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CLARK V. SAVIDGE SENTINEL

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

VOLUME 46 ISSUE 6
JUNE 2022

Upcoming NALC Dates

WSALC State Convention (Spokane)	June 3-5, 2022
General Branch Meeting (1830 Hours Food & 1900 Hours Meeting)	June 7, 2022
Shop Stewards Meeting (1900 Hours)	June 14, 2022
Branch Outing Tacoma Rainiers Baseball (Cheney Stadium)	June 19, 2022 (most likely)
CCA BBQ (in lieu of) Rainier's Baseball	June 19, 2022 (most likely)
Executive Board Meeting (1900 Hours)	June 21, 2022
Joint Labor Management Meeting	June 23, 2022
CCA Seminar (1900 Hours)	June 28, 2022
Branch Outing (Picnic)	July 31, 2022
Joint Labor Management Meeting	TBD
WSALC National Convention (Chicago)	August 8 -12, 2022
Region 2 Regional Assembly RAP (SLC, UT)	October 31 - November 4, 2022

NALC Branch Meeting @
906 Columbia St SW
Olympia, WA 98501

NALC Members APP

Available now in the iPhone App Store and the Google Play Store for Android



Useful Phone Number

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

Our lives are increasingly becoming more fast-paced, which translates into less family gatherings. We miss the good, old days when family get-togethers were commonplace.

During those glorious occasions, we could spare some moments and remind our dads how proud we were to be their sons or daughters. And seeing their faces light up in broad smiles as they stretched their arms to bring us into a warm embrace was one of the best feelings ever.

Well, all is not lost, as there are a few auspicious dates on our calendars that are dedicated to celebrating dads. Father's Day is one such day.





Today, President Biden signed the Postal Service Reform Act of 2022 (H.R. 3076) into law. The president's signature comes after the bill passed with massive bipartisan majorities in the House in February and in the Senate in March.

"With this bill, we're repealing the pre-funding mandate and setting the Postal Service on a more sustainable and stable financial footing," President Biden said. "We're guaranteeing that the mail will continue to be delivered six days a week. And the bill increases transparency by requiring the Postal Service to develop an online public dashboard updated weekly with local and national service performance data. Today, we enshrine in law our recognition that the Postal Service is fundamental to our economy, to our democracy, to our health, and the very sense of who we are as a nation."

"After 12 years of fighting for meaningful postal reform, NALC is gratified to see President Biden sign this bill into law," NALC President Fredric Rolando said. "I would like to thank every NALC member who helped us get here. Your solidarity and activism were instrumental in this bill's path to becoming law."

This was worth repeating, because every carrier needs to understand just what President Biden did for us by signing the Postal Reform Act into law. As NALC President Rolando said, "Today, we celebrate this historic victory for letter carriers, the Postal Service and all Americans who depend on our universal service. We look forward to continuing working with members of Congress and the Biden Administration on reforms that will further strengthen the Postal Service and improve the work and lives of our members."

Something else carrier should be aware of:

Management of Delivery Services Transmittal Letter Handbook M-39

115.2 Using People Effectively Managers can accomplish their mission only through the effective use of people. How successful a manager is in working with people will, to a great measure, determine whether or not the goals of the Postal Service™ are attained. Getting the job done through people is not an easy task, and certain basic things are required, such as:

- a. Let the employee know what is expected of him or her.
- b. Know fully if the employee is not attaining expectations; don't guess — make certain with documented evidence.
- c. Let the employee explain his or her problem — listen! If given a chance, the employee will tell you the problem. Draw it out from the employee if needed, but get the whole story.

115.3 Obligation to Employees

When problems arise, managers must recognize that they have an obligation to their employees and to the Postal Service to look to themselves, as well as to the employee, to:

- a. Find out who, what, when, where, and why.
- b. Make absolutely sure you have all the facts.
- c. The manager has the responsibility to resolve as many problems as possible before they become grievances.
- d. If the employee's stand has merit, admit it and correct the situation.

You are the manager; you must make decisions; don't pass this responsibility on to someone else.

The above is language out of management's Handbook and it instructs them on their responsibilities to the carriers. Read and understand that small bit of instruction to management. Far too often, management tries to hold the carriers responsible for something they failed to tell the carriers or an expectation they fail to express. Because management fails to follow their own Handbooks and manuals, is why your stewards are forced to file so many grievances. The Union will continue to attempt to educate management on their obligations towards the carriers!!!

Union Officers

Trustees

Jade McBride:

Thank you to all the volunteers who made the food drive so successful this year! This was my first food drive and I was amazed at the amount of food we collected! Of course, this couldn't have happened without the planning from Mari-Ann, Scott Pearson and Vince Corsi as well as the volunteers who helped with the postcards and sweeping the routes. We can do amazing things when we work together!

John Marley:

Last month at our branch meeting introduced a motion to pull 1000 dollars from savings to give to a relief organization that is supporting the Ukrainian relief effort. We will be voting on this at the June meeting. We have several good organizations to give the money to, but if you think you have another be sure and come to the meeting and bring up your suggestion. We all can honor the strength of the people fighting and the families displaced by the atrocities of the Putin army and this is a good way to do so. A fight for freedom is always a good cause!

Sergeant at Arms:

Last month meeting went well. Happy Fathers Day.

33% of your job as a dad is staring at your kids like this until they act right



Shout outs

2022 “STAMP OUT HUNGER” Food Drive

Shout out to Kenny Abbot, Victor Arana, Matt Ballantyne, Christie Brandis, Holli Keenan, Wanda McCown and Erin Meeks; our volunteers who helped count out and divide up the thousands of food drive postcards and plastic bags for each of the post offices and sub-stations in the area. You made this part of “getting the word out” fun.

Special “shout out” to my loving and understanding wife, Kim; and Mari-Ann Hanks for doing so much to make this a successful and outstanding day.

THANKS FOR STEPPING UP TO INVEST YOUR PRECIOUS TIME AND EFFORT FOR OUR COMMUNITY

My After Report:

The food drive staff at the main were OUTSTANDING; running the breakdown of the sorting and packing process like a “well oiled machine”. Their organizing of “the sweepers to the routes” was critical to making it a successful day. To my knowledge , no-one was hurt on the dock or on the street — outstanding!

The volunteers on the dock were amazing people; happy to help in any way. They worked hard; sorting and packing. But for me, the highlight was when the girl scout troop showed up — eager to help. Their bright smiles lit up the dock; they buckled down and knocked out a lot of food. Each bag a “mystery” waiting to be revealed. “You girls rock!!” Thanks.

Retirees - Dave Beck, Boyd Willis, Rick Zassenhaus, Ruth Milroy and Francine Roper were at the main; sweeping routes, helping the dock run smoothly and helping wherever they could. Our new postmaster, Corey Gagnon, was there with his family helping out. We were very fortunate to have as many volunteers on the dock as well as helping on the routes. It sure seemed like a lot of food was brought in! We’ll get the final numbers when all is counted and weighed at the TCFW.

Thank you to Bill. He was a great help with the truck. He quickly figured out that the truck didn't fit our dock and helped facilitate getting a truck to fit. Well done.

Again, thanks to everyone for making this day of giving so special.

In solidarity,

Scott Pearson

Semper Fi

Lacey Post Office Shop Steward Report: June 2022

Submitted by:

Vince Corsi

PS Form 1767 – Report of Hazard, Unsafe Condition or Practice.

A. Instruction:

1. Purpose:

This information provides procedures for submission by employees, the supervisor's responsibility and follow-up when completing the December 1982 issue of PS Form 1767. This form is to be used in all offices within the Seattle District.

2. Policy:

A. Receptacles identified as containing PS Form 1767s must be conspicuously posted in every Postal facility, on every floor where employees normally congregate, i.e. lunchrooms, swing rooms, employee entrances, bulletin boards, near the time clocks, etc., forms must be available at the supervisory stations. Keeping the receptacles fully supplied with an adequate number of Form 1767s is the first line supervisor's responsibility.

B. All employees must be informed of the availability of Form 1767, Report of Hazard, Unsafe Condition, or Practice, at weekly safety talks. Once the initial familiarization has been completed, employees should be reminded periodically of the form, at least every quarter, during safety talks.

3. Procedures:

A. PS Form 1767 is a four-part form and is to be completed by the employee and submitted to their immediate supervisor. If anonymity is desired, Section I should be completed (including the name of the submitter) and the report filed with the Safety Office. Safety personnel will return the form promptly to the immediate supervisor for necessary action AND WILL DELETE THE SUBMITTER'S NAME FROM THE FORM TO ENSURE ANONYMITY.

B. Any employee, who believes that an unsafe condition, beyond their authority or resources to correct, exists in the workplace, has the RIGHT and RESPONSIBILITY to file a report to the condition on Form 1767 with their immediate supervisor and request an inspection of the alleged condition.

C. The Supervisor MUST:

(a) Investigate the hazard, unsafe condition or practice during the same tour of duty in which the report was received.

(b) Abate the hazard, unsafe condition or practice if it is within his/her authority to do so.

(c) Record the action taken to eliminate the hazard, unsafe condition or practice or record recommendation for corrective action in Section II. The form is then signed by the supervisor.

(d) If the supervisor was unable to provide immediate corrective action, he/she must initiate Form 4805, Maintenance Work Order, with appropriate recommendation, and attach a printed copy to the Form 1767.

(e) Enter the information completed on the 1767 Report of Hazard into the Safety Toolkit and give the employee the signed blue copy as a receipt.

NOTE: IT IS THE SUPERVISORS RESPONSIBILITY TO MONITOR THE STATUS OF THE 1767 AT ALL TIME, UNTIL THE HAZARD IS ABATED. IF THE HAZARD REMAINS UNABATED LONGER THAN 7 CALENDAR DAYS, THE SUPERVISOR MUST VERBALLY INFORM THE EMPLOYEE AS TO ABATEMENT STATUS AT THE END OF EACH 7-DAY INTERVAL.

D. If the approving official determines that there are no reasonable grounds to believe such a hazard exists, the employee must be notified in writing and the original 1767, with a statement of action, must be entered in the District Safety Toolkit.

E. The immediate supervisor must review all 1767's for accuracy, completeness and up-date, if necessary.

NOTE:

Get with your office Safety Captain or Steward if you don't know where the PS Form 1767 is located or if you don't know how to fill it out.

Office Safety Captains:

Main Office - Martin Guzman

Lacey Post Office - Holli Keenan

Food Drive Coordinator

The Food Drive was a success!! We gathered and boxed up over 70 PALLETS of food in the Olympia Tumwater and Lacey areas for the Thurston County Food Bank. That matched our 2019 Food Drive pallet numbers. Shelton gathered over 3,700 pounds of food for the Saint's Pantry. There were 17 raffle prizes awarded to the volunteers. The winners of the carrier raffle prizes were- Matthew Fagan (Shelton), Keith Wilder (Lacey), Matthew Madara (OCA HUB), and David Rodgers (Main). Please be sure to gather and return all yard signs and banners that you displayed; and take down all flyers. To all of the people that helped and volunteered their time- THANK YOU!!

Branch President

The New Postmaster, Cory Gagnon, and I had a quick meet and greet on his first day in office. We mostly met to discuss the food drive but also touched base on safety and his new policies. I am happy to say that he is planning on reinstating the OPEN-DOOR policy that was slammed shut by the previous Postmaster. We have a Joint Labor Management Meeting on June 23rd. You will be seeing the flyers posted soon.

Shelton Shop Steward

Shelton has a Joint Labor Management Meeting on May 25th. Please be sure to write your concerns on the flyer in the break room. As you get paid for grievances, please be sure to text me so that I can verify that you actually got paid. If you request for shop steward time; please text me a picture of your request, so that I can make sure that we can meet in a timely matter. There seems to be a breakdown in communication and we need that corrected.

Be Strong. Be Bold. Be United.

Submitted by Mari-Ann Hanks
Branch 351 President
Recording Secretary
Shelton Shop Steward
Food Drive Coordinator

General Meeting Minutes

May 4, 2022

Meeting started at 7:12 pm

Pledge of Allegiance was said.

Roll call: Anise Garrett and John Mauck were absent. All other officers were present. 10 members present.

PREVIOUS MONTH MINUTES READ- Vince Corsi motioned to accept the minutes printed, Scott Pearson seconded, voted and passed.

COMMUNICATIONS- Labor Law/ Admin is having a conference Aug. 25 & 26, in San Francisco; registration was in April deadline passed.

APPLICATIONS FOR MEMBERSHIP- No new applications for membership.

MBMR- Martin Guzman pulled Mari-Ann Hanks' ticket. She chose Outback Steakhouse and donated it to the Food Drive Raffle.

OLD BUSINESS- We are still waiting on a response from the Secretary of State about our tax-exempt status.

NEW BUSINESS- Our iCloud Service storage is 3G and the WiFi and computers are 5G so it can no longer communicate thru WiFi. Vince brought it back to the union office and hooked it up to the computer so that the stewards have access to the grievances and files on it. It now works as an external hard drive for the union. The stewards will be going through the old grievances and clean out all unnecessary files and have them shredded.

GOOD OF ASSOCIATION- John Marley would like to take \$1,000 from our savings to donate to a non-profit organization to give to the Ukrainian people. He would like to bring a vote to the members at the June meeting; you are welcome to present suggestions of which non-profits would be best. Martin Guzman suggested moving our internet from Comcast to Century link (it will save the branch approximately \$50-100/month). Vince Corsi- two city carriers are going to Battle Ground which is strictly Rural Routes; it is a violation of the contract and it has been sent up to regional and national. He also is working on getting an exact date for the retiree seminar. If you are interested in attending check the union board for the sign-up sheet. May 13 is the deadline for softball and the schedule of games and practice will be posted in June. Mari-Ann Hanks received word that Debbie Dixon resolved 18 pre-Arbitrations for the Olympia installation. Al Floyd- He is amping up the enhanced remedies for op-violations, crossing crafts, working SDO, etc... to take the extra steps to take care of those carriers that are leaving the office. Martin Guzman motioned to change all meetings to Tuesdays for the duration of softball, which is June through August, so that all members can attend the meetings AND the softball games; Al Floyd seconded, voted and passed.

REPORTS OF STANDING AND SPECIAL COMMITTEES- Al Floyd will be posting flyers to sign up for the Rainiers Baseball game. Mari-Ann Hanks and Scott Pearson said that the Food Drive is going as scheduled. Martin Guzman is looking into having a BBQ for the NALC members who have to work on the day of the Rainiers game.

TREASURER'S REPORT- John Marley motioned to accept the Treasurer's Report as printed, Vince Corsi seconded; discussion- Al Floyd motioned to move \$2663.70 from Retiree's Banquet to National Convention; seconded by Vince Corsi, voted and passed. Al Floyd motioned to move \$800 from Education to National Convention seconded, voted and passed. Al Floyd motioned to accept the Treasurer's Report as printed with the amendments discussed.

FOOD NEXT MONTH- Brats and Sauerkraut.

Meeting Adjourned at- Al Floyd motioned to adjourn; Marley/ Pearson seconded, voted and passed.

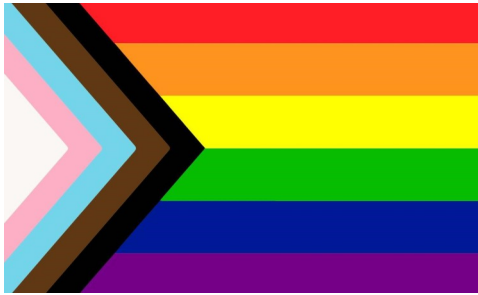
Minutes taken by Victor Arana
Branch 351 Recording Secretary

Submitted by Mari-Ann Hanks

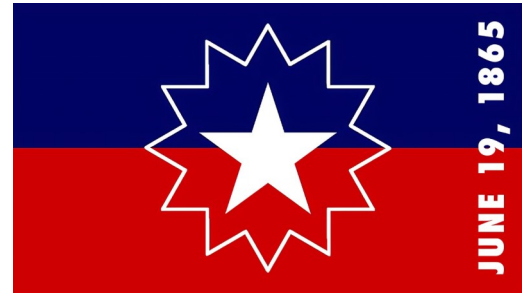
NALC Branch 351
P.O. Box 7715
OLYMPIA, WA 98507-7715

JUNE 2022

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BRANCH OFFICERS	Stewards / Alternates
<p>President - Mari-Ann Hanks (530)310-2969 Vice President - Al Floyd (360)972-5095 Secretary/Treasurer - M. Guzman (360)470-2377 Recording Secretary - Mari-Ann Hanks Acting Co-Editors - Martin Guzman / V. Arana Director of Retirees - Vacant MBA Representative - Vacant HBR Representative - Vacant Sergeant at Arms - Victor Arana (909)522-9765 Director of Media - Vacant Trustees - Jade McBride 22-23 (602)425-7651 Trustees - John Marley 21-22 (360)790-2844 Trustees - Vacant 21-22</p>	<p>Branch Chief Shop Steward - Al Floyd Main Office Shop Steward - Martin Guzman Main Office Shop Steward - Kenny Abbott Main Office Alt. Shop Steward - Vacant Main Office Alt. Shop Steward - Vacant Olympia Carrier Annex Shop Steward - Al Floyd Olympia Carrier Annex Shop Steward - John Mauk Olympia Carrier Annex Alt. Shop Steward - Anise Garrett Olympia Carrier Annex Alt. Shop Steward - Vacant Lacey Post Office Shop Steward - Vince Corsi Lacey Post Office Alt. Shop Steward - Vacant Shelton Office Shop Steward - Mari-Ann Hanks Shelton Office Alt. Shop Steward - Vacant</p> <div data-bbox="776 1675 1495 1791" style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Branch web page: www.nalc351.comcastbiz.net Branch email: nalc351editor@gmail.com</p> </div>

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