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NALC

Branch 442

Swingroom Gazette

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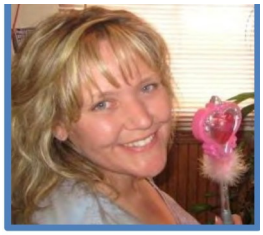

President's Report

Sharee Eschenbacher

Election season is here! Every day, we walk the same streets, deliver to the same homes, and carry the same pride in our work. We know what it means to serve — to show up in the rain, the snow, and the blazing sun because our community depends on us. That same dedication that drives us on the route should drive us now, as brothers and sisters in this union: it's time to make our voices heard. You should have received your Branch 442 ballot in the mail. Please take the time to vote. This year's election will decide who represents you at our state and national conventions next year. Historically, our voter turn-out has been low…like a 30 percent return rate. The election committee spends their time addressing, stuffing and stamping 460 ballot envelopes. They put postage on the return envelope and all we need to do is open it, make our choices, sign it and send it back. It's so simple and so meaningful. The Branch spends close to $1000.00 to ensure everyone's right to vote, so when that ballot comes, think about all the generations of letter carriers before you who built this union from the ground up. Let's honor their dedication and put aside any apathy or indifference because participation really does matter and our collective power depends on engagement. We are also holding steward elections at the stations. If you have ever wanted to make a difference on the workroom floor, here is your chance. Each of us has the power to change the culture of our station. Put your name on that nomination list and we will give you the tools to hold management accountable for providing us a work environment free of intimidation. Standing up for each other matters. I was hired as a PTF in the Spring of 1997. I became a Branch 442 steward before my 90-day probation was complete. I've seen a lot of things and people come and go during the past 28 years. Nothing has frustrated me than management blatantly violating the Step B decision on our taking a no-lunch while in overtime. The decision states that management will approve the requests as they have in the past. Management at stations that have always approved it have taken a history-erasing pill chased by their cool aid because now they forgot they used to approve it. On top of that, management at Headquarters' level has decommissioned extra B teams to slow down the grievance process so that grievances sit there for months before being met on. Locally, the postmaster can't seem to find me more counterparts at the Formal A level, so we have grievances that are waiting longer than they should. I could package them up and send them to B, but what will that do but prolong the process more. Our one B Team has thousands of cases. Discipline cases take president and are always moved to the head of the line and management is discipling a lot so it's a self-perpetuating cycle. We have a Chiefs night coming up in November. Zak Smith, at Metro, has been working hard to find us events outside of work to get together and have fun. Hope to see you there. Take care of each other.

With union strength,

Sharee

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Trustee	Melissa Franklin	509-209-3941
Trustee	Connie Guerrero	916-236-7526
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	Colville	509-684-2241
	Main:	
	Ritzville	509-659-0550
	Grand Coulee	509-633-0781
	Fairchild AFB	509-244-6398
	Colfax	509-397-2981
	Carriers in Ritzville, Grand Coulee, Fairchild AFB and Colfax	
	call Sharee Eschenbacher	509-953-3027

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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.

September General Meeting Minutes September 16th. 2025

President: President Sharee Eschenbacher called the meeting to order at 7:01pm.

ROLE CALL: 18 present, 2 unexcused, 4 excused.

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

Executive minutes moved seconded and passed.

Secretary/Treasurer Report: Moved seconded and passed. Miranda is now paying the building fund and national convention fund, deposits monthly instead of yearly.

Reading of Communications: none

Application of New members: nine

Initiation of New members: Jose Ruelas Jr.

Reading of Reports:

Director of Insurance: End of year approaching, make sure to use your benefits. November 10 open enrollment starts. CVS pharmacy on our NALC Plan.

Director of Safety: No report excused absence.

Retirees: none

Trustees: Verizon still an issue.

Spokane Labor Council: COPE elections were done. If you are in uniform make sure you stay away from demonstrations or protested.

Swing room Gazette: don't forget to turn in your articles by October 15th. No more late articles that will delay the gazette.

Committee Reports:

Legislation: The labor rally needs help. Moved seconded and passed that we buy $50. In rally tickets and $150. Donation to the rally.

Resolutions: None

By-Laws: None

Entertainment/Athletics: October 4TH October, 26TH are Spokane Chiefs Games. Bowlathon date will be decided on next week.

MDA: None

Hospital and Health: Steve Thrift's shoulder surgery coming up. He had a cyst removed. Tracy Pardick has shoulder surgery coming up. Edgar Urbi Swift and spouse had a new baby boy.

Condolences: None

Labor Management Agenda Items: Collections has a grievance every day. CCA's aren't casing mail. On Sunday ODL are doing other stations parcels. Costco coupons and coverages are being ran thru the machines and coming all out of order in the flat tubs. Sharee will set up meeting with Earl. No breaker cards. Presorted flat bundles being broken and ran thru the flat machines.

Unfinished business: None

New Business: October meeting will be the nomination meeting due to Gazette issues. It was moved and seconded to move nominations to the October 21st meeting.

Good of the Association: None

Improvement of the Association: none

Meeting Drawings: Number 443 Courtland Walker and number 396 Mike Rapp.

Meeting adjourned at 8:05p.m.

Next Meeting: October 21st, 2025

Respectfully Submitted,

William F. Bauder

Branch 442
General Meeting October 21, 2025

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, 4 Excused, 3 Not Present

Reading of Previous Minutes:

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

Executive Meeting: M/S/C as printed in the handout for September.

Secretary/Treasurer's Report: M/S/C as printed in the handout for September.

Reading of Communications: Received a copy of the WSALC By-Laws Revised June 2025.

Applications for New Membership: Elijah Antonelli, Michael Burns, Dane Livengood, Charles Nichols, and Noah Volesky.

Initiation of New Members: None

Reading of Reports:

Director of Insurance: Use your Flex-spend and preventative benefits before the end of the year. Open Enrollment starts November 10, 2025. Be sure that your logins are active and DO NOT wait until the last minute to verify or change your plans. Pay attention to the changes in prescription prices.

Director of Safety: Not present. Be safe out there.

Retirees: Mailed out a few retirement information packets.

Trustees: Books in order thru September. Welcome Jeremie Simpson.

Spokane Labor Council:

Swingroom Gazette: Articles, Articles, Articles!

Committee Reports:

Legislation: HR1522 Retirement Fairness Act 112 Cosponsors; HR1065 Protect our Letter Carriers Act of 2025 149 Cosponsors.

Resolutions: None

By-Laws: Welcome Tonja Salguero as the Chairperson of the By-Law Committee. The change for language updates in branch by-laws has been submitted.

Entertainment/Athletics: Saturday, November 22 Chiefs Game tickets available through the QR Code on the flyers to be posted at each station.

MDA: 2026 Bowl-a-thon will be at Northbowl on Sunday, March 15, 2-4 pm. 14 Lanes are reserved.

Hospital and Health: Derek Allen, Bill Bauder, Ben Foster, Oleg Gordey, Eric Pardick, and Steve Thrift. Morgan Earp and wife welcomed a baby boy.

Condolences: DeeDee Stockman (father-in-law).

Labor/Management Agenda Items: DPS upside down, bundles being broken open still, pull down errors. Presort standard running on Mondays then barely anything on Tuesday. (Plant is experiencing staffing issues). What is the process for expediting Ballots; business reply mail does not get post marked. 2 collection routes were reverted; some collection box times have been changed to accommodate the city route they have been added to and still questions regarding the changes.

Unfinished Business: None

New Business: M/S/C To enter nominations as delegates for State and National conventions, all carriers who have attended 6 or more meetings in the previous 12 months. Additionally, Zack Smith, DeeDee Stockman, and Chris Warren were nominated; Zack and DeeDee accepted, Chris Warren declined. A request of a waiver of the 2 year exemption for Dan Shoemaker to be a Steward was made; more information to be provided later. A request to appoint Chris Crawford as the other main Steward at Spokane Valley was made.

Good of the Association: The graffiti on the branch shed was painted over with a nice mural.

Improvement of the Service: None

Meeting Drawings: 102 Carter Miethe: not present; 86 Jeromy Farnsworth present.

Adjournment: 20:09



Director of Retirees Report
Steve Schultz

Not much to write about. If you are looking for any information regarding retirement, give me a call and I will do my best to help you out. I have recently received several requests to get info and have been able to help those individuals out. There are several resources from the NALC, such as the Q&A on FERS, a booklet that addresses Social Security, the FERS Basic Benefit Plan, the Thrift Savings Plan, and General Retirement Information. In addition, the NALC also has a pamphlet, Preparing for Retirement, which lays out a timeline on things that need to be done, as well as providing contact information on useful resources such as the Thrift Savings Plan, Office of Personnel Management, Veterans Administration, etc. If you are getting close to retirement or even thinking about it, this information will be helpful in making your decisions. One of the things to keep in mind is that if you are currently covered by a spouse's health benefit plan, and you wish to carry a Federal Health Plan into your retirement, you musthave that plan in place for at least five years prior to your retirement per the ELM (Employee Labor Relations Manual). I would encourage everyone to look at the NALC HBP. The costs are reasonable, and between Medicare and the HBP, I have had zero costs incurred for my medicaltreatment. While I am speaking about Health Benefit Plans, regardless of your plan, most of them pay for your yearly vaccines, so take advantage of it to get your flu shot, etc. This comes under the old adage, an ounce of prevention!

I don't know what kind of a winter we are going to have. Even with all the history and resources we have now, I think it is hard to predict. Many say a La Nina, which means a colder and wetter winter weather pattern. Please stay prepared by putting a small portable shovel, blanket, water, food (such as granola bars) in the trunk of your car in case you have a breakdown or get stuck. It could just save your life. Speaking of saving your life, be sure you always wear your seatbelt. Seventeen years ago, I was driving my grandson to school on my day off when I was hit head on. I lost my leg as a result of it but the seatbelt and airbag saved my life. Several months ago, my wife and I were driving down the highway at 60 mph, when an individual ran a stop sign and t-boned us. Again, the seatbelt and airbags saved our lives, so make sure you always buckle up.

Have a safe and happy holiday season, and until next time, take care…



Latest retirement:

Paul Bair



Valley Article October 2025

Another quarter is up and we are expecting big changes. The route adjustments are in full swing. We lost route 1649 and 0644 (0644 is becoming 0651). The renaming of 644 to 651 is to help with the constant misthrows in the morning between 1644 and 644. So far it seems like the adjustments will go smoothly. There have been some small territory changes that need to be adjusted, but nothing huge. November 1 st will be the real test to see how everything goes. Some how the load truck has changed.

The bid down went smoothly with just a few changes. Woodland bid over to 616 from 645 so 645 will go up for bid in November. Shoemaker took Ramirez's string and Randol took Knapps string, Knapp took over route 27 and Hernandez is now an unassigned regular.

Miranda stepped down as steward and McKinnon stepped down as assistant steward. I am hoping to get Crawford and Shoemaker in those positions soon. Right now, I am a little overwhelmed with all the positions I am holding, so the help would be great.

Grievance wise not a whole lot going on. I am working on Sunday and Holiday issues when full-time carriers are being forced to work in other delivery units. We should only be carrying packages in our station not others on these days. I am pretty sure this will be another grievance that will take a long time to get settled with the back up at Formal A and the B team. It seems management is trying everything to slow the process down.

I have also been working on the CCAs working over 11.5 hours, management doesn't agree that it's a violation anymore since it's an automatic payment, the union disagrees, CCAs are still maxed at 11.5 hours of work.

I am also filing for UBBM not be done daily, this has been grieved multiple times and continues to be an issue. We are in political season right now, and there is always the possibility of ballots accidentally being thrown in the tubs. This is causing a delay of the mail. I am not sure what remedy will be asked for other than being done daily as required in the regulations.

I discussed some issues with Adam. One being the issue is that the no-lunches are not being approved/disapproved in the morning. We agreed that if not notified in the morning, then the no-lunch will be approved even if in overtime. We are still waiting for the no-lunch grievance to be met on at Formal A then if not settled the long wait at Step B. Again, this is a management ploy to delay all grievances.

I went over the 3 rd quarter equitability with Adam and decided that there were not enough missed opportunities to file a grievance. We went over each date. We did discuss that management will provide reasons on daily basis for not using a carrier that is lower on the list. Union and management will discuss daily the issues when going over the previous days odl. This will help maintain a record of issues on dates in question. Office times are coming around again, and the new push is 45 minutes. Not sure if this is going to be an issue at the Valley yet, but if it does, I will be filing the grievance immediately. If you are pressured for morning estimates and are being told to get out of the office, request a steward. Management always says, "it takes what it takes." I will hold them to that. I am also filing a grievance for management reading us the flow chart then having us sign saying we were trained. We are not required to sign, that is not training. The flow chart is a snapshot of our duties, but only a small fraction of them. I will be reviewing the flow chart and possibly changing it with Adam to include the morning stand-ups. Jeff Patterson will be helping with it. Management just transferred DPS to a carrier on the street, this is a violation. If management is bring you mail or packages to your route, I need to know, so I can file a grievance for it.

I could probably go on forever with this and all the changes happening but will save it for the next article.

As always if you have any questions call me or email me:

208 651-3505

Tracy.a.pardick@usps.gov

Tracy Pardick

Valley Steward



SUNSET HILL STATION

Hello everyone, this is Connie, I hope you all are doing well. Sunset has been going ok; we have had some issues with management handling city mail and lying about it then coming back 3minutes later saying it is true. I wouldn't have known if the other carriers in the station didn't tell me, so please talk to your coworkers sometimes they see things we don't. Other than that, our t6 bid out so we have been down that and our auxiliary due to our cca quitting which is a bummer but what can you do. Please start talking to management about your winter supplies deicer, lock deicer, hand/feet warmers, and other things you don't want to be without when winter comes. Well, I hope you all are taking care of yourselves.

PS. Vacation sign-ups are coming up in November so please start thinking about the leave you want!!!!

PPS. Also, open season for Health insurance is November 10 th to December 8 th 2025

Until next time

Connie Guerrero

Shop Steward

Collections

Hey everyone its Connie the current main steward of Collections there has been a lot going on here with management working the PTRS over there 6 hour 5 day a week schedule (I am grieving everything) , the carriers here are pretty upset and I totally can understand sunset has trained 2 cca to drive the 2ton and while one is here now the other our manager at Sunset Hill refuses tosend them here, I don't know what happened to the automatic2ton training that used to happen when hired I know brady said itwas pointless to train them because they quit, but I feel like the city has left collections to fend for themselves which is so wrong I remember when collections would come and carry before going totheir collection routes why cant we do that for them. I know Sharee has mentioned about 35 blue collection boxes being removed from collections and going back onto the city routes and the reverting of 2 routes here (one is being grieved due to lack of notification) which I think would help out collections so much but with no definitive date on when it will happen it is like another waiting game for them and they are done waiting as their steward I feel bad for them and everything they have been dealing with while the rest of the city goes home at a decent hour. Hopefully things will change, and they will get the relief they deserve.

PS. Vacation sign-ups are coming up, so everybody start thinking

about the leave you want!!

PPS. Also, open season for Health insurance is November 10th to December 8th , 2025

Connie Guerrero

Shop Steward

Shadle



Happy autumnal days brothers & sisters, Leslie Phelps; main steward at the Shadle Garland Post Office. This is my favorite time of the year with the leaves changing colors, the festive decorations and the best weather to deliver the mail in! With that in mind, don't forget that it also means that daylight savings time is coming to an end and it's going to be getting darker earlier and earlier. Please be kind to all our fellow letter carriers delivering during these hours and remember to leave your porch lights on. We are currently approaching peak season once again, so let's make this a great one. The union will be providing sandwiches from Shamus's sometime in December; the date is TBD. Union calendars are coming soon too, once you get your calendar be aware that means vacation signups will be happening at the beginning of November so be ready to have your vacation days thought of in advance to try and make this a smooth vacation signup! Lastly the re-election of shop stewards is happening soon; Shadle gets one main steward and one alternate steward. If you know anyone who would be a good steward whether main or alternate don't hesitate to put their name on the sheet. Stay safe everyone and let's have a great end of the year.

HAYS PARK



It has been brought to my attention that the dog policy has become an issue once again. I really find it hard to believe that management still cannot issue dog letters promptly and properly for our safety. Safety should be the number one priority of our management team. By the time this article is read by you I will have already given the dog policy to management at Hays Park again. I hope they read it and take it seriously.

I miss everyone at Hays. It has been challenging learning new areas at the NP station. I have had a couple days that were not very fun, especially since I have signed up for both ODL lists. But overall, I absolutely love my new route and station. Thank you to everyone who has called me about workplace issues at Hays Park. Especially since I am no longer there, if you do not speak up then I won't know. So, thank you again.

Holidays are just around the corner. With that comes winter weather. Remember to always work in a safe manner. Head lamps, ice cleats, gloves, and handwarmers are a must when it gets cold out. Keep a back-up of these items in your vehicle in case you have to work late. Wishing everyone safety and a happy holiday season.

Simona Farnsworth

Director of Insurance

It's that time of year again, open season for Health insurance, open season runs from November 10 through December 8 this year. This is the time to make any changes to your plan enrolment, if you don't need to make any changes you don't need to do anything. For changes go to the Postal Service Health Benefits Systems enrolment portal at health-benefits.opm.gov/pshb. I encourage you to take a hard look at the NALC PLANS if you do not already participate in one of our plans. It is your union insurance built and run by our union.

NALC HIGH OPTION

2026 Premiums

	Enrollment Codes	Biweekly Employees Pay	Monthly Annuitants Pay
Self Only PSHB High Option	77A	$121.14	$262.47
Self Plus One PSHB High Option	77C	$293.31	$635.51
Self and Family PSHB High Option	77B	$267.42	$579.41

**Premiums listed above exclude the employer portion. CCA's eligible for participation in PSHB, must pay the total cost of the premium as there is no Postal Service contribution.*

NALC CUNSUMER DRIVEN OPTION

2026 Premiums

	Enrollment Codes	Biweekly Employees Pay	Monthly Annuitants Pay
Self Only PSHB CDHP	77D	$ 67.11	$145.40
Self Plus One PSHB CDHP	77F	$152.63	$330.69
Self and Family PSHB CDHP	77E	$165.21	$357.96

**Premiums listed above exclude the employer portion. CCA's eligible for participation in PSHB, must pay the total cost of the premium as there is no Postal Service contribution.*

Keep in mind if you are opting for self plus one enrolment you are entitled to sign up for the lower Family premium for high option.

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Important Dates:

November 14th	**Steward Meeting**	**6:30pm**
November 17Th	**Branch Election Ballot Deadline**	**3:00pm**
November 18th	**General Meeting**	**7:00pm**
December 2nd	**Executive Board Meeting**	**6:00pm**
December 9th	**Steward Meeting**	**6:30pm**
December 16th	**General Meeting**	**7:00pm**

