The Swing Room Gazette

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Official Publication of NALC Branch 442

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Branch Officer/Steward List for NALC Branch 442

President	Sharee Eschenbacher	509-953-3027
Vice President	Steve Thrift	509-263-3341
Secretary/Treasurer	Bill Bauder	509-990-5245
Recording Secretary	Mike Poff	509-209-1820
Sargent at Arms	Tracy Pardick	208-651-3505
Trustee	Conner McKinnon	509-844-4269
Trustee	Angie Severin	425-478-3602
Trustee	Miranda Riley	509-991-4822
Director of Insurance	Rick Enright	509-599-5470
Director of Retirees	Steve Schultz	509-863-4873
Spokane Labor Council	Melissa Franklin	509-209-3941
	Curt Rein	509-991-7914
	Cara Harrington	509-251-5185
Gazette Editor	Jessica Hodgeson	209-416-7395
Director of Safety	Mike Meredith	509-747-4447
	Hays Park	509-252-2373
	Main: Jessica Hodgeson	209-416-7395
	Alt:	
	Hillyard	509-252-2327
	Main: Jeff Schriver	509-953-3730
	Alt: Jonas Ramanos	509-615-9187
	Collections	509-363-6080
	Main: Cara Harrington	509-251-5185
	Alt:	
	Manito	509-252-2335
	Main: Kevin Bond	509-828-5317
	Alt: Mel Shelton	509-710-2810
	Metro	509-252-2323
	Main: Jeremie Simpson	509-768-6344
	Alt:	
	Northpoint	509-465-0325
	Main: Rick Enright	509-599-5470
	Alt: Scott Thorland	509-934-9263
	Regal	509-462-0555
	Main: Tracy Pardick	208-651-3505
	Alt:	
	Riverside	509-252-2337
	Main: Rhonda Mason	509-671-5501
	Alt:	
	Shadle	509-327-9023
	Main: Leslie Phelps	208-755-0046
	Alt: Sam Turner	509-768-4388
	Spokane Valley	509-252-2325
	Main: Tracy Pardick	208-651-3505
	Alt: Bill Bauder	509-990-5245
	Main: Angie Severin	425-478-3602
	Alt:	
	Sunset	509-252-5101
	Main: Connie Guerrero	916-236-7526
	Alt: Miranda Riley	509-991-4822
	Cheney	509-235-1590
	Main: Mike Poff	509-209-1820
	Alt:	
	Colville	509-684-2241
	Main: Les Stewart	509-680-3197
	Ritzville	509-659-0550
	Grand Coulee	509-633-0781
	Fairchild AFB	509-244-6398
	Colfax	509-397-2981
	Carriers in Ritzville, Grand Coulee, Fairchild AFB and Colfax	
	call Sharee Eschenbacher	509-953-3027

President Article

Being a member of Branch 442 has always been a source of great pride for me. I joined up during my orientation and before reaching the end of my probation period, I was a main steward at Shadle under the tutelage of one Moe Chaffin. He has passed but the principles of protecting and fighting for my union brothers and sisters he instilled in me live on. One of the more important things I will do from this point forward is to pass on to our current and future stewards what was passed to me. Contractual knowledge and the grievance process are the easy ones. The sense of duty to others, empathy, organizing and communication skills, trustworthiness and perseverance all are mostly innate qualities, but I can help build up what each steward brings to the table. Every carrier in this city and surrounding area should feel protected once a shop steward walks onto the workroom floor. There will be a lot of training, reading, projects and probably homework. That's what it takes to be the best and that's what I want for this branch.

Speaking of the best, I want to say a few words about my cohort, Eric Pardick. I believe we are only a few months apart, seniority-wise, he being more senior to me. We grew up in this union together. We trained together and shared the same mentors. I love him like a blood brother and, just like real siblings, we agree, disagree and agree to disagree on certain things. Mostly, we agree and that is what will make my transition into the position of president almost seamless. Plus, he has said yes to my ask to remain Chief Steward for the first quarter of 2023. As we all know, he isn't planning on staying too much longer in the postal service so I feel blessed that some of that time will be spent advocating for us as he has the past 26 years. Good Luck, Brother. Thank You for all you have done for us! Thank You, Heather Pardick, for sharing him with us!

Then we have Steve Thrift. He is our foundation rock and we're so lucky to have him as our vice-President. Most members have no idea how much time and energy it takes to make this branch run smoothly. I can't think of a single event in the past 12 years that Steve or Nicole Thrift didn't have a hand in (two hands, most likely). He and I share the same excitement about training so I'm looking forward to seeing how far we can take our stewards.

I don't have the space to thank everyone but I do need to thank Bill Bauder for staying on as Secretary/Treasurer. He, too, has been my friend for 26 years. He is our administrative backbone and has endured the headaches of learning all the legal requirements of accounting, taxes and reporting. He has also kept this branch financially healthy for many years. So…let's keep doing that, Bill! His wife, Pam, has also been active in our events.

This is not the best time to take over as President. We have never seen such blatant disregard for our Contract. Every day is chaos. We never know what to expect one day to the next. If management would step back, stop the in-fighting and ask for and act on carrier input, our routes would get delivered every day. If they would just let us do our job. We desperately need a permanent Postmaster that cares about his/her employees. Someone who has our backs. Someone willing to stand up for us and say, “That’s a stupid idea and I’m not doing it” when our district manager says something like, “Let’s deliver parcels from 6-9”. Someone that would tell our management team to stop violating our contract…stop doing carrier work, stop breaking opts, stop working carriers beyond the daily/weekly limits and get these routes adjusted! That would take someone special and I keep hoping that someone will appear. It would be really cool if they came in riding a unicorn!

The best thing about running unopposed is I don’t have any campaign promises to keep. I will make this promise, though. You will get 100% from me and those you chose to represent you. It’s important to me that you have confidence that your rights are protected. It will take a minute to climb out of this particular hole, but we will. We will do it together. Never forget that our union is all of us. It bugs me when someone says, “Why did THE union do that?”, like they are somehow removed from it. If you’re in THE union, it’s YOUR union and it’s time to get involved if you’re asking that question. Involvement is our survival and knowledge is power. The general meetings are for everyone and I’d welcome anyone to sit in on the executive council meeting or a steward meeting. The officers of our branch are just like everyone else. We have families and hobbies and TV shows we like to watch but we know the importance of coming together and making plans for our union’s future so we make the time on Tuesday nights to do that. Come join us and share your ideas!

I’m excited and scared at the same time for this new chapter in my life. I’m so lucky to be surrounded by my friends. Letter carriers are something special and I’m hoping to make you as proud as I have been proud of our past presidents.

With Union Strength,

Sharee Eschenbacher

Branch 442

General Meeting

February 22, 2023

Call to Order: Sharee called the meeting to order at 7pm.

Pledge of Allegiance: All stood and recited the pledge of allegiance.

Roll Call of Officers: 12 present, 11 absent, and 5 excused.

Reading of Previous Minutes:

General Meeting: Chris made a motion to table the minutes, 2 nd by Conner and approved by the body.

Executive Meeting: Motion made by Conner, 2 nd by Steve to approve the minutes and approved by the body.

Secretary/Treasurer's Report: Motion made by Chris, 2 nd by Rick to approve the report and approved by the body.

Reading of Communications: None

Applications for New Membership: Kyle Johnson, Jeffrey Nelson, Kenneth Osborne, and Jason Vandenbos.

Initiation of New Members: None

Reading of Report:

Director of Insurance: Open health insurance mailings valuable information in them.

Director of Safety: None

Retirees: Steve wrote a letter to Dan Toth about retiree resources, will be ordering information.

Trustees: Books in order thru October.

Spokane Labor Council: Rank and file needs members. Workers Memorial April 29 th 11-1pm.

Swingroom Gazette: Articles due February 22 nd .

Committee Reports:

Legislation: None

Resolutions: None

By-Laws: Motion made to read the amended sections of by-laws motion passed. Chris read the by-laws.

Entertainment: Bowlathon March 12 th at Valley Bowl from 1-3pm.

Athletics: None

Employees Services: None

Hospital and Health: Mariah Johnson, Mike Poff, Wes Westmoreland, Jason Vandenbos, Mel Shelton, Krystal Kane, Eric Slider(baby), Sandy Glen, and Craig Haase.

Condolences: Ed Palac.

Labor/Management Agenda Items: Management carrying mail. Manito will not allow no in overtime. Sharee has been meeting with the Postmaster every Tuesday.

Unfinished Business: None

New Business: None

Good of the Association: 1 st day of National contract negotiations. Looking at doing a hybrid food drive collecting money and food.

Improvement of the Service: None

Meeting Drawings: Andy Arnold and Matt Fisher neither were present.

Adjournment: Meeting adjourned at 8 pm.

Executive Board Meeting

February 7 th , 2023

Present: Sharee, Angie, Steve, Mike, Miranda, Bill, and Conner.

Sharee: Discussed with the Bill about steward college. We will be able to send 4 people if they all ride together. We have 3 right now with a 4th. We ordered 10 flash drives for the stewards. Getting new binders for the minutes from the meetings. The branch dropped the with the credit union on the banquet dinner. Had a labor/management meeting and one of the topics was OJI's, there will be training in March for 3 days it will be held at the postmaster's office. Spring cleanup needs to be done. Food drive will be a hybrid this year. Sent an email to STA regarding the phones not working since the bus went in.

Steve: Steward training will be more depth. My son will be going to world cheer championships in Florida.

Angie: The trustees would like to do an audit with Bill present.

Conner: Nothing

Bill: On my desk there is one box of financial records and 3 boxes under that need to be carried downstairs. All the applications for membership need to be filed away downstairs. The phones are not working. Need to get the bathroom window fixed. Need to hire a tree trimmer. What are we going to due about the branch cellphones. I will get rid of the old copier. Need to figure out how many people we are sending to State convention and the session. The branch should keep a list of deceased members. All stewards should be keeping a log at their station of what they are working on. Gene McGarth passed away. People need to contact Sharee, Steve or myself to be excused from meetings.

Miranda: Where do I go to get information on what I need to do as a trustee? Bill

responded and said go to the department of labor.

Mike: Will have a bowlathon meeting tomorrow night. The bowlathon is March 12 th at Valley Bowl from 1-3pm. Stewards need to be talking about this every day. I asked the question about the meeting drawings and how we are not having a list at each meeting? I was assured that from now on a current list will be at the meeting.

Executive Board Meeting

January 4 th , 2023

Present: Eric, Mike, Steve, Angie, Conner, Bill, and Sharee

Eric: All the stewards are figured out. I will be staying as Chief steward for the 1 st quarter of the new year. Installation dinner is a go. Steve will welcome everyone. Tracy, Mike, and Conner will take care of the door prizes. A new postmaster will be here on Saturday coming from the Oakland area.

Angie: Books are ready through November, will be doing an audit next week.

Conner: Did some research on items for a fundraiser.

Mike: Bowlathon will be on March 12 th , at Valley Bowl. Will have flyers made up for the steward meeting so we can get the information out. Do we want to do a drone or a visa card? It was decided to do a drone. Who has tickets for the installation dinner? Sharee has them. Bill's sister passed away.

Bill: Need a total number of tickets for the installation dinner this Friday.

Sharee: A property audit needs to be done. Everyone on the council needs to read the bylaws. The current version of them is January 2022.

Steve: Nothing

Hello from Collections!

>

> I've been seeing a lot of new faces at our general meeting and it's nice having the fresh ideas and new energy!

> I started working for the post office back in 2003. My best advice for anyone becoming a career employee is to make sure and contribute at least 5% to your TSP so you aren't missing out on any free money that is matched and partially matched by USPS.

>

> Fun Fact

> Although mail was delivered directly to individual houses starting in 1863, mailboxes or slots weren't required everywhere until 1923. Mail carriers just had to wait at your door until you answered it!

Cara

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Valley Article

I wish I could write an article with nothing but good news, but this is the postal service and that just seems to be impossible these days. We did start the route adjustments in the 16 zone, and I know this will be hard to believe; but they screwed it up. That's right with all the great technology that was supposed to streamline the process it was unable to account for the mail not going out and management carrying mail, so routes got increased that needed a decrease. Overall, 1 route got added, 2which is a plus of sorts. The 06 zone is next, and I don't believe it will be much better. Routes are still being rolled, DPS and parcels are only being delivered and management is still taking packages out.
We are still down routes daily due to medical. Hasse is still out long term and also Muller. We will also be losing a couple more out for medical. We are waiting for route 1649 to go up and that will help a little.

I know that a lot of people are losing faith in the union because we can't fix this constant issue of mandating carriers everyday and also to cover Sundays and Holidays. We are looking at alternative remedies, such as annual leave in leu of payment, that way we can at least get time back. I have submitted two hostile work environment grievances up to formal A, not sure if they will go any where but at least I am trying to get some attention to this toxic work environment we are swimming in on a daily basis. The handouts that we got back are very disturbing. Almost 98% of employees at this station are afraid that something bad will happen soon. I know Sharee is working with regional to figure something out for this. Out of all the surveys I believe only two came back stating that nothing was wrong here, and we are treated great. I know that majority of the issues are based out of decisions made from the district and the postmasters office. We must all stand together to fight this BS that they are trying. We need to follow the M41 (if you don't know what that is, it's the black book at your case) take the time to look through it. Management loves to throw that out each time they want something changed, they never bring up the parts that help us, like the casing of spurs. Don't just decide that the hour office time is mandatory, do your job each day as required, it takes what it takes. The stewards will fight the other stuff.

Letter of Warning are now being given out for just about any violation, I got all the ones issued for not violating medical restrictions expunged. The ones for attendance have been removed are lowered to 3 or 6 months pull based off the severity of the issue. If you are calling in constantly and its due to an ongoing medical issue, please apply for FMLA coverage. If you are a CCA and just want a day off, request it with a leave slip so its covered. Again, management is being told to discipline everyone, they are using this as a scare tactic to get the carriers to go faster, don't fall for it. The union will protect you in this. If you are doing your job correctly then there is nothing management can do to you.

I know that the work and life balance is completely screwed up. I, myself, am working all days off also and have no real home life right know. Its worse than when I was in the military. I don't really know what keeps these new hires or newly converting carriers here. It's been 3 years know and I am not sure when there will be a change. We are filing grievances left and right, but even with the settlements being signed they aren't getting paid out, management always finds some reason why they can't pay it, so it gets more grievances on top of those, and the chain continues. Not only are they violating us daily and taking our life from us, but they also don't want to pay us when they agree to the grievances. Again, we

as the stewards are doing our best to make things right, we are not gods and can't fix everything. It would just be nice to see management start thinking about what their actions are creating, instead of pointing the blame at the ones that are actually doing the work and keeping this post office running.
No matter what management wants to say about the slowness of carriers, or the 8-hour medicals are screwing us, or what ever other excuse they use, it all comes down to two things. Managements failure to adjust routes when they needed it and managements failure to hire employees when they needed to. We are killing our selves to solve their failures and I understand that all of us are tired of picking up after managements complete failures. The new postmaster is under the belief of "the beating will continue until moral improves." I personally know if I had the opportunity to leave this sinking ship, I would be on the raft paddling with a smile.
Again, management is finding anything that they can use to issue discipline, don't give it to them. Follow the rules, fasten your seatbelt, don't overload your hamper, don't take extended lunches and breaks, close your door. Follow the basics that we have all been trained on. Make sure you are casing in dog and alert cards and taking them to the street with you (these are not for you; they are for anyone that might have to carry the route if something happens). We need to stop attacking each other, we need to stay united, management is using this against us. If you see a carrier struggling or doing something stupid, advise them of the rules or help. If you are past your 90 days get your uniforms and wear them. If you don't have pride in the uniform, then you won't have pride in the job. Please pay attention to your location when delivering, we have had a large increase in miss deliveries (could be management also).
I think I have gone on long enough so I will end with, if you are struggling with stress, depression, alcohol, drugs or just need to talk, the EAP is always a good way to get help. Please call if you need to talk.
I will also listen if you need to talk or just scream at someone.
As always feel free to call me at 208 651-3505

Tracy Pardick

Valley Steward

Director of Retirees

Steve Schultz

Greetings Brothers and Sisters of Branch #442. It has been quite a while since I have written an article as an officer of this Branch, other than that of steward at Northpointe in the years before I retired. To be honest, it was in December of 1997 that I wrote my last article as President of the Branch. As many of you may know, that wasn't the end of my union career. I went on to serve two years as the Vice President of the State Association and four years as the State President. I hope that I am once again up to the task entrusted to me.

I was elected this past Fall and installed as your new Director of Retirees in January at the banquet. I would like to thank the membership for having the faith in me to serve at this position. Not having a lot of experience at this retirement thing (it's only been a little over two years), I will be relying on those who have gone before me for their experience and guidance. The first thing I did after being sworn in was to write a letter to our National Director of Retirees Dan Toth in Washington, D.C. to see what resources were available to me that could be distributed to the membership. I received his response last week, and will be ordering up booklets and brochures for distribution. I look forward to working with the membership the next two years. Feel free to contact me if you have any issues and I will see what I can do to help you out.

Before I finish this article, I would like to get on my soapbox for just a minute, and talk about the waning attendance at Branch meetings and functions. We used to have 50-60 members show up at the monthly meetings. Now were lucky if we get 20 and most of those are officers. This is your union. This is the organization that fights for your rights and benefits. I look at the words of Article 1 Section 2 of our constitution. "The object of this Branch is to unite all employees…into one harmonious body for their mutual benefit…and to improve the condition of its entire membership." We have the strongest union of all open shops, boasting a nationwide membership of 93%. We are one of a few unions that has secured wage increases and COLA increases in all of our negotiations since we gained the right to bargain in 1971. You spend 160 hours or more working for the Postal Service every month. Is it too much to ask that you give your union approximately one hour once a month? This is your opportunity to get educated, for your voice to be heard. I realize this is a whole new generation and many of you have different values or ideas of how your time and life should be spent. But the reason our union is as strong as it is, is due to the fact that previous members stepped up to the plate and got involved, and then were able to take over for those who have went before you. Think about that the next time you cash your check or are able to get paid for taking a day off because you are sick. Until next time, stay safe…

Branch 442

General Meeting

December 20th, 2022

Call to Order: Meeting called to order at 7pm.

Pledge of Allegiance: All stood and recited the pledge of allegiance.

Roll Call of Officers:

Reading of Previous Minutes:

General Meeting: Motion by Chris to accept the minutes, 2 nd by Conner and approved by the membership.

Executive Meeting: Motion made by Chris to accept the minutes, 2 nd by Conner and approved by the membership.

Secretary/Treasurer's Report: No Report

Reading of Communications: Card from National.

Applications for New Membership: Jason Goss, Randy Hall, Chrissy Lacey, and Nathan Johnson.

Initiation of New Members: None

Reading of Report:

Director of Insurance: No Report

Director of Safety: No Report

Retirees: No Report

Trustees: Books are current thru August.

Spokane Labor Council: No Report

Swingroom Gazette: Articles are due by Friday.

Committee Reports:

Legislation: None

Resolutions: None

By-Laws: Chris read the proposed by-law changes.

Entertainment: Installation Dinner January 14 th , 2023@ 630pm at Northern Quest.

Athletics: Bowlathon March 12 th at Valley Bowl.

Employees Services: None

Hospital and Health: Craig Haase, Brian Muller, Kevin Bond, and Monty Thies.

Condolences: Chris Warren-Aunt and niece.

Labor/Management Agenda Items: Nothing noted

Unfinished Business: Budget passed.

New Business:

Good of the Association:

Improvement of the Service:

Meeting Drawings: 372 and 52 Adjournment: Meeting adjourned at 8pm.

Proposed By-Law Changes - 2023

The following proposed changes to NALC Br 442 By-Laws will be read at the March 2023 Branch Meeting, (March 21 2023 @ 7:00 pm at Progressions Credit Union, 2919 E. Mission, Spokane) and published in the March/April 2023 issue of the Branch publication, The Swing-room Gazette, and will be discussed and voted on at the April 2023 Branch Meeting (April 18, 2023 @ 7:00 pm at Progressions Credit Union, 2919 E Mission, Spokane)

Proposed By-Law Change #2023-1:

Proposed change to Article IV, Section 1, which currently reads:

The officers of the Branch shall be President, Vice-President, Secretary/Treasurer, Recording Secretary, Sergeant -at-Arms, Director of Insurance, Delegates to the Spokane Labor Council of three (3) members, Swingroom Gazette Editor, Director of Retired Members, and Board of Trustees composed of three (3) Members.

Add: **Directory of Safety**

Article IV Section 1 will then read:

The officers of the Branch shall be President, Vice-President, Secretary/Treasurer, Recording Secretary, Sergeant -at-Arms, Director of Insurance, Delegates to the Spokane Labor Council of three (3) members, Swingroom Gazette Editor, Director of Retired Members, **Director of Safety**, and Board of Trustees composed of three (3) Members.

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Proposed By-Law Change #2023-2:

Proposed change to Article IV, Section 2, which currently reads:

All officers, in section 1, shall be elected biannually and hold office for two (2) years or until their successors are duly elected and installed. In 2007, the officers shall be elected to serve one three (3) year term, after which we will return to two 2) year terms.

Delete: "In 2007, the officers shall be elected to serve one three (3) year term, after which we will return to two 2) year terms".

Add: “except the President and Secretary/Treasurer who will take office January 1st of the new term”.

Article IV, Section 2 will then read:

All officers, in section 1, shall be elected biannually and hold office for two (2) years or until their successors are duly elected and installed, **except the President and Secretary/Treasurer who will take office January 1st of the new term.**

****

Proposed By-Law Change #2023-3:

Proposed change to Article VI, Section 1, which currently reads:

The President shall preside at all meetings of the Branch, preserve order, sign all checks and vouchers and other papers ordered by the Branch, see that officers perform their duties, enforce the Constitution, By-Laws, rules and regulations of the Branch, appoint all committees not otherwise provided for, give the deciding vote when a tie occurs, examine and announce the result of all balloting and other votes. He shall not make or second any motion or take part in any debate while in the Chair. He shall, together with the Secretary/Treasurer sign and file with the Secretary of Labor on behalf of the Branch, an annual financial report if required by public law. The filing of such report will be required unless the Branch received express notifications from the National Association that it is exempt from such requirements. He or his designee may attend Regional Rap Sessions, he or his designee shall be Chief Shop Steward of the Branch thereby handling all grievances of the Branch at Step II. He shall be chairman of the Labor Management Committee. He shall have the authority to appoint the chairman of all special and standing committees whose office is not otherwise provided for by the By-Laws of the Branch. The President with permission of the Executive Council and approval of the Secretary/Treasurer may appoint a Branch Scribe to assist the Secretary/Treasurer. The President with permission of the Executive Council and the approval of the Secretary/Treasurer may appoint a bookkeeper to aid the Secretary/Treasurer in keeping the books and filing the necessary reports. The President, with approval of the Executive Board, shall appoint a Safety Specialist, whose duties shall include representing the Carriers of Branch 442 in all matters regarding safety and occupational hazards, and attend the Quarterly Safety Meetings. When the need arises for the Safety Specialist to travel to the Associate Offices, (A.O.’s), he/she will be reimbursed mileage and lost time. Such lost time shall be documented by an approved PS Form 3971. At the end of his term he shall make a report showing the progress and condition of the Branch.

Delete: “The President, with approval of the Executive Board, shall appoint a Safety Specialist, whose duties shall include representing the Carriers of Branch 442 in all matters regarding safety and occupational hazards, and attend the Quarterly Safety Meetings. When the need arises for the Safety Specialist to travel to the Associate Offices, (A.O.’s), he/she will be reimbursed mileage and lost time. Such lost time shall be documented by an approved PS Form 3971”.

Article VI, section 1 will then read:

The President shall preside at all meetings of the Branch, preserve order, sign all checks and vouchers and other papers ordered by the Branch, see that officers perform their duties, enforce the Constitution, By-Laws, rules and regulations of the Branch, appoint all committees not otherwise provided for, give the deciding vote when a tie occurs, examine and announce the result of all balloting and other votes. He shall not make or second any motion or take part in any debate while in the Chair. He shall, together with the Secretary/Treasurer sign and file with the Secretary of Labor on behalf of the Branch, an annual financial report if required by public law. The filing of such report will be required unless the Branch received express notifications from the National Association that it is exempt from such requirements. He or his designee may attend Regional Rap Sessions, he or his designee shall be Chief Shop Steward of the Branch thereby handling all grievances of the Branch at Step II. He shall be chairman of the Labor Management Committee. He shall have the authority to appoint the chairman of all special and standing committees whose office is not otherwise provided for by the By-Laws of the Branch. The President with permission of the Executive Council and approval of the Secretary/Treasurer may appoint a Branch Scribe to assist the Secretary/Treasurer. The President with permission of the Executive Council and the approval of the Secretary/Treasurer may appoint a bookkeeper to aid the Secretary/ Treasurer in keeping the books and filing the necessary reports. At the end of his term he shall make a report showing the progress and condition of the Branch

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Proposed By-Law Change #2023-4:

Proposed change to Article VI, Section 7, which currently reads:

The Director of Safety must attend all scheduled safety meetings.
He/She shall create and maintain an interest in safety and health programs. The Director will review local safety, health and accident prevention programs and activities to determine areas that require increased emphasis. The Director will review all accidents, hazard reports, employee training records, and participate in all annual building inspections.

Delete and change to the following:

The Director of Safety must attend all scheduled Safety and Branch General Meetings.
They shall create and maintain an interest in safety and health programs. They will review local safety, health and accident prevention programs and activities to determine areas that require increased emphasis and report back to the President. They will review all accidents, hazard reports, employee training records, and participate in all annual building inspections. When the need arises for them to travel to the Branch Associate Offices for Branch business, they will be reimbursed for their documented mileage at the Federal mileage rate and leave without pay. Such leave without pay will be paid when the Secretary/Treasurer is presented with their P.S. Form 1223 paystub.

Proposed By-Law Change #2023-5:

Proposed change to Article VI, Section 17.c, which currently reads:

The Vice-President shall receive the annual sum of One Thousand, Four Hundred and Fifty ($1,450.00) dollars salary/expense money, payable quarterly.

Delete entire section and replace with:

The Vice-President shall receive a per annum salary/expense money equal to ten (10) days at City Carrier Grade 2, Step O, the hourly rate to be determined January 1st of each year. This amount to be paid quarterly.

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Proposed By-Law Change #2023-6:

Proposed change to Article VI, Section 17.g, which currently reads:

The Branch President, Vice-President, Chief Steward, or designee, will be reimbursed their LWOP when representing Carriers at the Associate Offices (A.O's). Such lost time shall be documented by an approved PS Form 3971.

Delete: Such lost time shall be documented by an approved PS Form 3971.

Replace with: Such Leave Without Pay will be documented with a PS Form 1223 pay stub presented to the Branch Secretary/Treasurer.

Article VI, Section 17.g will then read:

The Branch President, Vice-President, Chief Steward, or designee, will be reimbursed their LWOP when representing Carriers at the Associate Offices (A.O's). Such Leave Without Pay will be documented with a PS Form 1223 pay stub presented to the Branch Secretary/Treasurer.

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Proposed By-Law Change #2023-7:

Proposed change to Article VI, Section 17.h, which currently reads:

Shop Stewards, when appointed by the Branch President or designee to represent Carriers in a grievance at other than their usual work location; in accordance with Art 17.2.b of the National Agreement; will be reimbursed any lost work time. Such lost time shall be documented by a completed PS Form 3971 or PS Form 7020.

Delete: Such lost time shall be documented by a completed PS Form 3971 or PS Form 7020.

Replace with: Such Leave Without Pay will be documented with a PS Form 1223 pay stub presented to the Branch Secretary/Treasurer.

Article VI, Section 17.h will then read:

Shop Stewards, when appointed by the Branch President or designee to represent Carriers in a grievance at other than their usual work location; in accordance with Art 17.2.b of the National Agreement; will be reimbursed any lost work time. Such Leave Without Pay will be documented with a PS Form 1223 pay stub presented to the Branch Secretary/Treasurer.

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Proposed By-Law Change #2023-8:

Proposed change to Article XI, Section 4.d, which currently reads:

The President, Vice-President, and Secretary/Treasurer, Chief Steward and the Alternate Chief Steward, or their designee, shall be reimbursed up to seven (7) days of LWOP (Leave without Pay) at pro rata lost benefits from the Postal Service per year to attend State, Regional or National functions on behalf of the Branch. Such lost time shall be documented by an approved PS Form 3971. There will be no pyramiding of this reimbursement in the event that the officers named perform more than one function; i.e., if the President, etc. is also the Chief Steward or Alternate Chief Steward then he/she will only receive reimbursement for seven (7) days total each year. On the year of a National Convention, those individuals who are delegates by virtue of their office, (President, Vice-President, Secretary/Treasurer) shall be authorized an additional five (5) days of LWOP.

Delete: Entire sub-section.

Replace with the following:

The President, Vice-President, and Secretary/Treasurer, Chief Steward and the Alternate Chief Steward, or their designee, shall be reimbursed up to seven (7) days of Leave without Pay at to attend State, Regional or National functions on behalf of the Branch. Such Leave Without Pay will be documented with a PS Form 1223 pay stub presented to the Branch Secretary/Treasurer . There will be no pyramiding of this reimbursement in the event that the officers named perform more than one function; i.e., if the President, etc. is also the Chief Steward or Alternate Chief Steward then he/she will only receive reimbursement for seven (7) days total each year. On the year of a National Convention, those individuals who are delegates by virtue of their office, (President, Vice-President, Secretary/Treasurer) shall be authorized an additional seven (7) days of LWOP. Any Member who loses sick leave and/or annual due to taking leave without pay for the branch will be reimbursed upon presenting a PS Form 1223 pay stub to the Branch Secretary/Treasurer.

Proposed By-Law Change #2023-9:

Proposed change to Article VII, Section 1.c, which currently reads:

The dues of Retired Members of Branch 442 will be Twenty ($20.00) dollars per year, which includes the per month per-capita payments made to both the National Association of Letter Carriers and the Washington State Association of Letter Carriers.

Change "Twenty ($20.00) to Thirty-Six ($36.00)"

Article VII, Section 1.c will then read:

The dues of Retired Members of Branch 442 will be Thirty-Six ($36.00) dollars per year, which includes the per month per-capita payments made to both the National Association of Letter Carriers and the Washington State Association of Letter Carriers

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Proposed By-Law Change #2023-10:

Proposed change to Article XIII, Section 1, which currently reads:

These By-Laws shall not be amended or altered, except by majority vote of all members present at a regular meeting. Proposed amendments shall be submitted by the By-Laws Committee, read at one (1) meeting and printed in full in the General Meeting minutes, and laid over until the next regular meeting for action provided that whenever two-thirds of those present and voting at such meeting may order a referendum upon the proposed amendment and a majority of those voting shall be necessary for adoption. Amendments to the By-Laws shall not become effective until approved by the NALC Committee of Laws.

Delete and replace with the following:

1. **These By-Laws shall not be amended or altered, except by majority vote of all members present at a regular meeting.**
2. **Proposed amendments shall be submitted by the By-Laws Committee, read at one (1) meeting and printed in full in the Branch Publication, The Swingroom Gazette, and laid over until the next regular meeting for action provided that whenever two-thirds of those present and voting at such meeting may order a referendum upon the proposed amendment and a majority of those voting shall be necessary for adoption.**
3. **Notification of any proposed amendment to the By-Laws shall be sent to all Branch members, either through the Swingroom Gazette, or by separate mailing, provided that such notification is received by all members no less than 10 days prior to the date of the vote.**
4. **Any Branch Member in good standing may propose an amendment to the By-Laws. Any proposal to amend must be submitted to the By-Laws Committee no less than Ten (10) days prior to the first reading.**
5. **Amendments to the By-Laws shall not become effective until approved by the NALC Committee of Laws.**

THE
SWINGROOM GAZETTE
Official Publication
Of
BRANCH 442
National Association of Letter Carriers
2903 E. Mission Avenue
Spokane, Washington 99202-2364

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Important Dates:

- April 18 - Branch Meeting - 7:00pm - Progressions Credit Union
- May 4 - 7 WSALC Convention - Suncadia, Cle Elum
- May 13 - NALC Food Drive
- May 16 - Branch Meeting - 7:00pm - Progressions Credit Union
- May 29 - Memorial Day Holiday
- June 19 - Juneteeth Holiday
- June 21 - Branch Meeting - 7:00pm - Progressions Credit Union
- July 4 - Independence Day Holiday
- July 18 - Branch Meeting - 7:00pm - Progressions Credit Union
- August 15 - Branch Meeting @ the Union Office, - 6:00pm - Catered Dinner - Family- Friendly, Limited Agenda Meeting - Door Prizes