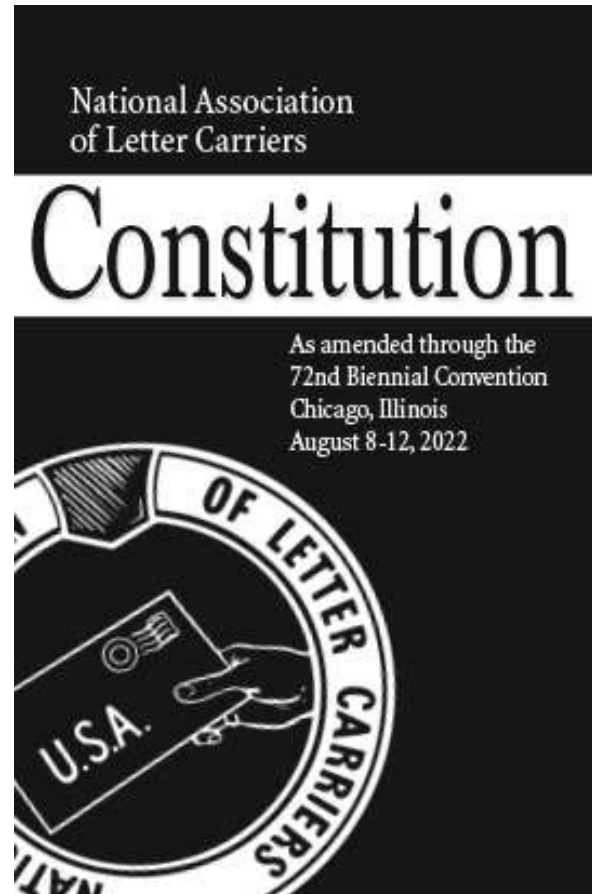
*Sec. 4. The National Convention shall be the supreme body to which final appeal shall be made on all matters emanating from Members, Branches and State Associations. There shall be no geographical limitations on the jurisdiction of the Union.*

*Sec. 5. The objects of the Association shall be: to unite all letter carriers and other employees of the Postal Service for their mutual benefit; to obtain and secure our rights as employees of the United States Postal Service and to strive at all times to promote the safety and the welfare of every member.*

Members are aware of the National Agreement, but have little to no, knowledge of our Constitution. The Constitution governs how the Union, State Associations, and Branches are to operate. The National Agreement is exactly as it states, the negotiated agreement between the Union and the USPS. The Agreement controls the wages, hours and working conditions.

I mention this because all members must understand, the Union function because of its members and for its members. When you participate and give your input, our National Officers utilize what you say when trying to negotiate the National Agreement. As a member of the Union, you have the right to attend your Branch meetings and express yourself on issues on your mind. For example, you would like to see if something could be negotiated by our National Officers for the National Contract. To do that you need to attend a branch meeting and bring it up. It's possible that, which would be known as a National Agreement Resolution, had already been brought up and voted on at a Convention. Do understand, there is a progression to what one would like to have negotiated. You bring it up at a Branch meeting and if the motion pass, then it will go before the State Association, where at the State Convention, the delegates present would vote.

The main thing behind what I am mentioning, is that as a member, you have the right to attend and to participate. Exercise that right!!!



## Steward Report

Chief Steward Al Floyd

Informal / Formal Step A

- 2<sup>nd</sup> Non-compliance grievance filed for management failing comply with DRT Decision to create new Reserve Position, appealed to DRT again.
- Approx. 7 grievances appealed to DRT for 12/60-hour violations.
- 4 Grievances for management conducting 1838c route counts outside criteria of Handbook M-39, appealed to DRT.
- Grievances being filed at Informal A for management having discussions with the carriers on the work-room floor about previous days performance.
- Past practice grievances being filed for management changing case equipment, changing labels, taking away Vacation Hold equipment, Safety, Kermiting, Personal Items at the case, taking away Union Office.
- Grievances being filed for improper Mandate.
- Grievances being filed for Guarantee Time on Sunday Parcel delivery.
- Grievances being fled for management delivering city mail.
- Grievances being filed for disciplinary issues.

## Stewards Report

Elyse Boyajian

If you've noticed some unfamiliar faces around the S&DC lately, please don't be afraid. They are not spooks or ghouls from corporate, they are actually members of our expert NALC team who have come here from regional in order to assist us in properly grieving all the sweeping changes management has imposed upon us for this new S&DC. If you have any concerns regarding changes that have not yet been addressed, please let us know so we can be sure they can grieve every single issue. Some of the things they are already grieving are; missing coffins, missing wings to our cases, plastic address dividers inside the cases, vacation hold equipment removed/replaced with lesser quality equipment, personal items removed from our cases to comply with the new "clean case" policy, carriers not being allowed to use nutting trucks, our union of-

fice being removed, and the new "red line" policy requiring carriers to drop mail at the supervisors desk when they return from their routes. These are just a few examples of current grievances against the S&DC, please be sure to inform us of anything you consider to be an issue so that it can be addressed in a timely manner by the regional team. Additionally, we know that management's removal of the union office has created a logistical issue for carriers to be able to address their needs for steward time and also for turning in grievance slips. Please don't allow this to deter you from pursuing your rights to representation. You can still request steward time and we will find a space to meet with you privately, and you can also leave notes for potential grievances at any of our booths, and we will follow up with them as usual.

Happy Halloween!



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

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

*Address service requested*

October  
 2024

**OFFICIAL  
 ELECTION  
 NOTIFICATION  
 INSIDE**

0

**PROPOSED  
 BYLAW  
 CHANGE  
 INSIDE**

<b>BRANCH OFFICERS</b>	<b>Stewards / Alternates</b>
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 - 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>

**Find us on the web: [www.nalc351.com](http://www.nalc351.com)  
 Instagram: nalc351**

All items published in the Clark V. Savage Sentinel are the property of Branch 351. Reprint permission is granted to trade union and labor publications, providing appropriate credit is given. Material submitted for publication must be received by the Editor no later than the 15th of the month. This is a monthly newsletter. Opinions expressed by contributors are their own and not necessarily those of NALC Branch 351 or it's editor.