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NALC

Branch 442

Swingroom Gazette

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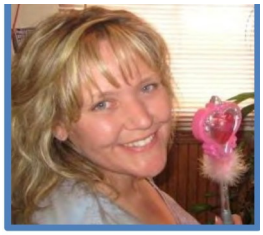

President's Report

Sharee Eschenbacher

I ended my last article asking if we should have a "Fight Like Hell" rally here in Spokane. The response was overwhelmingly "YES". National supplied us with tee shirts, rally signs and banners. Our state association supplied us with enough funds to buy some food and refreshments, and the turnout was very impressive. Over 100 people showed up to get the word out that we are concerned about the future of our jobs, our customer service and the Postal Service. James Tieken and Tina Morrison from the Spokane Regional Labor Council came to speak about how important our voices are, and Maggie Moran gave a heartfelt speech about community and how important letter carriers are to our neighborhoods. Thank you to our Executive Council and to all who joined us.

I have been asked a lot of questions about our new contract. Some items are in effect now, and some are date specific. The most asked-about change is the additional ODL categories. My guess is that they will take effect at the beginning of the third quarter. The summary of the contract is on the NALC cite. I encourage everyone to read it. The second most asked question is why National agreed to only send the economic package to arbitrator Nolan while accepting the work rules portions which were a part of the tentative agreement we voted down. To answer this, you must understand what happens at a National Convention. Branches come up with and vote on Resolutions to send to National for the convention delegates to vote on. If passed, our national leaders are then obligated to take those resolutions to the bargaining table during negotiations. Twelve of those new work rules (resolutions) in the new agreement came from the convention floor. Four more were partially achieved. The decision to expedite the economic package was based on the knowledge that Nolan was leaving the country, and our current administration was saying some scary things about the Postal Service's future. I'm not justifying what was done, only explaining what was done. This contract is in effect for just over one year. I hope we have our ducks in a row by then.

The no-lunch issue has been haunting me my entire steward career. It began at Shadle when I requested, and was denied, to take my lunch at the end of my route. That grievance went to the B-Team and was resolved by stating that management cannot force us to go beyond 6 hours without a ½ hour meal or rest break, but we are able to request our lunch after 6 hours, at the end of our route, etc.… Your 1564-A, Delivery Instructions, in your route book has your choices for lunch times and locations and that is where you "request". Management cannot arbitrarily deny your request. Every few years, management changes leadership and our lunch policies come under scrutiny. New blanket policies are thrown out and we must grieve it repeatedly. Most recently, we were told we couldn't do a no-lunch if it was in conjunction with overtime. This grievance was sent to the B-Team and their decision is clear to the union, but management is having a hard time complying with it. They have doubled down on disallowing our no-lunch (continued)

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	Alt: Bill Bauder	509-990-5245
	Sunset	509-252-5101
	Main: Connie Guerrero	916-236-7526
	Alt:	
	Cheney	509-235-1590
	Main: Jason Tan	509-999-2558
	Colville, Fairchild, Ritzville, Coulee Dam, and Colfax	
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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.

(continued from 1) requests, recently adding that we must take our lunch within the first six hours. Full circle to my original grievance from 2003. Taking all our Step B Decisions into account, we should be able to request that our lunch period be any time within our shift. If requesting a no-lunch, you should request it the same way you did before this grievance was initiated…on a 1260, 3189, 3971, or a one-click lunch on your scanner. Nothing prevents management from approving a no-lunch in conjunction with overtime. Management, as I said, is not accepting these decisions, so I have requested an intervention from District. In the meantime, your vigilant stewards are filing non-compliance grievances every time a no-lunch is arbitrarily denied.

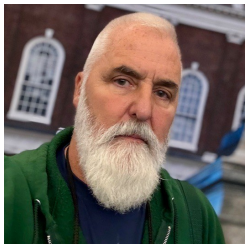
The Deems Desired option is management's lazy and sneaky alternative to Restrictive Sick Leave. If you get caught in this trap, let a steward know. I know there are times when management can legitimately question your absence. You ask for the day off, it's denied and then you call in sick, for example. But what we are seeing is management using it as a punishment instead of a deterrent. Management must be able to prove a pattern of sick leave abuse before they go into their program and tick Deems Desired and force you to go to the doctor before you return to work. They should also notify you that they are seeing a pattern before they Deems you.

I want to make a quick plug for the Letter Carrier Political Fund. If you have never heard of it, shame on me. Contributions are separate from dues money and pay for our legislative activities. If you go to the NALC website, you can see all the House and Senate Resolutions we are supporting that support us and our way of life. In Spokane, we have approximately 485 members and only 36 of us are contributing to this fund. I am asking everyone to click the "contribute" button and choose to donate $5.00 per paycheck. Let's take care of each other.

I have some fun stuff to share. Leslie Phelps was elected to the Executive Council for the Spokane Regional Labor Council. Miranda Riley attended the Council's Rank and File School and Jeremie Simpson and Tonja Salguerro are attending shop steward college in Gold Bar. Jim Roach and Mike Poff are retiring on April 30th. The Food Drive planning has been a little rough. We are transitioning from 2nd Harvest to Partners Inland Northwest. We are making new connections, and it took us a minute to pivot. The Credit Union chose to donate $2000.00 to Partners instead of supplying the bags. This money will go a long way in preventing food insecurity. We will only be delivering cards this year. Be sure to ask your family and friends to volunteer to help your stations.

With Union Strength,

Sharee



Vice President's Report
Steve Thrift

Happy Spring everybody! By the time you read this, we will be knee deep into the real springtime. I'm hoping that the Food Drive will have been a huge success. We did well last year with the first year back from the "Hybrid Food Drive" attempt of the prior year. Covid changed a lot of things for a lot of people and the Food Drive unfortunately fell victim as well. We don't have enough Post-cards, and the CU isn't supplying bags this year, so it will be yet another step in the evolution of this annual event. The one thing that doesn't change is the impact that our efforts have in our communities. Whether our haul is large or small, it is food that the food banks would not have but for us. Years ago, I was disappointed with the below average (to my mind) collection tally. My wife asked me "well, how much food did they have yesterday? So, this is 18000 lbs. more than they had yesterday."

I know that not everybody is as enthusiastic about the Food Drive as others, and that it is more work for us out on the street. But the benefits to our community and those in need far outweigh any inconvenience we may experience. I personally have experience on both sides of the equation. I have volunteered as a coordinator for almost 2 decades and my entire family and friend circle got drafted to help as well as working at distributions at various Food Banks in the area. But I don't talk much about the times when my family benefitted from using the Food Banks ourselves. Raising my 3 kids was never easy, especially when one entire salary went to daycare. The Food Banks helped fill those gaps when money was tight, and bills were past due and payday was still a week or more away. With wages that haven't kept up with the cost of rent, food, gas, and everything else going through the roof these days, I know more than a few of our fellow carriers are having to utilize the Food Banks to make ends meet.

Another change with this year's Food Drive will be the absence of our city's long-term Food Drive Co-ordinator Mike Poff from Cheney. Mike is retiring on April 30th and he and his wife are hitting the road back to Mikes home of Wisconsin. Yeah, he's a Cheesehead if you didn't know. I would like to personally recognize and thank Mike for all the work that he has done for the Branch as well as the WA State Association of Letter Carriers in his career. He has served as a Trustee for the WSALC for many years as well as a Trustee and Recording Secretary for the Branch. But the work Mike did in our Community Outreach efforts is where he truly shone. His many years of coordinating not only the Food Drive for Br 442 but our hugely successful Kathy Burger Memorial MDA Bowlathon every year is a testament to his dedication. I know Mike didn't always get the recognition he deserved for his efforts due to the fact that he was kind of hidden out there in Cheney the whole time. Thank You, Mike for everything you've done for us. On behalf of myself and the branch we wish you safe travels and many years of happy retirement. You will be missed.

Steve Thrift - Br. 442 Vice President



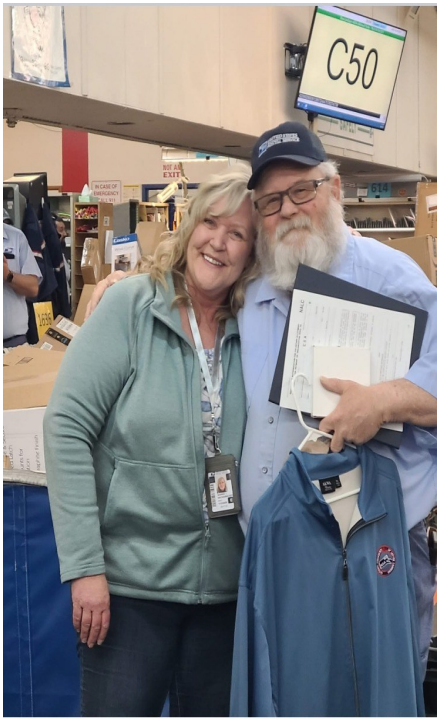
Director of Retirees Report

Steve Schultz

Things have been relatively quiet on the retiree front. Those individuals who were affected by the WEP/GPO provisions that were repealed by the Social Security Fairness Act and were eligible to receive Social Security, should have received their back pay by now. Based on the way the law was written, they only went back one year with the back pay, but given the fact it has taken us and other employee organizations 40 years to get this passed, I am good with that. Thank you to everybody who contacted their representatives to help get this bill passed.

I have had the opportunity to help several of the retirees out with issues they were having with OPM, etc. In the conversation that I had with our National Retiree office, you can expect long waits on the phone now (an hour or more) when calling OPM due to cuts made by the Trump Administration. Now I'm not saying there weren't areas that cuts could have been made in our Federal Government, but you just don't go in with an axe and start chopping down the trees. You look and evaluate each office, and then go in with a scalpel and remove the dead branches. Hang in there when you call OPM, and make sure you have your CSA number ready when you call.

Spring has arrived and with it some nicer weather. Make sure you stay hydrated and always use the hand railings when going up and down stairs. Until next time, take care...



Jim Roach

Congratulations!

To

Our

Most Recent

Retirees!



Mike Poff

UNIFORM ISSUES

Steve Schultz

Many of you are aware that uniform prices have risen exponentially over the past years which is a result of the "Made in the USA" policy that was announced by the USPS in 2018. Manufacturers were required to comply with the policy by September 30, 2020 which means that all material used to make postal service uniforms must be sourced and made in the United States.

Now I know what you are all thinking. That's a good thing, right? Yes, it is, but it is also a double -edged sword. Yes, it provides more work for American manufacturers, but it has also provided for an increase in costs. Let me give you an example. Manufacturers increased our (that is the uniform companies) cost almost 10% last year. We ate the cost of that increase last year, but we could not sustain it for another year. This year we were forced to increase our prices, but restricted it to only a 3% increase to lessen the burden on carriers.

Now uniforms have always been expensive. When I started in 1983, I believe we were getting a little over $125 a year in allowance. Even then, pants were $50, shirts were $25, etc. They have always been expensive due to the little logo on them and I don't see that going away anytime in the near future.

What I would encourage you to do, is to take advantage of the uniform allowance that you do get. I know many carriers, that for whatever reason, do not use their allowance every year. It's free money that the USPS gives you. Use it. I often say it like this, if you saw a $100 bill laying in the street, would you pick it up? Also take advantage of the additional bonus that is given when you spend your entire allowance. Maybe at some point they will come up with a new system, but until then, use what you got.

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Steve Schultz

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FIGHT


EXIT

General Meeting Minutes

March 18th, 2025

President Sharee Eschenbacher called the meeting to order.

ROLE CALL: 19 Present, 4 unexcused, 2 excused

Reading of Previous Minutes: General meeting minutes moved seconded and passed.

Secretary/Treasurer Report: Moved Seconded and passed

Reading of Communications: none

Application of New members: William Langill, Christy Boone and Andrea Simmons.

Initiation of New members: none

Reading of Reports:

Director of Insurance: Use your benefits while you have them

Director of Safety: no report

Retirees: no report

Trustees: Up to date as of January 2025

Spokane Labor Council: The clerks union visited. The new labor representatives need to be installed.

Swing room Gazette: articles due April 15, 2025.

Committee Reports:

Legislation: HR 1522- Retiree Fairness Act.

HE 491- Equal COLA Act.

HR 1065- Protect our Carriers Act.

Chris Warren has volunteered to be the new legislative representative.

Resolutions: None

By-Laws: The bylaw change for state has been sent in.

Entertainment/Athletics: no report.

MDA: Coordinator needed

Hospital and Health: Eric Caden, April Sly, John Holcolm and Danielle Huff.

Condolences: Scott Rector's mom and Bill Ostin.

Labor Management Agenda Items: Steb B decision poorly written. Discussion on how it will impact the city.

Unfinished business: none

New Business: Moved and seconded and passed to send Rick Enright to the seminar in Orlando. Not to exceed $2500.

Good of the Association: Coeur D Alene wants to join us at the rally. Maggie Moran has volunteered to be the coordinator.

Improvement of the Association: none

Meeting Drawings: Number 217 Dennis Healy 228 Maggie Moran won $100**.**

Meeting adjourned at 8:30 p.m.

Next Meeting: April 15, 2025

Respectfully Submitted,

William F. Bauder

April 15th, 2025

President Sharee Eschenbacher called the meeting to order.

ROLE CALL: 20 Present, 2 unexcused, 3 excused

Reading of Previous Minutes: General meeting minutes moved seconded and passed.

Secretary/Treasurer Report: Moved Seconded and passed

Reading of Communications: none

Application of New members: none

Initiation of New members: Zach Smith

Reading of Reports

Director of Insurance: No Report

Director of Safety: Sharee gave the report for Mike Meredith. The heat standup was required to be done by the end of March.

Retirees: Steve Schultz reported he was able to help a couple members with OPM.

Trustees: Up to date as of February 2025. Still having problem getting credit card receipts. Verizon account finally closed.

Spokane Labor Council: There will be a May Day celebration on May 1st at the Riverfront Park Clocktower.

Swing room Gazette: articles due now.

Committee Reports:

Legislation: HR 1522- Retiree Fairness Act if passed will help 65% of carriers.

HR 1622 will allow Public Employees to organize. There is a fact sheet available.

Resolutions: None

By-Laws: There hasn't been a response from national on updating the bylaws. Chris Warren and Steve Thrift are looking at Zoom or other services to use for meetings.

Entertainment/Athletics: Zach Smith has volunteered to be the new coordinator. He is looking at the Indians and Chiefs games. Possibly a softball tournament. August 16th is the Labor Council Day at the Indians.

MDA: no report

Hospital and Health: Marco Renteria broke his toe.

Condolences: Dave Villaneuva daughter in law, Gina Bowen grandparent and Mike Vangilder brother.

Labor Management Agenda Items: none

Unfinished business: The food drive will have a meeting at 10814 E Broadway the second Saturday in May. This year no food drive bags and half as many cards.

New Business: none

Good of the Association: Coeur D Alene wants to join us at the rally. Maggie Moran has volunteered to be the coordinator.

Improvement of the Association: A picture fell in the hall and Spokane Glass Centers replaced the glass for free.

Meeting Drawings: Number 334 Leo Elmore and 412 James Bryan

Meeting adjourned at 8:00 p.m.

Next Meeting: May 20th, 2025

Respectfully Submitted,

William F. Bauder

Legislation Update

The following Bills/Resolutions are currently under consideration in the US Senate and House of Representatives, on issues important to Carriers and Retirees:

HR1522: "Federal Employee Fairness Act"

Official Title: "To amend title 5, United States Code, to provide that civilian service in a temporary position after December 31, 1988, may be creditable service under the Federal Employees Retirement System, and for other purposes".

NALC supports this bill, which would benefit more than 65 percent of current letter carriers by allowing them to make catch-up retirement contributions for time spent as non-career employees, making it credible service under FERS. Current Cosponsors: 76

House Resolution 70/Senate Resolution 147:

Official Title: "Expressing the sense of the House of Representatives that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization."

NALC opposes postal privatization in all forms and supports H.Res.70/S.Res 147, which calls on Congress to ensure that the Postal Service remains an independent establishment and not subject to privatization. Current Cosponsors: House: 194 Senate: 7

HR491/S624: "Equal COLA Act"

Official Title: "To amend title 5, United States Code, to achieve parity between the cost-of-living adjustment with respect to an annuity under the Federal Employees Retirement System and an annuity under the Civil Service Retirement System, and for other purposes.

Current Cosponsors: House: 47 Senate: 10

No official statement from the NALC.

HR1065/S463: "Protect Our Letter Carriers Act of 2025"

This bill requires or authorizes certain actions related to the U.S. Postal Service (USPS). The bill requires the Department of Justice to appoint an assistant U.S. attorney in each judicial district to coordinate and supervise the investigation and prosecution of various crimes related to postal services (for example, assault on a postal service employee, breaking into a post office, or obstruction of mails).

The bill also requires the U.S. Sentencing Commission to amend sentencing guidelines to provide that the assault or robbery of a postal employee shall be treated the same as the assault of a law enforcement officer. Additionally, the bill authorizes appropriations for the USPS to install high security collection boxes and replace older versions of the universal mailbox key with electronic versions.
NALC supports the Protect Our Letter Carriers Act, which would modernize key infrastructure, deter these crimes through increased prosecution and sentencing guidelines, and keep letter carriers safe as they deliver essential mail and packages to every community in the country.
Current Cosponsors: House: 47 Senate: 10

S1006: "Federal Workforce Freedom Act"

Official Title: "To prohibit Federal employees from organizing, joining, or participating in labor unions for purposes of collective bargaining or representation, and for other purposes."
Self-explanatory. Current Cosponsors: 1

HR2736/S1352: "Public Service Freedom to Negotiate Act".

Official Title: "To secure the rights of public employees to organize, act concertedly, and bargain collectively, which safeguard the public interest and promote the free and unobstructed flow of commerce, and for other purposes."
This legislation would establish a nationwide minimum standard to guarantee public-sector employees' rights to organize and collectively bargain in states where these protections do not exist. Currently, no federal law protects the right of public-sector workers to join a union, and collective bargaining is prohibited in 25 states.
While not directly affecting Letter Carriers, the NALC supports this Legislation.
Current Cosponsors: House: 126 Senate: 36

Cosponser numbers are current as of 4/15/2025
Fact Sheets for some of the above can be found at nalc.org/government-affairs

Shadle



Leslie Phelps

Hoppy Spring Brothers and Sisters! Leslie Phelps here, main steward at the Shadle Garland Post Office. Another winter has come and gone which means spring is finally here. With that being said remember that when it starts to get nice out more and more people are leaving their hard doors open allowing dogs access to us mail carriers. Explaining to your supervisor about why you did not deliver the mail is a lot easier than explaining that you got bit by a dog because the hard door was open! Our safety is a lot more important than that piece of junk mail you should have curtailed. “Secure the hound, so mail gets around!”

I am thankful for every training event that I have been to to further my education in the union. I stepped up to protect the contract as well as my brothers and sisters and with every training that I attend I gain a boost of confidence in what I am doing for my union. Last month, I was able to attend the spring training in Wenatchee for the first time ever. The spring training was only 2 days long with a few classes each day. Some of the classes that I attended were Stewarding with Respect, Fiduciary Duties, Retirement Planning and Development & Mentoring. The last class of the spring training was a safety demonstration with Wenatchee Police. With everything happening to Letter Carrier’s, all I can say is wherever you are, always have a backup plan in mind in case the worst happens.

One thing that seems to be a little more consistent with the union and management at Shadle is our monthly Labor Management meetings. We have successfully had 4 meetings so far this year which is probably the most we ever have had since I became a Steward. A few things that have been mentioned in the meetings are the need for an OJI. Are you from Shadle and reading this at the moment? Maybe YOU could be the next OJI! We have talked about having the parking lot be repainted to help with parking situations. I would have loved to see numbers be painted for postal vehicles because sometimes when a CCA from out of station comes and helps and parks in a random spot it throws everyone’s parking job and it can be like musical chairs.Those are just some examples about things that are discussed with management and the stewards at the Shadle Garland Post Office. If you have any ideas, do not hesitate and let either me or Everitt, my alternate steward, know about what item you would like to have us discuss with management. Recommendations are always welcome! Thanks for reading my article.



Everitt Hopper

At the last Steward meeting (4/8/25), I received back copies of some won grievances I presented last Fall, that should not have been bumped up to Formal A in the first place. Supervisor Robert Nicholson never agrees to a filed grievance, even if there is no payout requested. In fact, he never takes any grievance that I present in a serious manner. He always says that there is no violation and laughs while reading the facts presented in front of him. I can’t help but find this to be frustrating when what I’m bringing to attention is in clear violation of our handbook. Robert isn’t the only one resisting, but he is consistent in rejecting our claims. I heard that at some point, the Step B team had over 12,000 grievances to review and meet over. It got me thinking, “WHY?! Is it management’s intention not to settle any grievances at the lower level, bombarding the Formal A and Step B team with a backlog of complaints?” When I saw the dollars each carrier received at Shadle because of my filed grievances, it made me happy that the work was put in and they were paid out. I won’t stop fighting for what is right and highlighting what management is doing wrong. This game that they’re playing only adds fuel to my fire and they don’t know who they’re dealing with. It is a privilege to be a Steward, and I’ll continue to Fight, Fight, Fight for my brothers and sisters. Don’t stop reporting what you think may or may not be a violation. Let us do that research for you and hopefully, management will stop their infringement or you’ll get more money on your paycheck. Everitt Hopper

Sunset



Consuelo Guerrero

Hey everybody I hope you all are doing good, nothing much has been going on over here besides having issues with AMS getting our edit book edits corrected I have put in my edit book for a simple as adding a new address and they enlarged and changed addresses from ½ cell to a whole cell. I have sent it back for it to be fixed for them to completely mess it up again which is super frustrating. Besides that we are currently grieving the no lunch in overtime issue which is ridiculous but other than that I hope you all are enjoying the warmer weather and staying safe.

Hays Park

Simona Farnsworth



I attended the spring training in Wenatchee Friday March 14-15th. It was a great experience as I have never attended one of these trainings before. I took a class to touch up on the basics of article 8, stewarding with respect and a class about safety that was taught by a Wenatchee police officer. It was very informative, and it was great to meet stewards from across Washington State that I can reach out to if I need help with anything in the future.

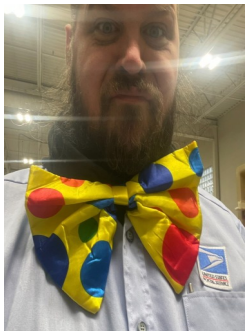
So, let's dive right into your safety as a letter carrier. Just a couple days ago I was pushing my cart out to load my vehicle. I stopped because I heard a supervisor telling a carrier "She's an old lady; she doesn't have a dog!" The carrier then said, "The door was open…. You want me to deliver to an open door?" "I thought we are not supposed to deliver if the hard door is open." Supervisor says AGAIN "She is an old lady; she doesn't have a dog!" Obviously, this got my attention. I said, "The worst dog encounter I have ever had was in a yard of the cutest old couple that didn't have a dog."

I had the cutest little old couple on my route, we all have them. It was a fenced yard, box on the house. I had delivered to them for about three years with no problem. Then one day I walked in the yard and two dogs came out of nowhere. I seriously thought I was going to the hospital that day! They where big dogs, one kept trying to circle me and attack me from behind. It was probably the most scared I have been since starting my career at the Post Office. It happened so fast I didn't even have time to grab my dog spray. I was standing in the yard waving my mail at them, yelling. It turns out this cute old couple had just let their daughter move in and she had two large aggressive dogs. Of course you call the office, shaking, maybe crying, scared because you know you almost got torn up. All you get from supervisors is this, "Are you ok? Can you finish your route? Fill out a dog letter when you get back."

I am so disappointed that I heard a supervisor instructing a carrier to deliver to an open door. We do not deliver to open doors! People say all the time that they don't have a dog, their dog is nice, they got rid of the dog etc. We have heard it all. Please be safe on your routes, especially when dealing with dogs and open doors. You never know when a customer that doesn't have a dog could have company over that brings their dog with them or maybe that customer gets a dog. There is a reason we don't deliver to open doors. Please let me know if you have any problems getting dog letters from management or feel you are being given improper instruction. We should not have to fight management for our own safety. Nothing is more important than your safety.

Simona Farnsworth

Metro



Jeremie Simpson

Hello brothers and sisters,

First off, Metro seems to be fairly quiet. We have a carrier who has been trying to get a transfer for family reasons who has hit some roadblocks, however as of typing this it appears that Trish is attempting to help him get his transfer. No-lunch requests are back to not being blanketly denied which has been a real morale boost for the crew from where I stand. We've been lucky for the last couple of month's having Bonesteel step into Riffle's job and it is very nice to have a member of management with rational judgement and self awareness in place of one who lacks these things. Lastly, we have a new CCA named Riley who has just started his career with the Postal Service and we're getting to test the waters of the Nolan agreement and it's new CCA provisions.

I am grateful to have attended the Statewide training this March, which was my first formal training event for the Union. As it was the first time that Washington had put on a statewide training in a few years there was a smaller crowd than what my 442 veteran compatriots said there was in years past. Each day had a full group class and 2 choice classes that boiled down a more specific topic. It was an insightful experience that taught me a variety of different new things the most interesting was the LMOU bargaining process. I was also blessed to meet a bunch of cool people including current Washington NALC president Brian Wiggins, Seattle president Kevin Gottlieb, his predecessor Jo Anne Pyle, a CCA steward Chris Tharp, and the step-B rep who did our no-lunch grievance Tommy Grice among many others.

The class that motivated me the most was taught by a CCA from Mount Vernon who is a steward at his station and has even broken into representing grievances at the Formal A step. The class that he was involved in teaching was about mentoring and development, which is something that I've been practicing much more of this year by having other stewards at the Metro station. As a self proclaimed, "self taught steward," I owe a huge thank you to Tracy Pardick for answering every question that I have ever brought to him and being a mentor to me in my stewardship and grievance journey, as well as another big thank you to Sharee for doing the same whenever I reach out to her for help. One of the things that I felt was most pertinent in the class is that there is a window for everyone in the Postal Service to mentor and develop our coworkers if you keep your eyes and ears open. Every one of us has the opportunity to reach out to coworkers to help them accomplish their job more effectively, with better ergonomics to protect their body from our work, to get more involved and supported by their NALC brothers and sisters, among many others. We are not all built to succeed in every aspect of the job or every aspect of Union duties. BUT, we all have something that we can do to contribute to the group. With the lack of participation in Union responsibilities my personal belief is that over the years the Union has severely fallen off in its responsibility to leading, mentoring and developing the "next person

up." I would place equal responsibility on those of us who have been encouraged to get involved and put those urges on the back burner. It is time for all of us to step into the many vital roles necessary to keep the cogs of branch 442 churning.

This brings me to my own personal call to action for every member of Branch 442 AND every non-union member who works in the Spokane Installation. We have been sold out by our National President Brian Renfroe with this trash stipulated award. The will of the people was heard on the TA vote, 71% of us told him to take that agreement back to Tulino and burn it in front of him (it's what I meant not what I said). The Nolan award states specifically that the two sides came together after two days of mediation. No mention in the briefs about the work rules being opposed. If these work rules really are what the membership wanted and what we BARGAINED FOR, ask yourself, "why did the Postal service not put up a fight to keep them out of the contract and MOU's?" We have been sold out by our executive council who have shot down valid charges about Brother Renfroe's dereliction of duty TWICE now. He negotiated for almost 700 days to bring us the garbage TA. HE THEN IGNORED OUR VOICES and stipulated an award that puts $20 or less a month in all of our pockets in exchange for taking $1200 out of newly converted employees yearly pocket. Brother Renfroe signed the Nolan award on March 21st. We "Fought like Hell" March 23rd. The Nolan award was given to the membership on March 24th. This national administration is a disgrace.

If you are so disgusted by this administration that you want to get out of the Union to stop supporting these people like so many that I see online, I get it. I understand it. I feel the same way.

But. If we want change, we have to bring it. If we want stronger leadership, we have to elect it. If we want our voices heard, we have to stay in. We have to encourage every person who is a non-union member to join. We have to assemble ourselves and we need to make our voices so loud that there is no way to ignore it. It's happening all over the country. Brooklyn, Los Angeles, Hawaii, Tennessee, Texas, Minnesota, Illinois. Real leaders are stepping up and giving a voice to everyone who is unhappy with the direction that OUR national leaders have been taking us. Now is not the time to leave. Now is the time to stand arm in arm with the person next to us and make sure this stops.



Spokane Valley

Tracy Pardick

Spokane Valley Article 4/25

Another quarter has gone by, and things seem to be getting easier. Mail volume has dropped pretty significantly, and routes are getting done a lot of the times with undertime. It seems that the little issues are slowly being fixed.

I know uniforms have become the issue lately. I agree that we should be in uniform and look professional at all times. Article 26 covers uniforms. We as carriers should take pride in how we look. As a military man, uniforms are something that unites us together. I get tired of hearing the same thing “I don’t look good in them”, “they fit weird”. Who cares if you don’t look sexy in uniform. The uniform is what identifies us as letter carriers to the public. If we look dirty or unprofessional, that is what the public views us as. We are in a time where we need all public support and one way to do that is be professional and look the part.

We have had two new bid ins at the Valley Bailey Thurman and Joseph Knapp. James Roach will be retiring at the end of April. He will be missed greatly. Off the subject of new carriers, for those that don’t know Joey Parker had a new baby (# 30 or 40 not sure), congratulations on a new son.

Grievances have been very minimal at the Valley. Most of my time has been being spent on Formal A grievances and Regal. I am sorry for having to give away my route and I do appreciate each carrier that has done it and read the names for me.

The no-lunch policy has not really changed here, Adam keeps saying we need to talk about it. Just to let you know, I will not budge on this, we have been doing the no-lunch this way for many years. There is no reason to change the way we do it. The uppers have been trying to get this changed for years and keep getting their A$$’S handed to them. We have binding decisions on it. I am not sure why other stations think they can continue to disregard Step B decisions.

Miranda has been doing the ODL tracking and has been doing an awesome job. She finalized the last quarter and determined there was no violation. This is mainly due to her updating it daily and working with management to ensure the right ODL carriers is used that day. Again, thank you for taking this off my plate.

I know that the contract has been arbitrated, and a lot of information has been put out on social media. Please don’t listen to everything that is out on social media, most of it is crap. We will give the members the information once we receive it. There are a lot of questions about the new article 8 changes, I am not sure when they will take effect, but once they do, I will let you know. The same with back pay.

I did end up going to a District Safety for management. It was pretty interesting. It seems like the new District manager is very serious about safety. We had union members from all the craft there talking and also the safety teams. Our district has had over 2600 accidents this year already, majority of those have been letter carriers. They also went over the new data that they receive from the vehicles. One of the biggest is the seatbelt violations. I know they can’t use that data to discipline, but they can use it as a reason to do street observations on carriers that come up on that report. They do this and when they catch the carrier,

they put them out on a 16-7 no pay status for a safety violation. I am not sure why our carriers continue to not wear their seatbelts. It is something that is built into the route daily, this takes time and adds to the route. At no time should we be deciding that we will forget about safety to go faster. Yes, the carrier looks good in managements eyes when they are busting routes out quick, but I will guarantee you that once you are caught, you will no longer be on that list, you will now be considered a crappy employee by management. Please follow safety rules. I have also been told that carriers in other regions are placing devices in the seatbelt to disable it or buckling it behind them, this is just plain stupid and shows the intent of disregard for the rules. This makes it very hard to defend.

Dogs have become an even bigger problem and the constant disregard from carriers when it comes to casing in dog warning cards. Again, I don't understand the whole idea of skipping this. This is part of our routes; we need every second that we can get. Management will eventually come for these routes to absorb them. If we are following all safety rules on the route, the route will take more time. We cannot get in trouble for following safety rules.

I have also now been put in place as OWCP coordinator for Branch 442, so if anyone is having issues with OWCP then contact me. If you get injured on the job, report it immediately and file out a CA-1 on ECOMP. It is very easy and helps if this minor injury becomes a bigger injury. There are many rules, and I could write for days on them. I prefer a call if there are any questions or if you need help.

As always you can call me anytime 208 651-3505.

Miranda Riley

Hello all, Spring Training in Wenatchee was a great experience for me. Two full days of training on a range of topics: mentoring, new officers' duties, other ways to be involved rather than being a steward, stewarding with respect, fiduciary duties, legislation, and LMOU: Local negotiations. Being a new treasurer, I attended the new officers training and fiduciary duties. The new officers' training covered the primary roles of the Union with an overview of each position. The fiduciary training was an overview of our financial responsibilities, traceability, and documentation. My favorite training was "Not a Steward". It covered multiple ways to get involved with the union besides being a steward. It tied in well with the new officers' training as I learned there are more positions within the Union besides our local officers like the National Business Agent, Regional Administrator Assistant, or Regional Workers Compensation Assistant, and Leadership Academy. My main takeaway from this training is you can be involved without having to be a steward, but it starts on the local level – attend a branch meeting or other branch function.



Regal

Tracy Pardick

So, another quarter is over. There have been some improper mandate grievances settled and will be looking at possible newer ones. I need carriers to inform me when they are mandated off or on route so I can investigate if it was proper or not. In most of the cases so far it has been proper.

I want to harp on seatbelt usage at the station, I am pretty sure most of you know that one of the carriers was caught driving without a seat belt and they were removed from the street. This was in a non-pay status. Management is using a new tool that informs them how many times a vehicle is in motion without a seatbelt, they then go out and do an observation on that carrier. I would suggest that every carrier follows these safety rules unless you want to be placed on a non-pay status until the union is able to settle the case. It is up to us to take safety seriously and to apply it in the job. I was rushed by management has no weight to making a decision to not wear a seat belt. You cannot be disciplined for following safety rules. You can for not following them. Take the time to follow the safety rules, if it takes longer, who cares. Add that time to your morning estimate. This applies to all safety issues. If the ground is covered in leaves; don't cross it. If the ground is uneven and has holes, use the sidewalk. Report unsafe deliveries to the supervisor. Read "a carriers guide to safety", this will help.

I am also being told that the estimate process is getting a little out of hand again. If this is the case, request your steward and write it down. I need to know exactly what was said and why you feel you are being pressured to skip safety rules. Again, you can not be disciplined for doing your job safely and correctly, there is no set standard to walking.

Another concern is being given a different vehicle to drive. If you haven't driven the Metris or LLV/FFV/ or Promaster in the last year, then you must be recertified on that vehicle. Do not drive it. Do not skip your vehicle checks. Tires need to be serviceable, if not, don't drive it. If your key comes out of the ignition while the vehicle is running, do not drive it. Use common sense.

Another issue is dog cards. Almost every time I go to the station there are dog cards still in the cases after the carrier has pulled down and hit the street. If this is not corrected, I will have to file a grievance against management for not following the dog policy. The cards are not for the regular carrier, they are there in case the regular has to leave.

Another big issue is carriers working off the clock. This is unacceptable. I fault management for allowing it. This takes work from other carriers and diminishes the value of the routes. I can not stand the saying "I don't care it doesn't effect me." This is just a selfish look at it, we are a team and should be concerned about the impact it has on other carriers and the routes.

Another big issue is uniforms. Again, this is covered under Article 26 of our National Agreement. We are a uniformed service. We should be a positive reflection of the USPS. Wearing other logo' d items is prohibited. Management should be addressing theses issues. This applies to hats also. Our uniforms must be clean and serviceable also. I often see ripped up uniforms at the station and some of them look like the carrier has been doing mechanical work on the trucks. Please have a little respect for the uniform and yourselves. We are what the public sees on a daily basis, we are the face of the postal service, and we need to exemplify that.

That is pretty much all I have. If you need to contact me, call anytime: 208 651-3505

Northpointe



Scott Thorland

Northpointe has been relatively peaceful for quite some time now. Josh White was recently awarded the Station Manager position. It was the first time in my 30+ year career that I have seen employees applaud the announcement of a manager being awarded a position. That's not to say that we haven't had any issues, the taking a no lunch if you work over 8 hours is an ongoing issue despite the step B decision we received. We have recently had a few instances of city carriers being sent out to deliver rural route parcels, for which we have literally hundreds of previous settlements on. If you are instructed to deliver mail or parcels on a Rural Route do as you are instructed and let a steward know. Save the turn by turn print out, as it is difficult to produce any other documentation to show that you did the work. Ask the supervisor what they want you to clock over to, I just learned that there is an actual clockring for rural delivery, I'm mot sure if it comes up as an option on our scanners.

One advantage of being the editor of the Swingroom Gazette is that I can read everyone else's article before I write mine and fill in the gaps. This is also a disadvantage because this month pretty much every major topic I wanted to write about has already been covered and I still have a page to fill! Tracy touched on safety, which is something that you will continue to see an emphasis on. Expect to see supervisors, managers, and safety captains as well as others that you may not know out on the street. The best thing to do is always do your job like someone is watching you, because it is likely that someone is. Does it take longer? Yes. It took me many years and a few injuries to get it through my head that as much as they seem to want you to hurry and take short cuts, the first thing they will look for when you get hurt is what you were doing wrong and they will use it against you. Literally adding insult to injury. Jeremie got into Union politics on a national level, I encourage everyone to pay attention, especially if you were not happy with our latest contract. How we got here is still a very contentious issue. Chris Warren is now contributing legislative updates to each issue. There is a lot going on that could impact our jobs and retirements, so please stay informed and get involved.

Primetime for vacation is almost here, hopefully everyone will find some time to get away from work, relax and enjoy some time away.

Welcome New Member

Zackary Smith

Zack has been working to find us a lot of discount deals on local sporting events. Check out our branch 442 Facebook page for details



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Important Dates

Steward Meeting	**May 13th**	**6:30pm**
General Meeting	**May 20th**	**7:00pm**
State Convention	**June 6th-8th**	**Tacoma**
Executive Board Meeting	**June 3rd**	**6:00pm**
Steward Meeting	**June 10th**	**6:30pm**