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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)
December 4, 2024

Stewards Meeting
(Meeting starts at 7pm)
December 11th, 2024

Executive Board Meeting
(Starts at 7pm)
December 18h, 2024

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USPS:0

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

Due to the “Olympia Pocket Gopher”, they have once again delayed the movement of Main office into the Olympia SDC due to their inability to start construction on the new parking lot.

They are claiming to be starting the parking lot at some point early 2025... I’ll believe it when I see it!

If you happen to see this little guy to the right, say thanks!



GENERAL MEETING MINUTES

November 6, 2024

Meeting Started: 7:00

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 - Sierra Davis

Trustee - Eve Briarhart; Absent

Trustee - Vacant

PRIOR MINUTES READ:

Jade McBride made a motion to accept the minutes as printed, motion seconded by Mari-Ann Hanks, motion passed unanimously.

MBMR: Charlotte Norman drew the winning ticket for Martin Guzman who chose the Home Goods gift card.

COMMUNICATIONS: Per Jade, two branch officer trainings will be coming up soon, one in January 6-9, Los Angeles, and also one in Minneapolis January 27-30, 2024. Jade McBride went to a Rap session in San Francisco on the contract language of the pending tentative agreement. Ryan Troy mailed in a letter nominating President Al Floyd to be next year's NALC 351 branch president again.

APPLICATIONS FOR MEMBERSHIP:

Oscar Castro

COMMITTEES: Jade has been in contact with Little Creek Casino in regards to the next retirement dinner. Vince sent out a flyer for a potential arcade event. Al will look into membership interest in baseball events for next summer, possibly the weekend after Father's Day. Jade volunteered to host the CCA BBQ that weekend also. Al will explore membership interest in events with the Sounders the Kraken and a hockey team and the Reign soccer team.

OLD BUSINESS: The bylaws were sent to National and should be returned to us soon. Al is inquiring with the Committee of Laws for clarification on already approved bylaws.

NEW BUSINESS:

Jade McBride withdrew her acceptance for nomination for next years branch president.

Vince advised the budget should have already been printed in the newsletter. Vince said we need to write some checks for leave reimbursements. Mari-Ann Hanks made a motion to reimburse Martin Guzman for 24 hours of LWOP, Bridgette Brennan seconded the motion, motion passed unanimously. Jade McBride motioned for Vince Corsi to be reimbursed for 8 hours of LWOP for the State Convention, Victor Arana seconded the motion, motion passed unanimously. Jade made a motion to be reimbursed herself for a Rap conference this weekend 24 hours of LWOP, reimbursement after she returns, Elyse Boyajian seconded the motion, Jade called for the question, Vince seconded, motion passed for Call for the question. Motion passed. LWOP 24 hours for 3 different events for Al Floyd, Jade motioned to reimburse, motion seconded by Vince Corsi, motion passed unanimously.

Bridgette Brennan shared the importance of completing a 3996 and the various things that can be drafted on them.

Al discussed the needed blocked vacation slots for next years vacation board for training and union training activities.

Nominations:

Nominations for President of Branch 351, Jade McBride nominated Al Floyd for President, Al Floyd accepted. Al Floyd has it by acclamation.

Vice President; Jade McBride nominated herself for Vice President, she accepted.

Jade McBride has it by acclamation.

Secretary/Treasurer; no nominations,

Vince Corsi has it by acclamation.

Recording Secretary; no nominations,

Elyse Boyajian has it by acclamation.

Editor; no nominations.

Sergeant at Arms; Victor Arana nominated Mari-Ann Hanks, Mari-Ann Hanks accepted.

Director of Retirees; Vince Corsi nominated John Marley, declined, Vince Corsi nominated Bridgette Brennan, declined. Trustee 1; Jade McBride nominated Sierra Davis, Sierra Davis accepted by text. Sierra Davis has it by acclamation.

Trustee 2; Vince Corsi nominated John Marley, Marley declined. Jade McBride nominated Charlotte Norman, Charlotte accepted.

Charlotte Norman has it by acclamation. Director of Media; no nominations.

Director of Community Services; no nominations.

MBA Representative; no nominations.

HBR Representative; no nominations.

Nominations for Delegates to State Convention; Vince nominated John Marley, Marley declined. Jade nominated Charlotte Norman, Norman declined. Martin nominated Victor Arana and he accepted. Jade made a motion to nominate Sierra Davis, Sierra Davis accepted.

GOOD of ASSOCIATION: Vince made a motion to send Nam Ly \$75.00 for his new baby, motion was seconded by John Marley, motion passed unanimously. Vince made a motion for donation and gift of \$3,000 for Member Pete Sitama. Vince held a pumpkin carving contest at the Lacey office for Halloween and First Place went to Jeff Curran, Second Place went to Dave Carufel, and Mari-Ann Hanks won third place.

TREASURER'S REPORT: Vince motioned to accept the treasurers report as printed, Victor Arana seconded, Mari-Ann advised we may need to amend later for more funds for postage due to increased prices. Motion passed unanimously. Mari-Ann Hanks motioned to move \$50.00 to elections from branch outings to cover postage costs and envelopes and miscellaneous related expenses, Victor Arana seconded the motion. Mari-Ann Hanks amended her motion from \$50.00 to \$90.00 to elections from the branch outings in order to cover mailings and postage for the branch elections. Motion passed.

FOOD NEXT MONTH: Ham...oink-oink.

MEETING ADJOURNED: Jade motioned to adjourn, John Marley seconded, motion passed unanimously.

Submitted by Elyse Boyajian
Recording Secretary

2025 Proposed Budget

Affiliations	.....	180.00
Birth and Memorials	.....	300.00
Bonding	.....	200.00
Branch Outings	.....	2,000.00
Building Insurance	.....	440.00
Calendars	.....	900.00
COP	.....	1,500.00
Donations and Gifts	.....	1,500.00
Education	.....	5,952.12
Elections	.....	300.00
Food Drive	.....	750.00
Holiday Donations	.....	150.00
Land I Insurance	.....	175.00
MBMR	.....	200.00
MDA	.....	200.00
Meeting Expense	.....	900.00
National Convention	.....	0.00
Newsletters	.....	1,250.00
Office Equipment	.....	500.00
Office Expense	.....	1,500.00
Officer Reimbursement	.....	17,945.03
Picnic	.....	1,700.00
Political Activist	.....	0.00
Softball Team	.....	1,000.00
Team Sponsor	.....	0.00
Postage	.....	75.00
Regional Assembly	.....	4,500.00
Rent	.....	9,658.00
Retirees Banquet	.....	7,000.00
State Convention	.....	5,199.99
Hosting State Convention	.....	0.00
Tax	.....	2,500.00
WSALC Band Donation	.....	250.00
WSALC Scholarship	.....	250.00
	Total	\$ 68,975.14
	Projected Income	\$ 68,975.14

Vice Presidents Report

Jade McBride

During the month of November I attended National RAP in San Fransisco. The branch sent me to Regional RAP in Oregon. While I was at Regional RAP I took quite a few classes, including: Article 8, Preparing your file for B, Editbooks, Article 5 Past Practices. I also was able to teach a class, Acceptance and Inclusion. I am looking forward to next year, ill be attending Advanced Formal A and Beyond in Baltimore, and plan on attending other trainings as well as run another term on the State Board.

I will however no longer be doing the newsletter or website in the year 2025. As it stands now, the positions are, and shall remain, vacant unless someone steps up to do the roles. We need more branch participation, it cannot continue to be the same 4-6 people wearing all the hats.

I know this year some of you expressed your frustrations with me because of how I tried to get more money for some of the officer positions. I accept that criticism. There is a lot of unseen sacrifice that is required to being a union activist, and none of us are doing it for giant paychecks. I will not be spending as much of my time doing as many different positions next year, as I will be focusing my energy on other areas in the union.

Stewards Report

Elyse Boyajian

As we enter peak season, we have picked up a couple of new CCA's to ease the pressure but we are still understaffed, grievances remain steady, management has postponed moving the carriers from Main to the S&DC, the NALC is busy planning the next retirement dinner. By now you have received ballots for the positions opening up for next year's board members of our local NALC Branch 351. Please note that we are looking to fill several vacancies, including the newsletter editor position. So far, we have no volunteers that have been nominated for the position of editor. This is an important role to be filled within our branch, as many things must be published for the membership in order to maintain compliance with our local bylaws. If you have any experience, or any interest, I urge you to attend a general meeting and get involved. General meetings are held the first Wednesday of every month at 7:00pm at 906 Columbia Street, Olympia. This is a locked building, so please feel free to contact myself or any other board member to let you in when you arrive.

False - Art. 8 False - Art. 41 True - M00165

Answers:

Stewards Report (Informal/Formal A

Al Floyd

· Approx. 7 grievances appealed to DRT for 12/60-hour violations are coming inn resolved in the Union's favor. Now grievances are being appealed to DRT for management failing to comply with some portions of the resolutions.

· Grievances for management conducting 1838c route counts outside criteria of Handbook M-39, have been resolved by DRT in the Union's favor and again the Union is appealing grievances up for management failing to comply. The Union is seeking enhanced remedies for the non-compliance.

· 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. Most of these grievances are being impasse to Arbitration as none in management wants to go against those from Headquarters who created these grievances.

· Grievances filed for improper Mandate and appealed to DRT, are coming back resolved in the Union's favor.

· Grievances filed for Guarantee Time on Sunday Parcel delivery have been appealed to DRT.

· Grievances filed for management delivering city mail, are at Formal Step A to be met on.

Brain Tease: Dec. 2024
By Al Floyd

A 204-B working in the City Letter Carrier craft can voluntarily waive out-of-schedule pay while they are on detail to a higher level assignment and worked outside of their bid schedule.

- A) True
- B) False

A regular letter carrier who is temporarily disabled is not allowed to bid for, and be awarded, a full-time letter carrier bid assignment.

- A) True
- B) False

Disabled veterans who are employed by the Postal Service have additional protections relative to the use of sick leave and leave without pay.

- A) True
- B) false

PRESIDENTS REPORT— AL FLOYD

President Renfroe announces Ballot Committee

NALC President Brian L. Renfroe has appointed a Ballot Committee to monitor and observe the dispatch, receipt and tabulation of the ballots in the upcoming ratification election of the proposed 2023-2026 National Agreement between NALC and USPS.

Every active letter carrier eligible to vote in the contract ratification election will be mailed a copy of the changes in the proposed 2023-2026 National Agreement between NALC and USPS, along with the ballot materials. Eligibility to vote is defined by Article 16, Section 1 of the NALC Constitution which provides:

“Ratification shall be a mail referendum vote, and the ballot shall be mailed only to regular members of the NALC, as defined in Article 2, Section 1(a), excluding retirees, OWCP departees, and non-letter carrier regular members, as shown by the records of the National Secretary-Treasurer as of ninety (90) days prior to the date that the proposed agreement is reached.”

The proposed agreement was reached on October 17, 2024. The NALC Constitution also provides that “membership acceptance or rejection of a proposed National Agreement shall be by majority of valid ballots returned by the voters.” If the agreement is accepted, it will go into effect immediately. If the agreement is rejected, then, under the Postal Reorganization Act, the parties may continue bargaining or, ultimately, refer the dispute to an interest arbitration board. Under the law, decisions of the arbitration board are conclusive and binding upon the parties.

More information will be posted on the NALC website as it is available.

The ballot committee members are:

- Paul Roznowski (chair) of Branch 3126 – Royal Oak, MI
- Barbara Stickler of Branch 1100 – Garden Grove, CA
- Mike Hansen of Branch 111 – Salt Lake City, UT
- Elise Foster of Branch 11 – Chicago, IL
- Kathy Walter of Branch 704 – Tucson, AZ
- Rod Holub of Branch 1018 – Manhattan, KS
- Ryan Smith of Branch 440 – Rochester, MN
- Antonia Shields of Branch 530 – Birmingham, AL
- Sylvain Stevens of Branch 545 – Charlotte, NC
- Ethel Ford of Branch 283 – Houston, TX
- Ted N. Thompson of Branch 43 – Cincinnati, OH
- Ted Lee of Branch 84 – Pittsburgh, PA
- Delano Wilson of Branch 2611 – Silver Spring, MD
- Mike O'Neill of Branch 38 – New Jersey Merged
- Andy Weiner of Branch 562 – Jamaica, NY

(Reposted from the Union web page)

As I stated last month, the easy part is the voting of yay or nay, the hard part is taking the time to read the contract and obtaining the understanding what it says, for yourself. Getting and gaining knowledge, understanding your contract, both what we had and now what is written, is a fundamental responsibility you need to have for yourself. We all should have the ability to talk-up our jobs, the confidence to speak in protection of our wages, hours, and working conditions. Your vote, is you taking, making, doing your part informing National of how you feel about the contract. As a member, you have the right, exercise it. Make every effort to understand language of your job. It will only make you stronger in the knowledge of your job!

Olympia Installation

I stated last month, all of you should read the M-39 and M-41. Request time to read these Postal Handbooks and Manuals, ON THE CLOCK, in the morning when management comes around during their morning daily estimates. Do understand, management will put up fences, road blocks, and speed humps, to hinder you, not because they want to prevent you from learning, but because their bosses have this tunnel vision to only getting us out of the office as fast as possible, so stay persistent. We have duties and responsibilities that are required of us to perform on Office Time, on a daily basis, that are put on the back burner, in an effort to keep management from saying anything to us. But, when you think about it, in the long term, it always comes back around to bite you, because management will always say later, “it was your responsibility”.

Branch Officers

The Branch is about go into the next year with positions unfilled and that's not how it should be. We need members to step up and get more involved with the duties of the Union. I know there are members out here that do enjoy editorial duties. The writing, producing and formatting of the Newsletter, may be of interest. Also, there may be some interest in planning events. Some member that may like finding and planning Branch Outings for the membership like going to the Rainiers Baseball game, the Seattle Reign FC matches, or the Seattle Thunderbirds Hockey. In the past, the Branch put together a trip to Wild Waves, that brought together members with kids and they had a fabulous time. There is a position for someone who has a passion for Community Service. If you find or see the good in organizing the Food Drive, that is an area that could use your enthusiasm and the Branch would welcome you with open arms. In other words, there are vast amounts of opportunities within your Branch, for you to step into.

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December 2024

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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 (2024-2025) Trustees - Sierra Davis (2023-2024) Trustees - <i>Vacant</i> (2023-2024)</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 1425 1806" 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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