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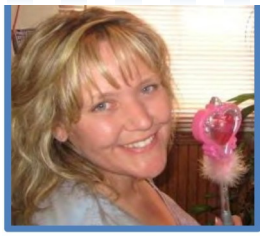
NALC

Branch 442

Swingroom Gazette

Serving: Spokane, Spokane Valley, Cheney, Colville, Fairchild AFB, Ritzville, Coulee Dam and Colfax



President's Report

Sharee Eschenbacher

As temperatures rise, so does the risk of heat-related illness for letter carriers. Whether you're on a mounted route or walking miles a day, heat is one of the most serious hazards we face. That's why it's critical every carrier understands the warning signs—and knows when to act. Our national program, the Heat Illness Prevention Program (HIPP), exists for one reason: to keep you safe on the job. But it only works if we all recognize the symptoms and take them seriously.

Heat Exhaustion vs. Heat Stroke: These two conditions are not the same—and knowing the difference could save a life. **Heat Exhaustion** (Serious—But Preventable). This happens when your body loses too much water and salt from sweating. Common symptoms include: heavy sweating, weakness or fatigue, dizziness or fainting, headache, nausea or vomiting, cool, pale, clammy skin and a weak pulse. **What to do:** stop working and get to a cooler place immediately. Drink water (small, steady sips). Loosen clothing. Notify your supervisor. If untreated, heat exhaustion can turn into heat stroke. **Heat Stroke** (Medical Emergency). Heat stroke is life-threatening and requires immediate action. Warning signs include: high body temperature (103°F or higher), hot, red, dry skin (or sometimes still sweaty), confusion or disorientation, slurred speech, loss of consciousness and a rapid pulse**. What to do**: call 911 immediately, move the person to a cooler area, try to cool them down (ice packs, cold cloths, shade), do NOT wait. Heat stroke can be fatal.

Management is responsible for helping reduce your exposure to extreme heat. That includes things like access to water, heat safety talks and training and adjusting work practices during extreme temperatures. But here's the bottom line: No job is worth your health. If you feel symptoms coming on slow down, take breaks and speak up. You are not "weak" for needing a break—you are smart for recognizing the danger. Heat illness is preventable. Awareness is the first step.

I want to take a moment to welcome all of the newly hired City Carrier Assistants joining us here in Spokane. After a long stretch of limited hiring, it's great to see new faces coming in and strengthening our workforce. Starting out as a CCA can feel overwhelming. There's a lot to learn, the days can be long, and at times the hours may not be as consistent as you expected right away. That's normal—and it won't stay that way for long. As we move into the summer months, mail volume increases, vacation schedules pick up, and routes need more coverage. That means more hours and more opportunities are coming. Many of our seasoned carriers started exactly where you are now and can tell you—things do pick up. In the meantime, focus on learning the job safely and accurately, ask questions—no one expects you to know everything right away, and take care of yourself, especially in the heat. Most importantly, know this: you are an important part of this workforce. The work you do matters, and you are helping keep our offices running. If you ever feel unsure, overwhelmed, or have questions about your rights, schedules, or workload—reach out to your OJI, mentor or your union steward. That's what we're here for.

We're excited to announce that our branch is in the process of building a new website designed with one goal in mind: making it easier for members to stay informed, connected, and supported. This site will include a secure "Members Only" section, giving you access to tools and information that are specific to our branch. To log in, you'll use your NALC member number. If you're not sure where to find it, don't worry—it's easy. You can locate your member number by logging into the NALC national website and navigating to the Members Only area. Your member number will be displayed there. Once you're logged into our site, you will find many features designed to support you on the workroom floor and beyond. There will be grievance trackers, direct access to Stewards and branch updates and resources. This matters because we know communication hasn't always been as easy or as fast as it should be. This website is a step toward improving transparency, strengthening communication, and making sure every member has access to the support they need. We're still putting the finishing touches on the site, and more details—including how to register and log in—will be coming soon.

I'm pleased to report that we've reached an agreement with management to bring the Collection Department into the city and staff these assignments with full-time carriers. Under this agreement, there will be five (5) full-time Collection routes, two routes will be based out of Northpointe, two at the Valley and one at Shadle. These routes will be Monday through Friday assignments. A key part of this agreement ensures that current

Branch 442 Contact List

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Trustee	Milissa Franklin	509-209-3941
Trustee	Connie Guerrero	916-236-7526
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Director of Retirees	Steve Schultz	509-863-4873
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	Hillyard	509-252-2327
	Main: Jeff Schriver	509-953-3730
	Alt: Jose Rualas	669-285-7562
	Collections	509-363-6080
	Main: James Kittredge	509-869-4934
	Alt: Moises Ojeda	509-230-1139
	Manito	509-252-2335
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	Alt:	
	Metro	509-252-2323
	Main: Jeremie Simpson	509-768-6344
	Alt: Tonja Salguero	360-515-1420
	Alt: Shawn Gilliland	509-953-2474
	Northpointe	509-465-0325
	Main: Rick Enright	509-599-5470
	Alt: Scott Thorland	509-934-9263
	Regal	509-462-0555
	Main:	
	Alt:	
	Riverside	509-252-2337
	Main: Rhonda Mason	509-671-5501
	Alt:	
	Shadle	509-327-9023
	Main: Leslie Phelps	208-755-0046
	Alt: Cyrus Haste	509-294-5632
	Spokane Valley	509-252-2325
	Main: Chris Crawford	509-385-1033
	Alt: Bill Bauder	509-990-5245
	Main: Dan Shoemaker	425-238-2638
	Alt: Bill Bauder	509-990-5245
	Sunset	509-252-5101
	Main: Connie Guerrero	916-236-7526
	Alt:	
	Cheney	509-235-1590
	Main: Christian Tangvald	509-868-5350
	Alt: Dominic Collantes	253-410-7891

Colville, Fairchild, Ritzville, Coulee Dam and Colfax: Call Sharee Eschenbacher 509-953-3027

The **Swingroom Gazette** is a **NALC Branch 442** bi-monthly publication. All articles contained herein are the opinions of the author and do not necessarily reflect the position of the branch or editorial staff. Permission is hereby granted to reprint any information verbatim with appropriate credit given to the author, branch or posting. Branch meetings are held the third Tuesday of each month at the Progression Credit Union located at 2919 E Mission Ave Spokane WA 99202. (Conference room on the 2nd floor) Note: when a holiday falls on Monday the general meeting will convene on Wednesday at 7pm. The January installation of officers ceremony also counts as the general meeting and is held every two years at a location and time to be determined by the branch. The July Annual picnic held at Mission Park counts as the general meeting. The August general meeting with food and beverages is held at the **Union Hall located at 2903 E Mission Ave, Spokane WA 99202.** Office phone: 509-534-9144, Office Fax 509-534-1610. All articles for review and publication on are sent to: spokanegazette442@gmail.com as a Word or text attachment. "This is a war, we are soldiers" - Anonymous

Notice

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spendings permitted by law. Your selection shall remain in full force and effect until canceled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contributions received from such an individual will be refunded to that contributor. Federal law requires us to use or best efforts to collect and report the name, mailing address, occupation, and name of employer of individuals whose contributions exceed $200 per calendar year. Any guideline amount is merely a suggestion, and an individual is free to contribute more or less than then the guidelines suggest and the Union will not favor or disadvantage anyone by reason of the amount of their contribution or their decision not to contribute.

seniority date. Protecting seniority was a priority throughout discussions, and this provision helps ensure fairness for those transitioning into new roles. Management has indicated they are aiming to include these routes on the June bid sheet. Based on where things currently stand, it is more likely that carriers will see these routes posted on the July bid sheet. We will continue to monitor the timeline closely and keep everyone updated as more information becomes available.

I'm also very encouraged to report that we've reached agreement with management to conduct joint training sessions. Over the past several days, I've been working to prepare for this, and I'm optimistic about what this opportunity can bring to our workroom floors. This training will bring stewards and supervisors together as teams, learning the same material at the same time. Too often, issues arise not because of bad intent, but because of miscommunication or different interpretations. By training side-by-side, we create a shared understanding of the contract, expectations, and daily operations. This doesn't replace our role as advocates—it strengthens it. When everyone is working from the same understanding, it becomes easier to identify real violations and address them effectively. I'm looking forward to seeing how this develops.

I'm proud to announce that I will be appointing Jeremie Simpson as our Alternate Chief Steward. Jeremie has put in the work to earn this opportunity. He has consistently demonstrated a strong commitment to our membership and has worked hard to build trust and credibility among his fellow stewards. He brings with him a solid understanding of the contract, a steady approach to problem-solving, and a willingness to step up when it matters. Those are qualities that not only strengthen our steward team, but also better serve every member of this branch.

Quite honestly, other branches would be fortunate to have someone as well-rounded and dedicated as Jeremie advocating on their behalf. Please join me in supporting Jeremie as he steps into this leadership role.

I want to take a moment to update everyone on the MDA Bowlathon and the recent change in scheduling. First and foremost, Zak Smith has been putting in a tremendous amount of work behind the scenes to make this event a success. Organizing something like this takes time, coordination, and a lot of effort—and that work has absolutely been happening. Unfortunately, despite those efforts, the original timing just didn't come together the way we had hoped. Rather than push forward with something that wasn't set up for success, the decision was made to move the event. The good news is that this gives us an opportunity to make the Bowlathon even better.

A Fall Bowlathon opens the door for greater participation, better scheduling availability and a stronger, more organized event overall. More details will be coming as plans are finalized—but for now, know that the work is being done, and it's going to be worth the wait.

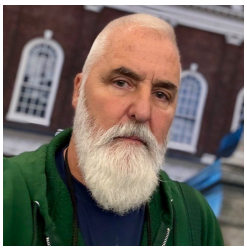
From time to time, members of our postal family face serious health challenges that take them off the job and put real strain on them and their families. We currently have a couple of carriers who will be requesting donated leave, and our branch will likely be organizing raffles and other efforts to help support them during this difficult time. When situations like this arise, it's an opportunity for us to show what union solidarity really means. Consider donating leave if you are able. Participate in upcoming raffles and fundraisers and help spread the word and encourage others to contribute. This is about taking care of our own. These are the same people we work alongside every day—the same people who would step up for any one of us without hesitation. So, when the time comes, I encourage everyone to dig deep and support your union brothers and sisters.

I feel like I should stop typing now. Please take care of each other.

With Union Strength,
Sharee

Welcome Zack and Sarah to branch 442





Vice President's Report

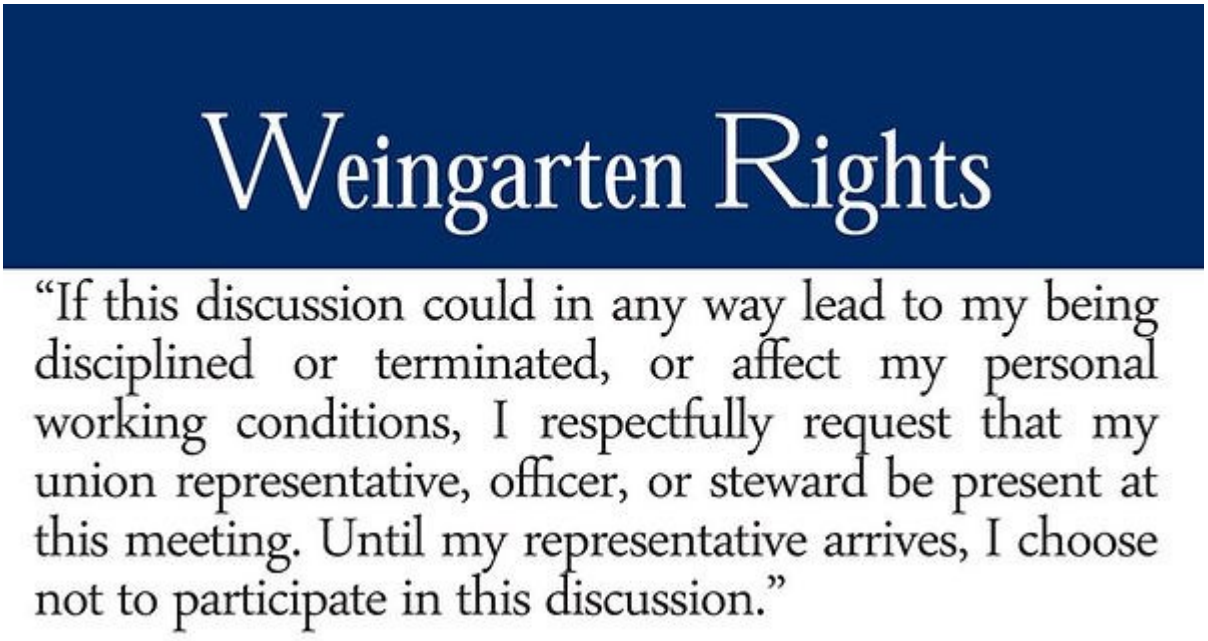
Steve Thrift

My last article focused on education efforts directed toward our new incoming carriers at the Carrier Academy and the New Employee Experience Retention and Mentorship program (NEERMP). This article will focus on Continuing Education for our other, longer tenured carriers. Training opportunities include Shop Steward Colleges, Regional Assemblies (RAP), as well as the newly re-envisioned Statewide Training each spring. As many of you know, I have been compiling videos and PowerPoints from these training courses for several years now. The vision was always to make them available for smaller branches that can't attend to educate their members, or for use at local Shop Steward training or even general meetings. Also, I recently created a Google Drive folder containing all available recent PowerPoints and posted the links on the WSALC.org website under the Steward Training tab. Then I created a YouTube channel to have a secure way to make the videos available as well. Why secure? It's always been because we don't want management to be able to watch our trainings, or "show them our playbook". We educate our people, who in turn educate management through the grievance process.

So accordingly, the YouTube channel is not searchable but if there is a PowerPoint for a topic you are interested in, chances are I have a video of that class being taught by an expert on the topic, along with the questions and answers of the class. Contact me by phone, text, or email requesting the video and I will post it and send you the link. Each video has its own individual link.

Additionally, NALC HQ has recently developed Shop Steward as well as Rank and File oriented training videos that will soon be ready for national roll out and available to view in the Members Only portal on NALC.org website. Please don't hesitate to take advantage of these continuing education opportunities, the more we know the less management can take advantage of us and our co worker. You don't need to be a Shop Steward to help keep the work room floor a more structured, mutually respectful, less stressful place to be.

Knowledge is Power. Be Powerful. Steve Thrift



Director of Retirees

Steve Schultz

Things have been quiet on the retiree front. I think for the most part, people are so happy to be retired and moving on to the next phase of their lives, that not too much bothers them. At tax time, I did see a couple of questions regarding the IRS Form 1099R, which is the W2 for retirees. In response to the paperwork reduction process, OPM has chosen not to mail them out anymore so you have to request them on line through the OPM website. The process is relatively pain free, but does require you to set up an account with OPM which you should have already done when you retired. To keep your OPM web account active, it does require that you log in at least once per year, so keep this in mind if you are thinking about retiring in the near future.

Recently, a few of the retired carriers from Northpointe got together at Golden Corral to reminisce. I believe seven showed up plus one active carrier. It was enjoyable to rehash old times and some of the struggles that we had faced during our years as carriers, as well as finding out about some of the other carriers and supervisors we used to work with. It was brought up at the union meeting and some discussion took place as to the possible restarting of the quarterly retiree's luncheon that we used to have. It had declined in attendance over the years and had been decided to be discontinued. I will investigate the possibility of trying to bring that back. We could look at several options, to include maybe doing it semi-annually and having it at rotating locations. If you have any interest in this, or would like to provide any feedback, please contact me. My phone number is listed on the officer page of the Gazette.

Other than that, with the lack of snowfall and snowpack in the mountains, I have a feeling we are going to be in for a hot, dry summer. With that in mind, don't forget to keep yourself hydrated. Be safe and until next time, take care…

Your local Arslan Sales Representative:

Steve Schultz

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MEETING MINUTES

GENERAL MEETING March 17th, 2026

Vice President Steve Thrift called the meeting to order at 7:00pm
Roll Call: 19 present, 3 excused, 5 absent
Reading of Previous Minutes: General meeting minutes moved, seconded and passed. Executive meeting minutes moved, seconded and passed
Secretary/Treasurer Report: Moved, seconded and passed
Reading of Communications: None
Application of New members: Brennan Piddy, Aaron Kanratowicz, Michelle Johansen, Jerry Davis, Jody Degenstein, Zachary, Neufeldt, Izaiah Uresti Yanez, Malachi Eastman, Nicholas Passamonti, Kelly Beuchel, Liberty Ward, Xavier Spanger
Initiation of New members: Liberty Ward, Sophia Sibula, Veronica Emerson, David Craig, Carlos Cunningham, Isaiah Uresti Yanez, Ryan Varer
Reading of Reports:

Director of Insurance: Reminder to CCAs about the non-career health plan.
Director of Safety: Had a conversation with Terry Lafrance, reminding him that his interactions with carriers on the street must always have a positive tone. OJI and safety captain classes have started. Building safety inspections are ongoing
Retirees: Helped 2 retirees with 1099-R's, evidently they aren't being sent out to retired carriers. A group of retirees met for brunch
Trustees: Books are in order
Spokane Labor Council: Rank and File training is running April 22-26
Swing room Gazette: March+April issue coming soon

Committee Reports:

Legislation: Representative Michael Baumgartner is fully on board with the Shipping Equity Act, likely to support the Protect our Letter Carriers Act and unsure about support for the Federal Retirement Fairness Act
Resolutions: None
By-Laws: Committee met today to discuss the most recent communication from national. Discussed the possibility of changing the start of the general meeting to 6:30pm
Entertainment/Athletics: There's a possibility of holding a volleyball tournament on July 19th at Mission Valley Park
MDA: None
Hospital and Health: Bill Bauder had surgery, Leslie Phelps' father was in an accident, DeeDee Stockman has a new granddaughter
Condolences: None
Labor Management Agenda Items: There have been several accidents at Shadle, management has not been giving out proper forms, instead telling carriers to fill out the forms on their own on ECOMP. If you fill anything out in in ECOMP, be sure to tell management. Reminder to everyone to be sure to set up an ECOMP profile at ecomp.dol.gov

Unfinished Business: None
New Business: Motion to move next general meeting to the Illinois Bar and Grill, to be posted in the gazette, with an expense not to exceed $250, moved, seconded and passed
Good of the Association: Reminder to everyone to read your operations manuals regarding mailbox placement. All manuals are available on the NALC app
Improvement of the Service: None
Meeting Drawings: 455 Tyler Sutherland 127 George Ohnemus, neither present
Next Meeting: April 21st, 2026

Respectfully submitted

Bryan Eleyet

MEETING MINUTES

GENERAL MEETING April 21st, 2026

President Sharee Eschenbacher called the meeting to order at 7pm
Roll Call: 19 Present 3 Absent 5 Excused
Reading of Previous Minutes: General meeting minutes accepted as printed. Moved, seconded, passed. Executive meeting minutes accepted as printed. Moved, seconded and passed
Secretary/Treasurer Report: Accepted as printed. Moved, seconded and passed
Reading of Communications: Dozer Day, first weekend of May at Cabela's in Post Falls. Spokane Worker's memorial, April 25th
Application of New members: Jamie West and Tim Flohe
Initiation of New members: Sarah Doncevic and Zach Neufeldt
Reading of Reports:

Director of Insurance: No report
Director of Safety: Management is showing a seatbelt safety video at morning standups around the city. There was a heat injury at Northpointe.
Retirees: No report
Trustees: Books are in order through March
Spokane Labor Council: May Day march, May 1st, Riverfront park, 6PM
Swing room Gazette: Coming soon, articles due May 1st

Committee Reports:

Legislation: Branch legislative rep Maggie Moran spent 5 days in Washington DC, she met with either the representative or deputy for all 9 Washington House districts and both Senators. She had a great time and was very thankful for the opportunity. Currently looking into a "Save the post office from mismanagement" rally on May 23rd
Resolutions: Reminder there is a form letter email page on the NALC.com website
By-Laws: Still working on changes sent from National
Entertainment/Athletics: Looking into a possible kickball tournament at the picnic. August 23rd Indians game.
MDA: Bowlathon postponed due to liquor board not responding in time about alcohol in raffle prizes. Looking at late September or October.
Hospital and Health: Alex Turney at NP experienced heat exhaustion. Rick Enright was in the hospital for a few days. Mike Zahm's wife is having health issues. DeeDee Stockman is starting a formal leave donation request due to her health issues
Condolences: Frank Coe passed. Mark Ward's wife passed
Labor Management Agenda Items: With CCAs routinely starting at 10am, they're not getting safety standups, not learning how to case and have no access to mentors as they're already on the street.
Stewards have lost ACE and Outlook access, Sharee will work to get them reinstated

Unfinished Business: None
New Business: None
Good of the Association: None
Improvement of the Service: Sharee signed a new collections agreement after sorting out proper seniority dates for the carriers. They will be converted to 8hr routes and moved to run out of stations
Meeting Drawings: 332 James O'Neal 410 Isaiah Swift, neither present
Next Meeting: Tuesday, May 19th

Respectfully submitted

Bryan Eleyet

Contract Negotiations are Happening Now–Make Your Voice Heard

As we are all aware, contract negotiations are currently underway. Now is the time to let our key leaders know what bargaining issues are most important to us. Whether you stick to the priorities outlined on the "Fair Contract Now" information sheet published by the NALC, or have your own priorities, I encourage you to reach out to key leaders. Have your voice heard!

What follows is a sample letter/email and a list of key leaders' contact information. I have attempted to simplify things by providing an outline. Please adjust it how you see fit. The letter can also be altered to leave as a voicemail message, if that is your preference. You could even write, email, and call if you feel so inclined! I have identified who, I believe, are key leaders who may be able to advocate for mail carriers throughout the bargaining process. Please feel free to expand this list or to choose just a couple to write or call.

I know that we often feel helpless to influence the bargaining process. But, we do have power.

Let's tell our leaders in the NALC, the USPS, and the government what we think!

-Maggie Moran

Sample Letter/Email to Key Leaders re: Contract Negotiations

[*Date*]

[*Name*]

[*Address*]

TO: [*Key Leader's Name, Title*]

RE: Support a Fair Contract for America's Letter Carriers

My name is [_____] and I am a mail carrier in Spokane, Washington. Our Union and USPS leadership are currently in contract negotiations. I am writing to you to urge you to do what you can to ensure that we receive a fair contract. This includes a higher starting wage and an increase in wages across the board, a full career workforce, and top pay in a shorter amount of time. [*Add any other issues/ideas*]

I have been a mail carrier for [_____]. [*Why is your work important? Examples: delivering passports, medications, ballots, community connection*]

[*Make it Personal: describe your route, your career, your motivations. Tell a story and how a better contract would affect you and your family.*]

The work mail carriers do is essential and foundational to the success of America's Postal Service. We should be compensated well for the incredibly difficult and demanding work that we do every day.

Thank you for your dedication to public service and for your consideration of my concerns. I look forward to hearing back from you.

Sincerely,

[*Your Name*]

Mail Carrier, [*Station*]
NALC Branch 442

Contact these Leaders and tell them you support a Fair Contract for America's Letter Carriers

NALC President, Brian Renfroe
100 Indiana Ave., NW
Washington, DC 20001
202-393-4695

Office of the Postmaster General,
David Steiner
475 L'Enfant Plaza, SW
Washington, DC 20260
pmgceo.usps.gov

Deputy Postmaster General, DouglasTulino
475 L'Enfant Plaza, SW
Washington, DC 20260
dtulino@usps.gov

USPS Board of Governors
475 L'Enfant Plaza, SW
Washington, DC 20260
bog-inquiries@usps.gov

Representative Michael Baumgartner
124 Cannon House Office Building
Washington, DC 20515
202-225-2006

Senator Patty Murray
154 Russell Senate Office Building
Washington, DC 20510
202-224-2621

Senator Maria Cantwell
511 Hart Senate Office Building
Washington, DC 20510
202-224-3441

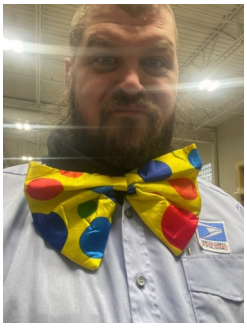
Representative Nikki Budzinski
(founding member of the Congressional Postal Service Caucus)
1717 Longworth House Office Building
Washington, DC 20515
202-225-2371

Representative Jack Bergman (founding member of the Congressional Postal Service Caucus)
566 Cannon House Office Building
Washington, DC 20515
202-225-4735

Representative Chris Pappas (founding member of the Congressional Postal Service Caucus)
452 Cannon House Office Building
Washington, DC 20515
202-225-5456

Representative Andrew Garbarino
(founding member of the Congressional Postal Service Caucus)
2344 Rayburn House Office Building
Washington, DC 20515
202-225-7896

***Most House Representatives and Senators have an email form on their respective websites if you want to send them an email.**



Brothers and sisters,

Metro got two new supervisors in the supervisor shuffle that happened in February. The overtime equability list has FINALLY been managed the way it is supposed to be over the past two months. This has given us some much needed relief in hours tracking!

There has been a push for more undertime as the summer mail volume drops. Letters and flats are indeed decreasing, however packages on my route seem to have stayed steady with even a slight increase in SPR's and large packages. Package volume, as management has been preaching for the past few years, is the product that will be financially supporting the Postal Service in our ever evolving service. Even as other types of volume drop remember to plan your day around delivering each and every package with the service that our customers pay for. Do not let the pressure of the morning estimate dictate how you deliver your route and keep yourself safe! More and more carriers around the country are ending their days with preventable accidents because they feel the need to rush to keep supervisors happy with their times. There is one standard for street time: it takes what it takes. If an elderly customer wants you to tuck a large parcel inside the door because it is going to be tough for them to move, remember customer service is our job. If the elderly couple on the loop need to ask you some questions about what they've seen on the news or what they want to send their grandchildren for graduation make sure you take a minute out of your day to serve your customers. These are the people who pay our wages, not any member of Postal management.

Our Brother Mike Zahm and his wife Heather are going through a difficult time in life as most of you are aware. If you are the praying type please keep Mike and Heather in your prayers. If not, positive vibes and thoughts go a long way and our brother will be forever appreciative of every thought that goes out. We love you Mike and Heather.

In Solidarity,

Jeremie

Brothers and sisters,

Regal management saw a horrific change in February that seemed to have healed itself between articles. I know there was nearly no Regal carrier who enjoyed supervisor Nicholson and Kyle's visits. They're gone now, but the no-lunch trash they started has remained. I have spoken with Cameron about why it was not returned to how it was when he left. His answer was simply that he told the supervisors that they had to continue doing what they were doing in his absence. As many of you have reached out to ask about, I am just as bewildered with why a station manager is taking instructions from a level 17 supervisor. We stay the course, request your no lunch in the morning every day that you wish to not spend 30 minutes off the clock at your job. Make sure the denied slips are put into the bin so they are sent to me.

It has been reinvigorating for me to have been assigned as your steward. You guys have an amazing comradery and a great overall work ethic. It has been a pleasure getting to know a little more about each one of you as I have started my stewardship at Regal. I love seeing the pride that pretty much every carrier has reached out to me to express about how you guys feel about the work you do and the people you do it with. I look forward to helping everyone of you who needs it moving forward. As always, send me a text or give me a call anytime you need someone to stand in your corner.

In Solidarity,

Jeremie

Maintaining a clean vehicle is about more than just aesthetics; there are aspects of safety involved. Keeping your side mirrors and backup camera clean of dirt and grime helps prevent accidents from the sun glaring off the dirt and making it hard to see what's behind you. Also if you use someone else's vehicle be sure to leave it the way you found it. We all have specific ways of setting up for our route needs so be considerate of your fellow carrier and take care of the trash and leave tubs and other equipment as they were. Thank you and be safe

-James Kittredge



Happy spring brothers and sisters! Leslie Phelps, main steward at Shadle Garland Post Office. Warm weather is coming our way in full force. Remember to drink your electrolytes and take as many comfort breaks as needed in order to cool down. The heat is not kind to us letter carriers so we have to take care of ourselves while outside.

Grievances are very few at the moment besides disciplines. A main thing I am seeing a lot is casing or doing any sort of office duties while off the clock. I know whenever I see a carrier doing anything while off the clock they look around to see if anyone is watching so you know that they know they're not supposed to do that. So please if you're reading this and you do any sort of thing off the clock kindly STOP.

If you don't know, Saturday May 9th is the food drive. I hope that we have a good turn out this year! If not, I have good hopes that we will be a little more prepared for next year and actually get bags to deliver. For the food drive I will be baking snicker doodle cookies and peanut butter blossom cookies so don't miss out!

As always, please be on the lookout for each other and help one another. This is a team based job and when everyone works together we can get the mail out pretty quickly and efficiently and that's great service. See something? Say something. Especially when I am not around. I will try my best to solve an issue before it becomes a grievance. -Leslie Phelps

Sunset Hill Station

Hey everyone, I hope you all are doing well, there has not been much going on at Sunset Hill as usual. I wanted to bring up the NEERMP (new employee experience retention program) so I have experienced and heard from newer cca that when management is doing their 30,60,80-day reviews that they are telling these cca that they are doing great when in fact they are not and me having to tell a cca that was sent our way that he was on the verge of being let go because he wasn't doing well and him being caught off guard because he was under the impression he was doing great, so we as stewards and possibly mentors should be involved in the cca 30,60,80-day reviews and should be receiving a copy of them as management should be providing it. Please make sure someone is checking on these new employees and having a discussion with management about the reviews etc. Also it's warming up fast so please make sure your stations have plenty of water and cooling towels especially for the newer people who aren't adjusted to the weather while delivering mail and last but not least the bowl-a-thon was postponed for now if you have any business on your route who might want to donate items for a basket or even a gift certificate that would be appreciated so much the more we can get the better if you would like to contribute please let your steward or Sharee know so we can get the information or items to the right person…..But this is all I have for now, stay safe and cool!!!

Connie Guerrero

Shop steward



HAYS PARK

We've all heard it on the workroom floor. Management pulls a carrier aside, or stands at the case, and drops the familiar : "I don't want to give you this investigative interview, but the union is making me do it," or "We have to tighten up because of new grievances the Union has filed." This is a classic "Blame the Union" smoke screen. It's an old tactic and it's time we call it what it is. It is deflection of responsibility.

As your steward, I want to clear the air on why management uses this narrative and what your rights actually are when the threats start flying. The authority is theirs and so is the accountability. The Union does not issue discipline. Management has the exclusive right to discipline carriers. If a supervisor is telling you they are "forced" to discipline you because of the union, they are essentially admitting they don't have a valid reason of their own. They hold the pen, they sign the letter, they make the decision.

The "Unions Fault" myth is a classic divide and conquer strategy. If management can make you resent your union reps, you're less likely to ask for help. If they can make the union look like "the bad guy" they hope you will stop holding management accountable for safety violations and contract breaches.

When the union files a grievance to stop management from breaking the contract and management responds by "cracking down," that is not the Unions fault. That is management choosing to retaliate instead of managing fairly. Always remember to invoke your Weingarten Rights. Don't be intimidated, threats are often used to try to get you to admit to something you didn't do or to sign a statement under duress.

Here's the bottom line. Management's attempt to pit the membership against the leadership is a clear sign that the Union is doing its job. Management does not complain about the union we are silent; they complain when we stand up. Don't let a supervisors "off-the-record" comments shake your confidence. We are a collective. When they threaten one of us, they answer to all of us.

Stay professional, stay safe, and always ask for your Steward.

Simona Farnsworth

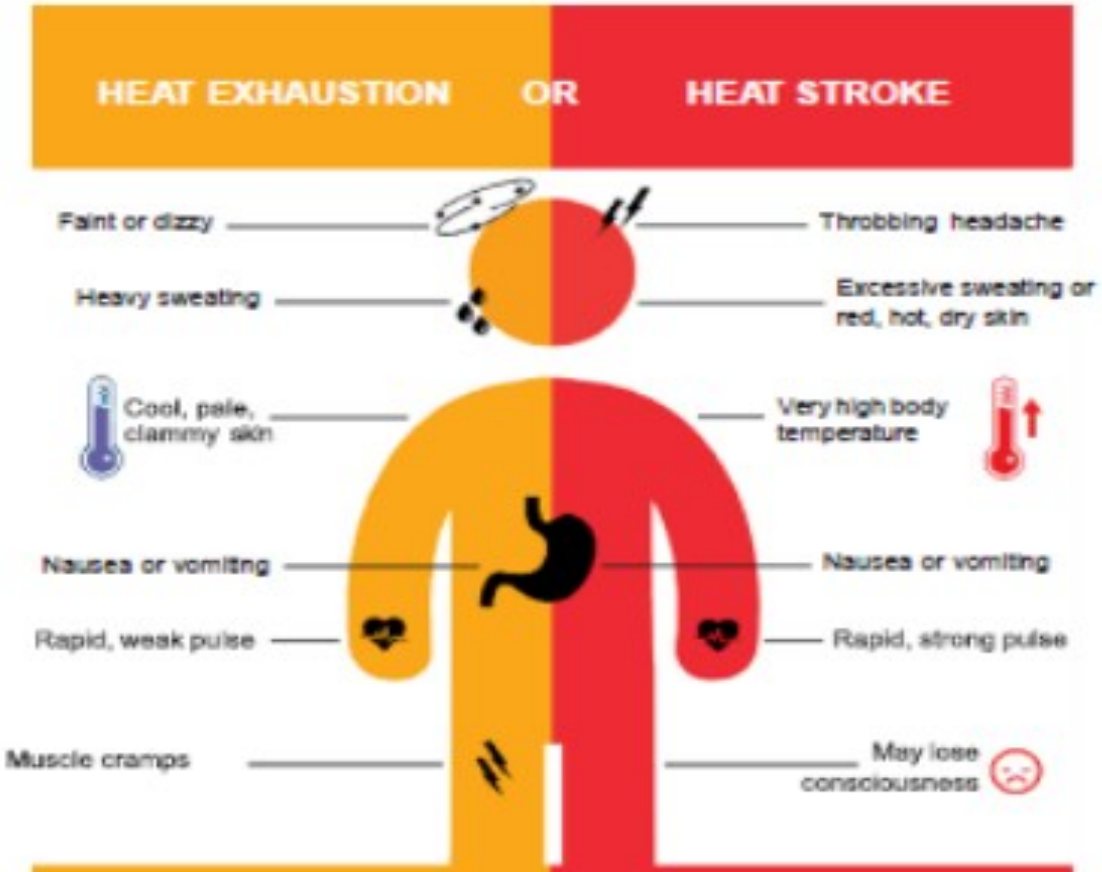
Hey Guys,

I know the last few months have been a bit crazy. We have too many hours, then we have decent hours, and now with all the new CCA we have barely any overtime hours, but in this lull in hours it gives us time to slow down and pay attention to all the little things in the job. Make safety your priority just because management doesn't want overtime should not mean that you will rush and cut corners to make their bogus numbers and you certainly should not be allowing them to dictate the hours on your route (if they try please come see me). Let's do our best to make the valley a good place to be not just for the more seasoned carriers but for the newer carriers who may not understand things as well, I know that is my goal. Good luck, Be safe, and thank you.

Chris Crawford

Spokane Valley Shop Steward

Prevent Heat Illnesses. Know the Signs and Act.



CALL 9-1-1

- Get to a cooler, air conditioned place
- Drink water, if fully conscious
- Take a cool shower or use cold compresses

CALL 9-1-1

- Take immediate action to cool the person until help arrives

SAFETY DEPENDS ON ME!

Seek Immediate Medical Assistance for Heat Related Illnesses. Call 9-1-1.

	Symptoms	First Aid*
Heat Stroke	• Confusion • Fainting • Seizures • Excessive sweating or red, hot, dry skin • Very high body temperature	Call 911 While waiting for help: • Worker should rest in a shady, cool area • Loosen clothing, remove outer clothing • Use a fan and place cold packs in armpits, if available • Wet worker with cool water, apply ice packs, cool compresses, or ice, if available • Drink fluids (preferably water) as soon as possible • Stay with worker until help arrives
Heat Exhaustion	• Cool, moist skin • Heavy sweating • Headache • Nausea or vomiting • Dizziness • Light-headedness • Weakness • Thirst • Irritability • Fast heartbeat	Call 911 While waiting for help: • Sit or lie down in a cool, shady area • Drink plenty of water or other cool beverages • Use cool compresses or ice packs, if available • Do not return to work that day
Heat Cramps	• Muscle spasms • Pain • Usually in abdomen arms or legs	• Have worker rest in shady, cool area • Worker should drink water or other cool beverages • Wait a few hours before allowing worker to return to strenuous work • Have worker seek medical attention if cramps don't go away
Heat Rash	• Clusters of red bumps on skin • Often appears on neck, upper chest, folds of skin	• Try to work in a cooler, less humid environment when possible • Keep the affected area dry

*Remember, if you are not a medical professional, use this information as a guide only to help workers in need.
**Before an employee who has been absent due to heat-related illness may return to work; management may request medical documentation clearing the employee to work. ELM §§ 865.1 and 865.3.



Peter Hampson



Kyle Ward

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Ben Rathbun

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