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NALC

Branch 442

Swingroom Gazette

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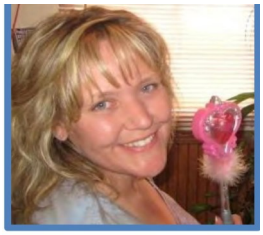

President's Report

Sharee Eschenbacher

As you know, we have a signed Tentative Agreement. Every NALC active member will receive a ballot during the last two weeks of November. The ballots will be due back to National in early January. Majority rules. If the agreement is accepted, no further action of the membership is required. If the agreement is rejected, negotiations can continue and a second vote may be necessary or it goes to arbitration and one person decides our fate.

I just returned from a National RAP session in San Fransisco where our national officers and business agents sat "panel style" on a raised dais in front of about 200 branch leaders. President Renfroe presented a slide show that began with the financial package and then he ran through the different articles of the agreement that had language changes. By now, everyone has their own opinion on how the wage increases, COLAs and step increases fit into their financial plan. National has added a wage calculator on the NALC home page that will give you a fairly accurate estimate of your wages after implementation and at the end of this agreement, if ratified. There will be backpay for two general wage increases and for three missed COLAs. The Postal Service will have six months to do these calculations and pay us. Our negotiation team fought for a single pay chart and what was agreed to is a first step to that goal. It is up to you to decide if its fair that some of us get to advance steps while others do not. Our team also fought for an all-career work force and there is nothing in this agreement that phases out the CCA position to make room for PTFs. They did agree that if a carrier was gone from their assignment for at least 13 pay periods due to injury, military leave or higher level, a new full-time position would be created to offset that vacancy.

Holiday Carrier Assistants are currently hired for four weeks. This agreement adds an additional two weeks to account for a training period. Health insurance cost share remains at 72%. The Postal Service cannot really go below this because that is what other federal agencies pay. There is new T-6 language that will not affect us in Spokane but might in our smaller outlying offices. Multi-installation positions will be created to cover offices that have routes with no T-6. The uniform program was not successfully negotiated, in my opinion.

Article 8 saw the most changes. The new automatic pay rate of 2 ½ times base pay for anything over 12/60 hours is to management's advantage. Carriers already get this through the grievance procedure. The changes to the ODL will be a nightmare for stewards to track. There is a list for those who only want to work overtime on their scheduled days. A list for those who only want overtime on their non-scheduled day and a list for those who want overtime in both situations. An ODL carrier, on a daily basis, can volunteer to work more than 12 hours with no hour limit. A steward will have to go around each morning to find out who volunteered for what. I think this is messy. There is a protection from discipline for any **full-time** carrier who leaves when the daily/weekly limit is reached.

New hire retention is a concern for all parties. This agreement has good ideas to help with

(continued on page 4)

Branch 442 Contact List

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	Alt: Scott Thorland	509-934-9263
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	Alt: Peder Bakken	509-590-6279
	Main:	
	Alt: Bill Bauder	509-990-5245
	Sunset	509-252-5101
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"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.

Important Dates

Open Season November 11– December 9th

Ballots due for Branch Election November 18th

General Meeting November 19th 7:00pm

Steward Meeting December 10th 6:30pm

General Meeting December 17th 7:00pm

Steward Meeting January 7th 6:30pm

Installation Dinner January 11Th

At

Spokane Tribe Casino



(President's report continued from page 1)

retention but it falls short because the most obvious fix is a livable wage and an extra .50 per hour does not provide that. The guaranteed day off might be superseded by our local intervention agreement which states all auxiliary assistance must be utilized prior to scheduling a non-ODL carrier to work on a non-scheduled day.

The cut in fixed office time was a contentious subject during the question-and-answer portion of the day. This agreement takes away 13 minutes of fixed office time and moves some of those carrier duties into a Line 21 category. The intent is to someday have a joint process where fixed office time is what individual routes actually use, but that is not written. The tentative agreement is on the homepage on NALC.org. Please read it because I cannot cover everything in this article

There were slides depicting the financial woes of the Postal Service that management used to try and convince everyone that the Service is hemorrhaging money We all see how our employer wastes money. Recently our managers and supervisors went to Green Bluff to frolic in corn mazes while 204bs were brought up to cover the stations which, in turn, created mandatory overtime for letter carriers. How many thousands of dollars did that cost? That is just one example from a medium-sized installation out of 20,000 or so. So, to flaunt your losses and claim to be a victim of circumstance like a pandemic or an economic turndown does not fly with me when I see fiscal oversteps every day. Leaders take care of their workforce's financial needs first. If there is money left over, then work on team-building skills at Green Bluff. If we go to arbitration, will those dismal numbers convince an Arbitrator? It is a gamble, for sure. We did hear from Jim Sauber, an economist who was our national Chief of Staff for many years and who has been involved in 8 rounds of collective bargaining. He said that we are ready if it comes to arbitration. He has lined up experts from economists to sociologists to heat safety experts to testify that we deserve a financial package that surpasses what is being offered. He also has panels of letter carriers who will make it real by testifying about the hardships we face every day.

I took this opportunity to attend the RAP session and I went there with an open mind hoping I would hear something that would change my original opinion of this agreement. Arbitration will be risky because the Postal Service really is losing money, no matter who is at fault. An arbitrator will not dismiss this fact. The non-financial parts of this agreement that I don't like, he probably won't address and we could get some crazy weird provision neither party expected. But I have made my decision and my ballot will be marked "No". I must look at how this affects ALL members of the branch. You make your decision based on your current situation. The most important thing is to vote. I have heard people are willing to quit the union over this. I want to stress that this is the time your union needs you the most. If you think we are weak or going in the wrong direction, remember that only union members get to vote on these life-impacting decisions. Now is the time for strength, unity and resilience for what you believe in.

The branch has a private, members only Facebook group. Search "Branch 442 Members", answer a few questions, and become a member. If there are informational pickets planned, this is where you'll see it first. Stewards are selling tickets to our Installation dinner on January 11th at the Spokane Tribe Casino. I hope to see you there.

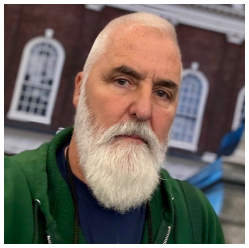
With Union Strength,

Sharee



New member

Cyrus Haste



Vice President's Report
Steve Thrift

I've never had such a hard time organizing and writing my thoughts in my whole life. So many things to say and a brief space to say them. But this is what I came up with. I've been a hardcore Union guy for most of my career; an advocate, organizer, steward, and a branch or state officer. Most of you newer carriers know me from the orientation at the Carrier Academy and have heard me talking about the NALC and how we are there to fight for your wages, hours, and working conditions. You've heard me talk about how the NALC has never gone backwards when negotiating for a new contract, and I've described what we've been fighting towards for this contract, especially as regards our newest members. I've urged calm and patience as we endured over 500 days of "soon". I've encouraged all of you to hang in there, our union won't let us down. I've held back as all the heads on Facebook and elsewhere poked and joked about 'Shut up and take your 1.3% and you'll like it" knowing there was no way we'd settle for that insult. I mean, we're Essential Workers, right? We kept the country moving through a global pandemic. We worked our @$$3$ off to make sure mail and parcels were delivered no matter how many hours it took. Sometimes weeks without a day off, 12+ hour days… You remember. We were told that this Contract was going to be "Historic" and the pay raises were going to be "significant". Now as I look at the new Tentative Agreement, I feel like I've been kicked in the nutz.

We told them at the last few National Conventions what we need to see in this contract: eliminate the CCA category and the two tier pay scale. All career workforce. Significant raise in pay from the bottom to top. Eliminate the "diet COLA' for everyone not at top step. Shorten the time it takes to reach the top step. Stronger definitive language regarding mandatory OT, 12/60 and other workroom floor issues. Fix the Uniform program so we can afford to have the proper items without paying out of pocket every year. We were told that without these things it was a "non-starter" What this contract delivers falls way short of what we need, and the fact that we need to have a traveling road show to try and sell it to the membership says all I need to know. If it was a truly good agreement, it would sell itself and we'd all be high fiving on the work room floor.

1.3,1.3,1.3…(+ COLAs which are only predictions). New employees start at Step C wage, $1000 bump at the top, but no commensurate movement in between. So, if your step C-O you're kinda screwed. Additional $37 for the uniform allowance. Carriers can volunteer to exceed 12/60 and the 2.5 pay is automatically applied, no need to file a grievance for it. But that eliminates progressive remedies fought for over the years of violations because 12/60 was an "absolute". Carriers can refuse to work over 12/60 without discipline (nice). Shorter time to the top for new people, but it's the same if you've already been here for a while…But we still have CCAs and a proportional COLA throughout the pay scale. Back pay would be pretty big but it gets taxed at a ridiculous rate so we wouldn't even get the whole thing. I have never been so disappointed in a TA before.

There are pros and cons to voting down this TA and sending it to Arbitration. The arbitrators are not necessarily bound to what has already been agreed to by the parties. We may get some language that we don't like, or not as much pay as we need, not all issues are always resolved by arbitration. The last arbitrated contract got us CCAs and we've spent the last decade trying to fix that. But that was still better than what Management wanted as our entry level position. They simply do not value us and the work that we do. This Tentative Agreement is proof of that.

There are very good discussions on the topic available on the "From A to Arbitration" podcast most recent episodes189 190 191 192 194. I don't follow IG, Redditt and all the rest but I know there's discussion there as well. We will receive ballots and the entire Tentative Agreement in the mail "SOON". There will be ample time for us to discuss and answer questions. Maybe we can do a video discussion through the Branch Facebook page if that's something the membership would find valuable. Finally, I understand there is a lot of talk about "well I'll just get out of the Union" over this. That is not the answer. Non members get NO VOTE on the Agreement or in the Presidential Election coming up in a few years. Retain your voice. Together we can make this better.



Director of Retirees Report
Steve Schultz

Director of Retirees
Steve Schultz

Director of Retirees
Steve Schultz

It is with a heavy heart that I write about the loss of a friend and a fellow union brother Ken Petersen. Ken passed away as a result of motorcycle accident in September. My wife Catie and I attended his memorial service at the Washington State Veterans Cemetery along with numerous other union members and fellow co-workers, as well as family and friends.

I first met Ken in 1983 at what was then my orientation into the Post Office. At that time, we were the Spokane MSC or Management Sectional Center. Bill Pruitt, who was the MSC manager of customer service had just finished his presentation when he told us this "The next person in here will be the union representative. I don't know what your experience has been with unions, but I will tell you this. If it wasn't for the NALC, you wouldn't have any of the pay and benefits that you will be getting." And in walked Ken, who was the Vice-President of Branch #442 at the time.

Now I had been in a union before, the SEIU, so for me it was a no brainer. You could tell that Ken was very proud of being a letter carrier and a union member, and he conveyed that pride to all of us in the room that day. Over the next year and subsequent years, as I got more involved with the union, I got to know Ken more. He was a staunch and devoted union member, who always put the good of the union ahead of his own gain. He understood that the union works for the good of all its members as a whole. While this is a great loss for our union, I know what Ken would say. "We need to keep moving forward." Ken was also a devoted father. Ken's children and ours were close in age, so at branch events like the picnic, they often spent time together. My son and his daughter are still friends today. My deepest sympathies go out to his family and friends.

I know that the national election will be over by the time this is printed. I hope that everyone took the time to exercise your right to vote. It is what our democracy was founded on. And speaking of elections, I hope this is out in time before our Branch elections take place. Please take the time to vote. If you don't know who to vote for, talk to one of the stewards or officers and ask their opinion. The branch spends a lot of time and money to ensure that everyone in the branch, active and retired, gets an opportunity to vote. There is voting for branch officers and delegates to the 2025 Washington State Convention. It only takes a couple of minutes to fill out the ballots, and doesn't cost anything to send it back in. So please, take the time to vote, even if it's just for the people whose names you recognize.

I goofed up in my ad for the retiree luncheon. It takes place on the 2nd Saturday, not the 2nd Tuesday. The next one will take place Saturday, November 9th 11:00am at Golden Corral on North Division. Winter will be here before we know it. Take the time now to get prepared. Tune up that snowblower or shovel, and don't forget to keep hydrated. Until next time, take care...

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Steve Schultz

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Executive Board Meeting

October 1, 2024

Present: Sharee Eschenbacher, Steve Thrift, Bill Bauder, Melissa Franklin, and Miranda Riley. Excused: Conner McKinnon.

Melissa Franklin has agreed to stay on the Labor Council until new delegates come aboard.

The budget was tabled until numbers could be confirmed will State. Trustees will review State Dues payments. Route inspections have been ongoing at Regal, Shadle, and Manito. If adjustments go forward now, they would be thrown out due to bad numbers coming from DOIS. Jeff Schriver is negotiating with management for more accurate times.

Installation Dinner Tickets have been ordered from Lawton Printing. If less than 130 tickets are sold, the dinner will be held in the Long Room; if more than 130 tickets are sold, the dinner will be held in the concert venue.

Sharee expresses sincere thanks for Jeff Schriver's diligence during the route adjustments, and to Miranda Riley for streamlining the budget in a spreadsheet.

Looking to purchases new blinds and "No Trespassing" signs for the Union Hall.

Labor Rally October 16, 2024, 4-7 pm to replace October General Meeting. Contact a Steward or Labor Council Member for a ticket.

Retirements



Chris Murphy

Northpointe





Brian Muller

Valley



General Meeting Minutes

Branch 442
General Meeting September 17, 2024
Call to Order: 19:00 by Sharee Eschenbacher
Pledge of Allegiance: All stood and recited the Pledge of Allegiance led by Sharee Eschenbacher.
Roll Call of Officers: 16 Present, 5 Unexcused, 1 Excused
Reading of Previous Minutes:

General Meeting: M/S/C as printed in the handout for August.

Executive Meeting: M/S/C as printed in the handout for August. A correction for the record will be made to show Melissa Franklin was in attendance.
Secretary/Treasurer's Report: M/S/C as printed in the handout for August.
Reading of Communications: None
Applications for New Membership: Joel Danielson, Josh Goulet, Scott Ostrom.
Initiation of New Members: Cyrus Haste
Reading of Reports:

Director of Insurance: Be sure to verify your credentials work prior to open enrollment, November 11 to December 9, 2024. Active Employees will use MyHR: Benefits to enroll or make changes.

Director of Safety: The new vehicles are now in Pasco. Speaking of vehicles, the Metris has 3 different transmissions and there is not an easy way of determining which transmission is in the Metris you drive. BE sure to use the button to put the vehicle in park. DO NOT rely on turning off or opening the door to put the Metris in park. Use the button to place in park, then turn it off. Promasters: if the key pulls out of ignition while vehicle is in neutral or in gear, report immediately for repair. Metro is part of the "Vital Few" emphasis on safety. More safety inspections and training being done. Working on education and emphasis of our Dog Safety program. Carriers are responsible for notifying customers of needed maintenance or repairs regarding box. Examples: Clearly marked numbers on outside of box, tree branches around the box, proper/secure mounting of the box.

Retirees: Recently attended Ken Petersen's Memorial who was a carrier a Shadle until his retirement. Looking for feedback from the retirees on the Retiree Luncheons.

Trustees: Books current to August. Looking into Verizon bill.

Spokane Labor Council: Boeing on strike. Interviewed more political candidates. October 1 APWU Day of Action Noon to 2 pm in front of Riverside Station. Labor Rally October 16 4-7 pm. M/S/C to have Labor Rally to count as the October General Meeting. Stewards will have tickets available; non-perishable food donations will also be taken for admission at the door.

Swingroom Gazette: Articles Due October 15. Email to SpokaneGazette442@gmail.com

Committee Reports:

Legislation: NONE – Looking for a new representative.

Resolutions: None

By-Laws: Conner McKinnon recruiting for committee members.

Entertainment/Athletics: January 11 Installation Dinner at Spokane Tribe Casino.

MDA: None

Hospital and Health: Rich Cassell

Condolences: Ken Petersen, "BEV" Kate Miller's wife, Rhonda Mason's Mother-in-Law, Miranda Riley's Mom

Labor/Management Agenda Items: Breaker Cards, no follow through, Mando off route, Carriers not in uniform, Standard office time. 271G Requests need to be filed for adjustments for the 99216 zone. Sharee to follow up on request for IMIP report of the Hostile Work Environment at the Valley Station.
Unfinished Business: None
New Business: Route Count Inspections under way at Shadle, Jeff Schriver addressing bad numbers with Robert Pratt.
Good of the Association: Officer nominations: see additional pages. M/S/C that all member that have physically attended 4 or more meetings in 2024 nominated to be on the ballot for 2025 Convention Delegates.
Meeting Drawings: 198 – Eric White; 215 – Chris Crawford; neither were present.
Improvement of the Service: Election Committee Chair: Jeromy Farnsworth; Election Committee Members: Oroville Arnold, Bill Bauder, Simona Farnsworth, Cyrus Haste, Steve Schultz, and Edgar Uribe-Swift
Adjournment: M/S/C at 20:39

Officer Nominations

President: Sharee Eschenbacher
Vice-President: Steve Thrift
Secretary-Treasurer: Rick Enright and Miranda Riley
Recording Secretary: Bill Bauder
Sargent at Arms: Tracy Pardick
Director of Insurance: OPEN
Spokane Labor Council: Marco Renteria and 2 OPEN positions
Gazette Editor-in-Chief: Scott Thorland
Director of Retirees: Steve Schultz
Director of Safety: Mike Meredith
Trustees (3 Positions): Melissa Franklin, Connie Guerrero, Rhonda Mason, and Conner McKinnon.

List of Members to be place on ballot for 2025 Convention Delegates

Oroville Arnold
Bill Bauder
Jacob Boileau
Rick Enright
Sharee Eschenbacher
Simona Farnsworth
Jeromy Farnsworth
Melissa Franklin
Connie Guerrero
Louanna Hamersky
Cara Harrington
Jessica Hodgson
Everitt Hopper
Rhonda Mason
Conner McKinnon
Wade Outcalt
Tracy Pardick
Leslie Phelps
Mike Poff
Mike Rapp
Curt Rein
Miranda Riley
Steve Schultz
DeeDee Stockman
Scott Thorland
Steve Thrift
Chris Warren

Marco Renteria was also nominated to be on the ballot for 2025 Convention Delegates.

Tentative Bargaining Agreement

All active members (not retired) who have been members for at least 90 days will receive a copy of the tentative bargaining agreement and a ballot in the mail in the coming weeks. This tentative bargaining agreement does not take effect unless it is approved by a vote of the membership.

Highlights (for more detailed information got to nalc.org)

Wage increases

All city letter carriers will receive the following wage increases

Nov 18, 2023 1.3% paid retroactively

Nov 23 2024 1.3% paid retroactively

Nov 22 2025 1.3%

Cost of living adjustments (career carriers)

Amounts listed are for top step (P) amounts for lower steps are paid proportionally

Aug 26, 2023 $978 annually paid retroactively

Mar 9, 2024 $353 annually paid retroactively

Sep 7, 2024 $978 annually paid retroactively

Additional COLAs based on the CPI to be paid

Mar 2025

Sep 2025

Mar 2026

Sept 2026

Steps AA, A and B will be eliminated from table 2 of the pay chart within 180 of ratification.

Wage of step P will be increased by $1000 within 180 days of ratification

CCAs will not receive COLA instead they will receive:

2.3% wage increase paid retroactively from Nov 2023

2.3% wage increase paid retroactively from Nov 2024

2.3% wage increase Nov 2025

Back pay has no set date for payment, will be made as soon as practicable

Uniforms

May 21, 2025 increase to $536 additional $125 for newly eligible carrier

May 21, 2026 increase to $549 additional $128 for newly eligible carrier

Unused amounts will roll over into next year, but balance may not exceed 2 years of annual entitlement.

Health Insurance

No change to amount covered by the USPS

Changes to Overtime and ODL

New provision ensures that fulltime carriers may leave work when they reach overtime limitation 11.5 hours in a day or 60 hours in a week without fear of discipline. A carrier that volunteers to exceed these limits will automatically receive 2.5 times their base rate of pay without the need for a grievance to be filed. This decision can be made on a day to day basis.

There will be 2 types of ODL, employees can sign up to work overtime up to 12 hours on only their regularly scheduled days, 8 hours their nonscheduled day, or by signing both lists can work up to 12 hours on both scheduled and nonscheduled days.

CCAs and PTFs will be entitled to one nonscheduled day per week and a defined work schedule identifying start and end times and route assignments posted by Wednesday of the week prior.

Other Changes

Fixed office time reduced from 33 minutes to 20 minutes (30 minutes with morning office break)

Juneteenth added to list of holidays

MOU requiring Postal Service to make every effort to purchase vehicles with air conditioning for use by city letter carriers and requires air conditioning to be maintained

Employees placed in off duty status due to article 16.7 (emergency placement) may use accrued annual leave to offset loss of pay.

Wage Increases and COLAs

Date	Type of Increase	Amount
Aug. 26, 2023	COLA* (career)	$978
Nov. 18, 2023	General wage increase (CCAs 2.3%)	1.30%
March 9, 2024	COLA* (career)	$353
Sept. 7, 2024	COLA* (career)	$978
Nov,16, 2024	General wage increase (CCAs 2.3%)	1.30%
March 2025	COLA* (career)	TBD
September 2025	COLA* (career)	TBD
Nov. 15, 2025	General wage increase (CCAs 2.3%)	1.30%
March 2026	COLA* (career)	TBD
September 2026	COLA* (career)	TBD

*** Value of COLAs depend on changes in the level of the Consumer Price Index. In accordance with Article 9.3.D, table 2 Steps A through O receive COLAs adjusted proportionally to each step's percentage of Step P.**

2023-2026 General Wage Increases and **Projected** COLAs

Table One - City Carrier

Salary			AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
	Begin Contract			62,078	66,517	66,619	69,796	70,256	70,720	71,177	71,633	72,097	72,546	73,012	73,474	73,930	74,400	74,855	75,299
COLA	978	8/26/2023		63,056	67,495	67,597	70,774	71,234	71,698	72,155	72,611	73,075	73,524	73,990	74,452	74,908	75,378	75,833	76,277
GI	1.30%	11/18/2023		63,863	68,360	68,463	71,681	72,147	72,617	73,080	73,542	74,012	74,467	74,939	75,407	75,869	76,345	76,806	77,256
COLA	353	3/9/2024		64,216	68,713	68,816	72,034	72,500	72,970	73,433	73,895	74,365	74,820	75,292	75,760	76,222	76,698	77,159	77,609
COLA	978	9/7/2024		65,194	69,691	69,794	73,012	73,478	73,948	74,411	74,873	75,343	75,798	76,270	76,738	77,200	77,676	78,137	78,587
GI	1.30%	11/16/2024		66,001	70,556	70,660	73,919	74,391	74,867	75,336	75,804	76,280	76,741	77,219	77,693	78,161	78,643	79,110	79,566
COLA	620	3/8/2025		66,621	71,176	71,280	74,539	75,011	75,487	75,956	76,424	76,900	77,361	77,839	78,313	78,781	79,263	79,730	80,186
New Table Implementation				66,621	71,176	71,280	74,539	75,011	75,487	75,956	76,424	76,900	77,361	77,839	78,313	78,781	79,263	79,730	81,186
COLA	604	9/6/2025		67,225	71,780	71,884	75,143	75,615	76,091	76,560	77,028	77,504	77,965	78,443	78,917	79,385	79,867	80,334	81,790
GI	1.30%	11/15/2025		68,032	72,645	72,750	76,050	76,528	77,010	77,485	77,959	78,441	78,908	79,392	79,872	80,346	80,834	81,307	82,769
COLA	624	3/7/2026		68,656	73,269	73,374	76,674	77,152	77,634	78,109	78,583	79,065	79,532	80,016	80,496	80,970	81,458	81,931	83,393
COLA	561	9/5/2026		69,217	73,830	73,935	77,235	77,713	78,195	78,670	79,144	79,626	80,093	80,577	81,057	81,531	82,019	82,492	83,954

Table One - Carrier Technician

Salary			AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
	Begin Contract			63,382	67,914	68,018	71,262	71,731	72,205	72,672	73,137	73,611	74,069	74,545	75,017	75,483	75,962	76,427	76,880
COLA	978	8/26/2023		64,380	68,912	69,017	72,260	72,730	73,204	73,670	74,136	74,610	75,068	75,544	76,015	76,481	76,961	77,425	77,879
GI	1.30%	11/18/2023		65,204	69,796	69,901	73,186	73,662	74,142	74,615	75,086	75,566	76,031	76,513	76,991	77,462	77,948	78,419	78,878
COLA	353	3/9/2024		65,565	70,156	70,261	73,547	74,023	74,502	74,975	75,447	75,927	76,391	76,873	77,351	77,823	78,309	78,779	79,239
COLA	978	9/7/2024		66,563	71,155	71,260	74,545	75,021	75,501	75,974	76,445	76,925	77,390	77,872	78,349	78,821	79,307	79,778	80,237
GI	1.30%	11/16/2024		67,387	72,038	72,144	75,471	75,953	76,439	76,918	77,396	77,882	78,353	78,841	79,325	79,802	80,295	80,771	81,237
COLA	620	3/8/2025		68,020	72,671	72,777	76,104	76,586	77,072	77,551	78,029	78,515	78,986	79,474	79,958	80,435	80,928	81,404	81,870
New Table Implementation				68,020	72,671	72,777	76,104	76,586	77,072	77,551	78,029	78,515	78,986	79,474	79,958	80,435	80,928	81,404	82,891
COLA	604	9/6/2025		68,637	73,287	73,394	76,721	77,203	77,689	78,168	78,646	79,132	79,602	80,090	80,574	81,052	81,544	82,021	83,508
GI	1.30%	11/15/2025		69,461	74,171	74,278	77,647	78,135	78,627	79,112	79,596	80,088	80,565	81,059	81,549	82,033	82,532	83,014	84,507
COLA	624	3/7/2026		70,098	74,808	74,915	78,284	78,772	79,264	79,749	80,233	80,725	81,202	81,696	82,186	82,670	83,169	83,652	85,144
COLA	561	9/5/2026		70,671	75,380	75,488	78,857	79,345	79,837	80,322	80,806	81,298	81,775	82,269	82,759	83,243	83,741	84,224	85,717

Table Two - City Carrier

Salary			AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
	Begin Contract			46,038	48,094	50,153	52,211	54,271	56,327	58,387	60,448	62,505	64,562	66,622	68,679	70,740	72,796	74,854	75,299
COLA	978	8/26/2023		46,636	48,719	50,804	52,889	54,976	57,059	59,145	61,233	63,317	65,401	67,487	69,571	71,659	73,742	75,826	76,277
GI	1.30%	11/18/2023		47,234	49,344	51,456	53,568	55,682	57,791	59,904	62,019	64,130	66,240	68,353	70,464	72,579	74,688	76,799	77,256
COLA	353	3/9/2024		47,450	49,569	51,691	53,813	55,936	58,055	60,178	62,302	64,423	66,543	68,665	70,786	72,911	75,029	77,150	77,609
COLA	978	9/7/2024		48,048	50,194	52,342	54,491	56,641	58,787	60,936	63,087	65,235	67,382	69,530	71,678	73,830	75,975	78,122	78,587
GI	1.30%	11/16/2024		48,646	50,819	52,994	55,170	57,347	59,519	61,695	63,873	66,048	68,221	70,396	72,571	74,750	76,921	79,095	79,566
COLA	620	3/8/2025		49,025	51,215	53,407	55,600	57,794	59,983	62,176	64,371	66,563	68,753	70,945	73,137	75,332	77,520	79,711	80,186
New Table Implementation						53,407	55,600	57,794	59,983	62,176	64,371	66,563	68,753	70,945	73,137	75,332	77,520	79,711	81,186
COLA	604	9/6/2025				53,804	56,014	58,224	60,429	62,639	64,850	67,058	69,265	71,473	73,681	75,892	78,097	80,304	81,790
GI	1.30%	11/15/2025				54,456	56,693	58,930	61,161	63,398	65,636	67,871	70,104	72,339	74,574	76,812	79,043	81,277	82,769
COLA	624	3/7/2026				54,866	57,120	59,374	61,622	63,876	66,131	68,383	70,632	72,884	75,136	77,391	79,639	81,890	83,393
COLA	561	9/5/2026				55,235	57,504	59,773	62,036	64,306	66,576	68,843	71,107	73,374	75,641	77,912	80,175	82,441	83,954

Table Two - Carrier Technician

Salary			AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
	Begin Contract			47,005	49,104	51,206	53,307	55,411	57,510	59,613	61,717	63,818	65,918	68,021	70,121	72,226	74,325	76,426	76,880
COLA	978	8/26/2023		47,615	49,742	51,871	54,000	56,130	58,257	60,387	62,519	64,647	66,774	68,904	71,032	73,164	75,291	77,418	77,879
GI	1.30%	11/18/2023		48,226	50,380	52,537	54,693	56,851	59,005	61,162	63,321	65,477	67,631	69,788	71,944	74,103	76,256	78,412	78,878
COLA	353	3/9/2024		48,446	50,610	52,777	54,943	57,111	59,274	61,442	63,610	65,776	67,940	70,107	72,273	74,442	76,605	78,770	79,239
COLA	978	9/7/2024		49,057	51,248	53,441	55,635	57,830	60,022	62,216	64,412	66,605	68,797	70,990	73,183	75,380	77,570	79,763	80,237
GI	1.30%	11/16/2024		49,668	51,886	54,107	56,329	58,551	60,769	62,991	65,214	67,435	69,654	71,874	74,095	76,320	78,536	80,756	81,237
COLA	620	3/8/2025		50,055	52,291	54,529	56,768	59,008	61,243	63,482	65,723	67,961	70,197	72,435	74,673	76,914	79,148	81,385	81,870
New Table Implementation						54,529	56,768	59,008	61,243	63,482	65,723	67,961	70,197	72,435	74,673	76,914	79,148	81,385	82,891
COLA	604	9/6/2025				54,934	57,190	59,447	61,698	63,954	66,212	68,466	70,720	72,974	75,228	77,486	79,737	81,990	83,508
GI	1.30%	11/15/2025				55,600	57,884	60,168	62,445	64,729	67,014	69,296	71,576	73,858	76,140	78,425	80,703	82,984	84,507
COLA	624	3/7/2026				56,018	58,320	60,621	62,916	65,217	67,520	69,819	72,115	74,415	76,714	79,016	81,311	83,610	85,144
COLA	561	9/5/2026				56,395	58,712	61,028	63,339	65,656	67,974	70,289	72,600	74,915	77,229	79,548	81,859	84,172	85,717

City Carrier Assistant

			BB	AA
Begin Contract			19.33	19.83
GI	2.30%	11/18/2023	19.77	20.27
GI	2.30%	11/16/2024	20.21	20.71
	$ 0.50	Implementation	20.71	21.21
GI	2.30%	11/15/2025	21.15	21.65

CCAs who were former TEs on the rolls Jan 10, 2013

BB	AA
20.88	21.38
21.32	21.82
21.76	22.26
22.26	22.76
22.70	23.20

City Carrier Assistant Technician

			BB	AA
Begin Contract			19.74	20.25
GI	2.30%	11/18/2023	20.19	20.70
GI	2.30%	11/16/2024	20.63	21.14
	$ 0.50	Implementation	21.14	21.66
GI	2.30%	11/15/2025	21.59	22.10

CCA Technicians who were former TEs on the rolls Jan 10, 2013

BB	AA
21.32	21.83
21.77	22.28
22.22	22.73
22.73	23.24
23.18	23.69



Director of Insurance Report

Open season is upon us. This is the first year of the Postal Service Health Benefits (PSHB) program. This next plan year the postal employees that received their benefits through the FEHB will be carved out into a separate group from other federal employees.

Things you should know. Open season the period you can change your benefit elections this year is November 11, 2024, through December 9, 2024.

Your plan should port from the FEHB plan to the equivalent PSHB plan without you having to do anything if you are happy with the plan you have. I do encourage you to look at the NALC plans if you do not yet belong.

The NALC Plan is a non-profit plan that was built by letter carriers for letter carriers the rates for next year are.

PSHB High Option Premiums

	Enrollment Codes	Biweekly Employees Pay	Monthly Annuitants Pay
Self Only PSHB High Option	77A	$109.98	$238.29
Self Plus One PSHB High Option	77C	$266.08	$576.50
Self and Family PSHB High Option	77B	$238.42	$516.58

PSHB CDHP Premium

	Enrollment Codes	Biweekly Employees Pay	Monthly Annuitants Pay
Self Only PSHB CDHP	77D	$59.13	$128.11
Self Plus One PSHB CDHP	77F	$133.88	$290.08
Self and Family PSHB CDHP	77E	$144.92	$314.00

You my sign up for self plus family even if there is only two of you to get the less expensive rate for the high option. I encourage you to visit nalchbp,org for more plan specifics.

Rick Enright

Station Reports



Shadle

Leslie Phelps

Hello Brothers & Sisters! Leslie Phelps Main Steward at the Shadle Garland Post Office. At the beginning of September the Shadle Garland Post Office had a 6-Day route count. We have an amazing Steward Jeff Schriver who is working on all the data to help out our station as well as Manito's! Hopefully management and the Union can come to an agreement and get everyone's route adjusted to them for a proper 8 hour day. Now that political season is upon us route maintenance is very important to keep everyone's names updated on boxes. We are endorsing all political mail and keeping your route updated helps everyone delivering routes that are not theirs.

My alternate steward Everitt Hopper and I met with Manager Joe Decaro for a labor management meeting recently. I do not think we have had a meeting since January or February. Some things we mentioned was the hostile work environment created by Supervisor Robert Nicholson. If you feel like management is creating a hostile work environment please let me or Everitt know immediately so we can work on creating a better working relationship with management. We want everyone to feel like they can come into work and enjoy their time spent with our fellow carriers and get the mail delivered. Another issue that we talked about was how management is telling us DOIS times in the morning and disregarding the time we tell them because a computer program is telling them otherwise. Management should know better that unless we ask for DOIS times that they are not supposed to mention it. If management is doing this please let me or Everitt know immediately because this also ties into a hostile work environment.

Now that fall is here remember that with all the leaves falling and the weather that leaves can be a slipping hazard especially if they have dog poo underneath! Right before winter starts now is a good time to start letting customers know that if you do not have a handrail for more than 4 stairs that customers need to either move their mailbox or install a handrail. It will be a life saver when it starts snowing and everything becomes slick. Do not wait until it's too late. Letting customers know that we need safe and easy access to deliver mail helps everyone out in the long run.

Collections

Cara Harrington



In collections, we recently had 4 people leave! Two people retired, one person left the post office but has a plan to collect retirement at retirement age and our CCA Stacey made regular. Congratulations to all 4 of those people! Now we have some vacancies. Two routes have gone unbid, and a third route should be added to the bid cycle soon. All three routes are 30 hours a week. Management has told me that they will keep reposting until someone bids.

A few grievances out right now in collections include, working us part time regulars outside of our job description, not posting a vacant route, and eliminating a route without following proper procedures. I've sent that first grievance up to our President Sharee before and she has won every time!

Any member of Branch 442. retired or active may submit articles, letters or items of common interest for publication in the Swingroom Gazette. The deadline for submissions for the January/ February issue is December 15th. Please email submissions to: Spokanegazette442@gmail.com



Weingarten Rights: The Right to Request Representation During an Investigatory Interview

The Overview

Among the rights protected by Section 7 of the National Labor Relations Act (NLRA) is the right of employees, upon request, to have their representative (in this case, Shop/Union Steward) present during an interview that the employee reasonably believes could lead to discipline.

An employee's requested representative is often referred to as a "Weingarten representative." Weingarten representatives are entitled to provide advice and active assistance to employees during investigatory interviews.

Employees' right to request their representatives are frequently referred to as "Weingarten rights."

Employers violate the NLRA if they proceed with an investigatory interview while refusing an employee's request or retaliate against them for making the request.

When do employees have a right to request a union representative (aka Weingarten representative)?

A useful comparison is like an individual's Miranda right to an attorney when questioned by law enforcement. However, unlike the right to counsel in a Miranda setting, employers are not required to inform union members of their rights under Weingarten. Any meeting may be an "investigatory interview" provided that the following occurs:

- A manager, representative of management, or supervisor is seeking to question an employee.
- The questioning is part of an investigation into the employee's performance or work conduct. During an investigatory inter view, a representative of management may require an employee to defend, explain, or admit misconduct or work performance issues that may form the basis for discipline or discharge.
- The employee reasonably believes that the investigation may result in discharge, discipline, demotion, or other adverse consequence to their job status or working conditions.
- The employee requests a union representative. Employers are not required to advise employees of their right to representation and third parties (including union representatives) may not make the request on behalf of the employee.

In the past few months, I've noticed more fellow carriers be put in a situation where they could have had myself or Leslie be in attendance for an investigative interview or even "light" questioning but were told they didn't need representation. It seems that Management at the Shadle Station has gotten very good at manipulating or using their position to control outcomes of these interviews in their favor. For example, "Can I talk to you for a minute or two in the back? You don't need a Steward, it's just something small that I need to ask you." I say, if that door shuts at all, you should have a Steward present. DO NOT TRUST MANAGEMENT. Recently, there was a CCA that was brought into the back room and this person asked if they needed a Steward present, the Supervisor said "No, they don't know what they're doing anyway." In another incident, a few carriers were pulled into the back room for some questioning and the result of this meeting was a carrier filing a complaint against the other carrier. In the interim, the Supervisor involved with this mediation made a comment that one of the carriers involved "Has a history of causing trouble." Had a Steward been present in that room, false statements like that would not have been made or would have been documented and reported. This carrier has regrets for not having representation that day.

If you look up the definition of Shop Steward in Merrium-Webster, you'll find this shop steward noun : a union member elected as the union representative of a shop or department in dealings with the management

Let us assist you, whether you feel the situation is big or small, or if management says you don't need representation. We are here to help our brothers and sisters at the Post Office. It's better to be safe than sorry. For more information on Weingarten Rights, visit https://www.nlrb.gov/aboutnlrb/rights-we-protect/your-rights/weingarten-rights.

Everitt Hopper

Shadle

Shop Steward



Tracy Pardick

Regal

Regal Article

I haven't heard much that has been going on lately. It seems that Sam and the management team have been doing a decent job. I know that two of the routes were counted and the Jeff Schriver has been working on the issues with it. The rumors say that they will be doing permanent hand=offs from the routes, this will be grieved if they go that route.

I know that a few routes did put in for specials prior to the TIAREAP and I will be filling grievances since these routes were not adjust or counted in this last count. Remember if your route is 30 minutes over or under three days a week then you qualify for a count. Request it.

We did settle some article 8 issues and some of you should have seen some adjustments for that. The opt sheet should be posted weekly each Monday, if you are a CCA or unassigned regular please opt, this is a benefit for you. When opting you are guaranteed the hours and days of the Opt. If you don't see an opt sheet up let me know and I will get it corrected. If you know someone is going on vacation and their route isn't up for opt, let me know.

I want to send out my heart felt condolences to Kate Miller, her wife Bev passed away unexpectantly. Kate is also out due to her hand issue with the dog bite she had on the job. She is going thru a very rough time right now. Nothing but love for her.

I haven't heard much more that has been happening. If I am missing something please let me know so I can address it. As always if you need to contact me, I almost always answer my phone or get back with you. 208 651-3505.

Calendars were sent up to the station, let me know if you didn't get one. Also, make sure you are ready for vacation sign-ups next month. I would like a carrier to run it, if you want to let me know so we can get it set up.

Tracy Pardick

Valley

Well not much really going on at the Valley lately. Overtime has dried up for the most part. Parcels are still super light and mail volume is at a hit and miss. We have agreed to adjust three of the routes to see how it works. Routes 1644, 1639, and 1626 will be adjusted to make them 8 hour routes hopefully. It was a pretty easy fix. Hopefully we will get the remainder of the 16 zone done soon.

Not much going on with movements. Bowen got the t6 string on last bid cycle and Myers bid over to route 6. Haven't received the newest bid results yet.

Justine Johnso is expected a baby any day now. Not much going on with injuries. Fortensky will be out for a little while. He got very lucky. For those who don't know what happened, he was servicing CBUs on his route, when he stepped back into the LLV to retrieve a package and a truck rear ended him causing him to be thrown into the windshield. He did everything right and still got into an accident. We cannot control what other drivers do but we can control how we take safety. I have noticed a lot of folks nosing into parking spots putting themselves in a backing situation, this is one of the first things taught. If you get in a backing accident because of something stupid like this it could cost you your job. We get paid to be safe, so do it.

It seems we might have a contract very soon, crossing my fingers. I know that the pay is dismal for the work and treatment we have to endure and a daily basis. It seems like management thinks that we are property and must be available at all hours to do their bidding. Once we are clocked off management has no rights to call us to ask about packages or customer complaints, if this is happening let me know and I will grieve it, they are putting you back on the clock. There is nothing so important that can't be asked the next day we are at work.

Vacation sign=ups are next month. If you haven't received a calendar yet let me know. Also make sure you are ready for your turn on the sign-ups, we are required to have a certain percentage done weekly. It is very irritating to have everything on hold because someone is being selfish and isn't prepared. If you are going to be on vacation give me your top choices prior to leaving. (continued)

It was also brought to my attention that management has been having carriers clock to 767 express time to run packages. This is improper. It is only for expresses that are not assigned to your route. If this is still happening let me know.
Management has been handing discipline out for attendance like candy lately. I will be dealing with these cases as they come up. Remember we have the protection of FMLA if there is a medical issue or a family member has medical issues. If you need help due to stress, depression or anything else there is EAP to assist you. It is very hard to defend an employee that is late to work daily, please be on time, wake up earlier if need be.
The RAP session is coming up beginning of November, so a lot of the stewards will be out of town, please call us immediately if there are issues. A lot of the time management will take advantage of these times and try to pressure the carriers more or make up new workroom rules. Just request a steward and we will make sure you get one.
The ODL equitability is good for last quarter. I will give the management team some credit, once I bring an issue up about use of ODL carriers, they react and correct the issue pretty quickly. If you think there is a problem please bring it to my attention so I can get it addressed and fixed to prevent grievances.
For those of you that haven't dealt with OWCP issues yet, it sucks. If you get in and accident or hurt yourself make sure to get with your union steward immediately so we can help you get things done correctly so it saves the headache in the future. Don't trust that management will magically fix it all for you, you need to be proactive and do it yourself. Connor Mckinnon is the OWCP rep for the branch, so ask him any questions if not available I can answer the majority of them or get the answers for you.
As always if you need anything feel free to call or text me. If I don't answer I will get back to you as quickly as possible. 208 651-3505 Tracy Pardick



Sunset Hill Station

Hey everyone, what has been going on? Well at sunset the same thing different day management continues to come up with new made up "rules", all we can do is continue to hold them accountable and continue to educate them on the rules. Besides that, nothing much has been going on at good old Sunset oh yea vacation sign up is coming up so please start thinking about what you want if you're going to be gone in that time, please have some choices ready and give them to your steward. Well, that's all I have for now, continue to be safe and take care of yourself.

Connie Guerrero



Hays Park

The ballots and voter pamphlets we just had caused for one crazy long day on October 11th. We were told to curtail voter pamphlets. Management gave this instruction to try to minimize OT. In fact, this caused a lot of penalty OT and a mando situation the following day. Several carriers, including myself, were very upset over not being allowed to deliver all the voter pamphlets on the 10th.
I would like to take this time to teach you all about form 1571. Any time management tells you to curtail mail that is distributed to your case you can request form 1571. This form is used to report and keep track of all mail that was not delivered. Management must include the reason for not delivering this mail and the carrier gets a copy of the 1571 upon request. It is your right to request this form. It is also very important to follow the instructions of your supervisor. Never argue, do as you are told, but you can request form 1571. This is in the M-41 Handbook.
Holidays and winter weather will be here soon. Please come prepared with headlamps, ice cleats and extra clothes to stay warm. Extra snacks are a good idea as well. We never really know how late we could end up being out delivering. Also, a quick reminder to report injuries right away, even if you don't think it's serious at the time. It could be something that may need attention later. It is always a good idea to let your steward know as well because management does not always know the proper steps for handling an injury. Your health and safety are the most important thing.



Northpointe

It has been pretty quiet at Northpointe the past two months, in fact we have not had to file a single grievance in that period of time. Chris Murphy retired on October 23rd. Blake Schultz bid to route 0830 from Valley. Now to what is on everyone's mind the Tenative Bargaining Agreement (TBA) that we receievd last week. After over 500 days of negotiations we were presented with a TBA that we will all have the opportunity to vote on in the near future. Details of the TBA can be found in the center of this issue and we will all receive details and a ballot in the mail. My personal opinion of it: it's a slap in our faces. I have worked for the USPS for 32 years, 29 of which I have been a letter carrier. In that time I have seen carriers work through nearly every kind of adversity imaginable. We have worked through the aftermath of ice and wind storms that took down powerlines requiring us to work without heat or lighting, making the LLV a warmer environment than the building, we have worked through massive snowstorms, causing carriers to take up to 3 days to get through their routes one time, just to start at the beginning on day 4. During 9/11 when no one knew what was happening, we were told that we had to keep delivering the mail, President Bush stated that we were the example to the American people of the continuity of the Government. We have worked through temperatures as low as –20 and as high as 115+. During the pandemic we were told that we were essential workers, vitally important to keeping commerce moving in the United States. Delivering medications and other necessities to people who were either unable or unwilling to go out and get them themselves. Letter carriers have dropped dead from working in the heat, have suffered permanent injuries from the strain of the job, have been robbed and even killed in the line of duty. We are quite literally the Service in the United States Postal Service. We are the ones who interact directly with the customers that generate the income that runs the Post Office. From 2006 to 2022 the USPS had a mandate from congress requiring it pay between $5.5 billion and $5.8 billion per year to prefund health benefits for retirees. For that entire period of time, we were told that the USPS couldn't afford to pay us more money because of the mandate. The mandate was lifted in 2022. Now we are being told that the USPS can only afford to give us a 1.3% per year raise, despite raising the price of stamps 5 times in the past 3 years. We are not the reason the USPS claims to be broke, we are the reason they have any income. Upper management has made decisions to spend money that they simply do not have in order to among other things create S&DC's like the fiasco they have created in the Tri-Cities. They are making these poor decisions on our backs. We have long deserved to make far more money than what they pay us now. The two table pay chart is absolutely ridiculous! When negotiations were opened, we were told that the goals were: An all career work force, return to a single pay table, and a significant pay raise across the board. What we are being offered accomplished none of that. Many people fear rejecting the TBA and going to arbitration. Some people will tell you that we could get less. I don't believe that. Normally when we go to arbitration it is because no agreement has been reached. In this case, there is an agreement, we are simply not happy with the terms of it. I do not believe that arbitraion will result in less than what is already agreed to, as it is agreed to. In the few cases (1978) that a TBA was rejected and it went to arbitration, we fared significantly better. Everyone will need to make a decision for themselves on whether or not this TBA is acceptable to them. I encourage everyone to do their own research and come to your own conclusions, but personally I will be voting "No."

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Installation of Officers Banquet





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