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NALC

Branch 442

Swingroom Gazette

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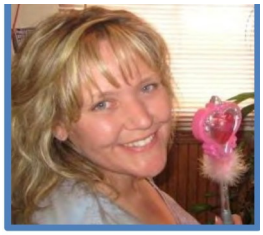

President's Report

Sharee Eschenbacher

A committee or a task force is created to solve a problem. Committee members are picked, leaders are put in place, meetings are scheduled, ideas are tossed around, those ideas become action plans that are implemented and voilà! a problem get solved. When I heard National parties were creating a task force for new employee retention, I was hopeful. Too often I see a CCA one day and then hear they are gone the next. Whether it's through their own choice or management firing them, it's sad. So, I am delighted that people cared enough to come up with a comprehensive retention program. The best part of it is that we all can participate. There is a defined mentor/mentee element to this program that gives experienced letter carriers an important leadership role to help new carriers make this job their forever career and I thank all the carriers in Spokane and surrounding cities who stepped up to be mentors. This is the retention program in a very large nutshell:

New Employee Experience and Retention

With the nationwide implementation of the program on July 1, all newly hired city letter carriers now will receive the following, prior to leaving the Carrier Academy and reporting to their employing office:

• Contact information for their employing office, including the direct phone number and email address of the employee's immediate supervisor, the office phone number, the address of the delivery unit, building access information, and the employee's reporting date and time.

• A defined work schedule for their first week in the delivery unit. This schedule will include anticipated start and end times, daily hours of work, and scheduled days off. It also will identify days specified for training with an on-the-job instructor (OJI). Additionally, their first day in theoffice will not be on a Sunday.

- An Employee Identification Number (EIN) and instructions for completing time reporting records. This requirement is necessary to ensure that new letter carriers get paid for the time they spend at Carrier Academy and that they have no issues with their pay when they arrive at their delivery unit. No later than the first day in the employing office following completion of the Carrier Academy, or as soon as administratively possible, all newly hired letter carriers will receive:

• A new USPS-branded reflective vest, mail satchel and hat. These employees also will receive dog spray as well as all other items regularly supplied to new employees.

• An introduction to and familiarization with the employing office, including a facility tour, introduction to union steward/ officials, management staff and other key personnel, along with locations of communication/bulletin boards. The introduction and tour will be performed jointly by USPS and NALC representatives. Additionally, the following policies will be in effect (note that the weeks referenced below begin with the first week the new letter carrier begins OJI training following Carrier Academy):

- All city carrier assistant (CCA) and part-time flexible (PTF) city letter carriers will be guaranteed a minimum of one non-scheduled day each service week, except during the penalty overtime exclusion period.

• Following completion of the Carrier Academy, work hours and work locations for CCAs and PTFs will be limited as follows (again, Week 1 begins the week the new employee reports totheir delivery unit following Carrier Academy and begins OJI training):

• Weeks 1-8—restricted to working only in their employing office. This includes restricting these

Branch 442 Contact List

President	Sharee Eschenbacher	509-953-3027
Vice President	Steve Thrift	509-263-3341
Secretary/Treasurer	Miranda Riley	509-991-4822
Recording Secretary	Bill Bauder	509-990-5245
Sargent at Arms	Tracy Pardick	208-651-3505
Trustee	Conner McKinnon	509-844-4269
Trustee	Melissa Franklin	509-209-3941
Trustee	Connie Guerrero	916-236-7526
Director of Insurance	Rick Enright	509-599-5470
Director of Retirees	Steve Schultz	509-863-4873
Spokane Labor Council	Leslie Phelps	208-755-0046
	Jacob Boileau	509-294-2054
Gazette Editor	Scott Thorland	509-934-9263
Director of Safety	Mike Meredith	509-747-4447
	Hays Park	509-252-2373
	Main: Simona Farnsworth	509-496-4811
	Alt: Jeff Schriver	509-252-2327
	Hillyard	509-252-2327
	Main: Jeff Schriver	509-252-2327
	Alt:	
	Collections	509-363-6080
	Main: Connie Guererro	916-236-7526
	Alt:	
	Manito	509-252-2335
	Main: Kevin Bond	509-828-5317
	Alt:	
	Metro	509-252-2323
	Main: Jeremie Simpson	509-768-6344
	Alt: Tonja Salguero	360-515-1420
	Alt: Shawn Gilliland	509-953-2474
	Northpoint	509-465-0325
	Main: Rick Enright	509-599-5470
	Alt: Scott Thorland	509-934-9263
	Regal	509-462-0555
	Main: Tracy Pardick	208-651-3505
	Alt:	
	Riverside	509-252-2337
	Main: Rhonda Mason	509-671-5501
	Alt: Wade Outcalt	509-991-6263
	Shadle	509-327-9023
	Main: Leslie Phelps	208-755-0046
	Alt: Everitt Hopper	406-208-9105
	Spokane Valley	509-252-2325
	Main: Tracy Pardick	208-651-3505
	Alt:: Conner McKinnon	509-844-4269
	Main: Miranda Riley	509-991-4822
	Alt: Bill Bauder	509-990-5245
	Sunset	509-252-5101
	Main: Connie Guerrero	916-236-7526
	Alt:	
	Cheney	509-235-1590
	Main: Jason Tan	509-599-2558
	Alt:	
	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.

employees from working in hubs outside of the employing office.

• Weeks 1-4—limited to a maximum of eight work hours per day and 40 work hours per week, including OJI training.

• Weeks 5-8—limited to a maximum of 10 work hours per day and 56 work hours per week.

- Weeks 9-11—limited to a maximum of 11.5 work hours per day, which is consistent with Employee and Labor Relations Manual (ELM), Section 432.32), and 60 work hours per week.
- • Effective beginning Week 12—limited to a maximum of 11.5 work hours per day (consistent with ELM, Section 432.32).

• All CCAs and PTFs will receive a defined work schedule, identifying anticipated non-scheduled days, start and end times, and route assignments. This schedule will be posted by the close of business on the Wednesday of the preceding week.

• All newly hired city letter carriers will receive training on Sunday/Dynamic Delivery procedures with an experienced employee prior to performing Sunday delivery services on their own.

- Progress reviews for newly hired city letter carriers will be conducted at 30-, 60- and 80-day intervals in accordance with current guidelines. Copies of these reviews will be provided to the local union.
- Employees will have access to updated route books and maps. Prior to delivering a new route-assignment, employees will be provided with reasonable time to review the route book and, if desired, converse with another carrier familiar with the assignment.

• To the extent possible, newly hired letter carriers will be provided with consistent route assignments to help promote confidence, route knowledge, quality of service and familiarity with the employing office. The mentorship portion is the icing on the cake with this program. Once training is complete, Iwill report on how it will work.

Management is failing us when it comes to work injuries. I get calls all the time from carriers who were injured and find out management didn't take the basic steps to care for their employee. If you hurt yourself, report it immediately. The first thought you should have is how to protect yourself. If it is something minor and you can carry on, still report what happened and when you return to the office, write a brief statement and tell management that this "thing" happened but I don't want to see a doctor, I just want you to put this statement in my file just in case this "thing" turns into something else. That way, there is a record. If the injury is more serious, again, call your supervisor immediately. Someone will come out and investigate the scene. If you need medical attention, it is management's responsibility to give you a packet of forms to take to your doctor. The first one is called a CA-16. This form let's the medical team now who is paying for the visit. You should not pay a co-pay and your insurance should not bebilled. Make sure it is signed by someone in management. Another form is called the CA-20, Attending Physician's Report. The person who treats your injury must fill this out. It must be signed by a physician. A nurse or physicians assistant my sign it but an actual physician must co-sign it. The third form is called a CA-17. This form has a left and right side. On the left, is a list of carrier's duties we complete every day and management must fill out approximately how long we do each task (or how heavy we lift). The doctor fills out the corresponding right side

noting what your restrictions are. It is always a great idea to call a steward sometime during all this activity. I welcome you to call me. The next step involves you going to https://www.ecomp.dol.gov and setting up an account to report your injury. Your steward will help you with this or refer you to Tracy Pardick or me. You will need to upload documents and we will help with this.

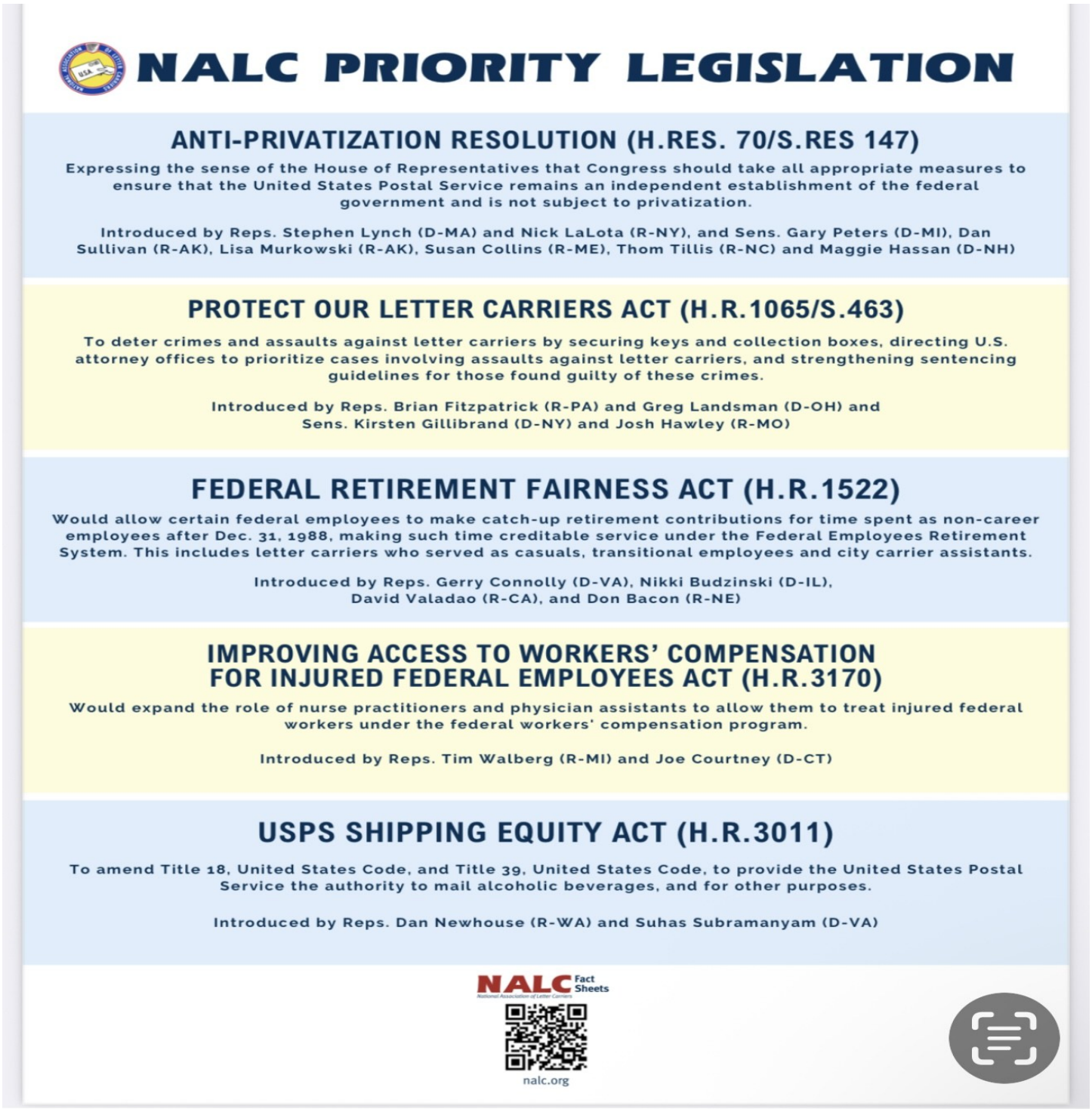
Louanna Hamersky recently resigned partly because management could never get her claim right. Over and over, they blocked her path to a successful career and I'm angry about that. Lou jumped in whenever we needed help with branch activities and she will be missed.

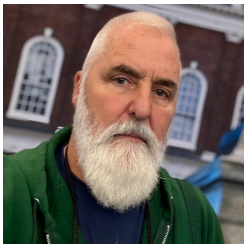
I always end my articles with, "Take care of each other". After writing about the retention program and OWCP, I think I will change that to:

Take care of and watch out for each other,

With Union Strength,

Sharee Eschenbacher





Vice President's Report
Steve Thrift

I can't believe that summer is almost over. In fact, by the time you read this, the kids will be back in school, prime time vacation done, and summer will in fact be over. I'd like to thank everyone who came out to our Branch Picnic in July and the August General Meeting "Picnic in the Parking Lot". It was great to see some of our newer members as well as some more seasoned retired members at both events.I know that not everybody is able to make it both of these but the hope is that with one on a Sunday and the other on a Tuesday night that most could get to at least one of them. Mark your calendars for next year... Our Branch Picnic is always the 3rd Sunday in July, and the August Meeting /Picnic is always the 3 rd Tuesday in August. At each of these events our Regional Office

in Vancouver WA sends over a representative to talk to us about important recent

events, contractual changes or legislative updates that effect our members and answer

any questions that attendees may have. Thank you to Debbie Dixon for coming in July

and talking to us about the NEERMP (New Employee Experience Retention and

Mentorship Program) and James Frankford for coming over in August with the latest

Legislative Updates. One thing I'll address here is that it's been mentioned to me by a

few people over the years that it is difficult to hear what is being said when we have the

meeting in the parking lot due to traffic noise and other distractions. I'm going to check

with Progressions Credit Union about the possibility of doing our August meeting in the

parking lot behind their building, near where we enter the building when we have our

meetings in their boardroom. Their building would shield us from most of the traffic

noise and the trees would give us a little more shade on a hot August evening. I'll see

what they're willing to do and report my findings to the E Board we will figure something

out. Also let me know if anyone else has a suggestion or input about ways we can

improve these membership events... We put them on for the benefit and enjoyment of

YOU the members. Instead of me recreating existing content about the NEERRMP or

Legislation Updates, I will provide the editor with the Information to post elsewhere in

this Gazette.

Here is the contact info for our elected representatives for us here in Eastern

Washington:

US Representative Michael Baumgartner (R) WA-05

25 Independence Ave, SE Washington, DC 20515-4705 (202)225-2006

525 E Spokane Falls Blvd Spokane, WA 99202 (509)353-2374

US Senator Maria Cantwell (D) WA S-02



Director of Retirees Report
Steve Schultz

Director of Retirees
Steve Schultz

As in the last issue, things have been quiet on the retiree front. I was able to help several active members who were looking for information regarding a pending retirement, as well as helping some current retirees with some issues that they were addressing.

There is something that I would like to write about, and that is the lack of participation by members of this branch. Unfortunately, I feel a lot of it is due to lack of communication by the leadership of this branch. Let me give you an example. There were only a handful of retirees in attendance at the Branch Picnic which is conducted to honor the retirees. And when I say a handful, I mean five. I cannot help but attribute some of that to the fact that the Gazette, with the flyer for the Picnic posted in it, didn't come out until a week or in some cases just a few days before the picnic. Now I know that there are a lot of things out of our control, once it goes to the printer and gets placed in the mail system, but the Gazette is the one form of communication that we have with all of the members of this branch. Often times there are time sensitive issues that we are dealing with, such as notice of nominations/elections, etc. that must be out in a timely manner. We need to ensure that the Gazette is received by the members in compliance with our By/Laws which states the first week of the stipulated months.

And it isn't just the lack of retirees at our branch picnic. We can look at the lack of active members as well. I don't know how much food was leftover that was able to be saved, or how much of it went to waste. But based on the attendance, I know it had to be quite a bit. I spoke with several of the stewards at the picnic and they said they had put the information out to the members. I do not know what we can attribute the lack of participation to? Is it just a new generation that doesn't care for group events? Is it the fact that our workforce is just younger and has different values?

A union is a group of people united for a common cause, but if you don't show up and attend meetings, how do you expect your voice to be heard? At the picnic you could have had an opportunity to speak one-on-one with our Regional Administrative Assisitant, who is the assistant to our National Business Agent. This was a perfect opportunity to express your concerns, but a no show means your voice is not heard. The same holds true for the branch meetings. If you are unhappy with the way things are being handled, come and express yourself in the proper format. This doesn't mean coming and swearing and ranting and raving, but to speak intelligently about your concerns. Maybe there are others out there who feel the same way you do, but unless you come and sit at the table, your voice will not be heard. Enough said.

Until next time, take care...

General Meeting Minutes

August 19,2025

President Sharee Eschenbacher called the meeting to order.

ROLL CALL: 19 present, 1 unexcused, 4 excused

A break in the normal business was done so our guest from region could talk. James Frankfurt reported that all things negative in the beautiful budget bill that would affect the post office were removed before it was passed. Discussed the importance of the Letter Carrier Political Fund. He stated the windfall provision bill was passed. Working on getting the bills passed that would make assaulting a carrier the same as a law enforcement or firefighter and CCA buyback bills. The post office claims back pay is scheduled for August 29th. He reported that 2061 grievances are at Step B. They are getting a lot of removals and they go to the front of the linein being decided.

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

Secretary/Treasurer Report: Moved seconded and passed.

Reading of Communications: Letter from Brian Renfroe about not allowing competing business access to our members.

Application of New members: 17 new members

Initiation of New members: Lori Holt

Reading of Reports:

Director of Insurance: no report

Director of Safety: Sharee gave the report for Mike Meredith. The dog policy was discussed.

Retirees: none

Trustees: Books are in order

Spokane Labor Council: Sixteen people attended the Ball game.

Swing room Gazette: Articles must be turned in on time.

Committee Reports: Legislation: You can go to NALC.org for information on legislation.

Resolutions: None

By-Laws: Thanked Tonja Salguero, Steve Schultz and Conner McKinnon. New bylaw passed neutralizing gender in bylaws.

Entertainment/Athletics: Planning a Spokane Chiefs game in October.

MDA: March 3rd bowling tournament. Looking at getting permission to have wine in gift baskets.

Hospital and Health: Tracy Pardick broke his hand. Scott Scalter got his new eye. Dan Shoemaker back from vehicle accident. Robert Prasad hurt his ankle. Morgan Earp has a new baby.

Condolences: Ken Bailey, Mike Williamson, Sharee Eschenbacher's stepdad and Joe Knapp's cousin.

Labor Management Agenda Items: DPS is messed up. Plant is breaking bundles and running them through the machines.

Unfinished business: Food Drive needs volunteers.

New Business: Moved seconded and passed after discussion to send Tracy Pardick to RAP with available funds.

Good of the Association: Flowers were presented to Steve Thrifts wife for all the help.

Improvement of the Association: none

Meeting Drawings: 405 Shelley Akins and 354 Robert Prasad

Meeting adjourned at 7:10p.m.

Next Meeting: September 16th, 2025



Valley Article June 2025

Well, the new ODL listing is taking effect on July 1st. There are going to be a large learning curve with the different ways to sign up. Not sure yet how it will affect the tracking over all. The main thing is if you are work assignment you cannot sign up to work your scheduled day off, only 8 hours only and ODL carriers that sign up for schedule day off can. The 8-hour carrier will still be only allowed to work 8 on the non-scheduled day. Go to NALC.org for more information.

We are getting ready to do minor route adjustments again at the Valley. This will be all working together to get the best outcome. Anything has to be better than the last crap show we went through. Hopefully we all can agree and make this a seamless process. Not sure if we will loose multiply routes or not. We will have to wait to see what comes of our meeting and data.

Mike Williamson just passed away. He was a pretty amazing guy. Not sure on any information on the funeral yet, Haase is keeping me up to date on the information. This just is just another reminder of how short life is. We don't need to concern ourselves with work, spend the time with the family. This is just our jobs, its not worth all the time spent away from family and friends. It has been so nice since we lost Amazon. It has taken some time to adapt to the time off.

We had an accident at the Valley and during the Investigative interview this question was asked: ground and park when on downhill or uphill delivery with the foot on the brake. So do it. This takes time. If not doing this and an accident occurs, they will use it against you. Again, read the m41 and EL 804 (safety manual). There is a lot of useful information in them. Things we should be doing daily that add to the route. We as carriers are always cutting back to shave time, this only allows for routes to be cut and jobs lost. If we are following the manuals then there is nothing that can be said to us.

The no-lunch/change of forms is going to be met on soon. I am not sure why management keeps kicking the same can down the street, but they do. They get the same answer each time but still feel they are right. Not sure why the Postmaster hates the employees being able to leave early and spend more time with their families. My personal thought, is she is hoping for us to just skip our lunch and give them 30 minutes of free work, and it is actually working for her. I cannot fathom why anyone would work for free. Not only are you allowing them to steel from you, you are helping them still from your co-workers who aren't being able to carry that mail in overtime. I would like anyone that is skipping their lunch and not getting paid for it to look at that CCA or ODL carrier and let them know, Hey I just screwed you out of 30 minutes of work. It also diminishes the route data, this will eventually add to the elimination of routes, but hey keep doing it, it must not bother you much.

I also want to harp on uniforms again, we are a uniformed service. The uniform is what the public sees and respects. I just don't get why it is so hard to wear one. Who care what you look like in it; this isn't a dating site. Wear your uniform and be proud of it. This also applies to the cleanliness of it. Read your manuals and follow them.

This is pretty much all I have to say. As always if you need to contact me my number is 208 651-3505. I pretty much answer or call back all the time.

Tracy Pardick

Regal Article

Aug 2025

It seems that the on-the-job injuries have been increasing at the station. I would suggest that at anytime you get injured on-the-job, you report it immediately to management. This will help get your case approved if you end up having to file a CA-1 later. Right now, we have an issue were the carrier filed the accident about 20 days after the injury and put the wrong date on the claim. This is turning out to be a hard one to get accepted. I would also advise anyone that files a CA1 or 2 to go into the file and read the management section. It seems that management has been controverting claims, they are required to inform the employee in writing if they do this. I this happened to you, let your steward know so a grievance can be filed. It seems to be a new thing and does slow down the process of getting the claim approved. This does not give management the ability to deny your continuation of pay. If you are injured and need help please contact me so I can help, it is better to get help to file it than to fix it.

I heard Alex Burandt has bid to the station, welcome back. Another big plus is Cam Hegwald being awarded the Manager position, he is a good guy and easy to work for. I still would suggest if you have any questions over contractual issues please call me. I would also suggest if you are being asked questions that you believe can lead to discipline request your steward. Regardless of how nice management is, they still have bosses to report to.

I haven't heard much more on violations up there. I did have to file a grievance for CCAs working past their 11.5 hours. Remember CCAs are not in the new Article 8 portion for volunteering to work past 12 hours, neither are 8 hours only carriers. If this is happening request a steward. I would also like to be informed anytime the station goes mando, this will allow me to review the data to ensure compliance with article 8. Carriers that do work past 12 hours are not yet getting the additional pay, that time is sent to district management who then puts in a pay adjustment, once that is done it is sent to the NALC national headquarters with all pay outs who then send it to the branch presidents. This in my opinion, is the dumbest thing ever and just pollutes the waters. Please keep track of any hours worked past 12 and let me know if you do not receive pay for it. This should be something done the local area.

Back pay should be at the end of this month. We will see if it happens in a few weeks. I am not holding my breath on it, if it happens then I will be happy. I do get a lot of question on "how much will I get", no idea. Each person will be different. There are a lot of variables and honestly, I am not that bright to figure it out myself. I know Livengood would like to be an On-the-job instructor and a mentor at the station. We are in the process of trying to get the done. If anyone else would like to be an On-the Job instructor or mentor let me know.

Not much more to talk about. As always if you have any question regardless of how small, please feel free to call me.

Tracy Pardick

208 651-3505

Sunset Hill

Hey everybody I hope you are all doing well in this heat. Things have been going good Danette Taylor did a lateral transfer to green acres so we are going to see what manager we will be getting. Management has brought up the sampling request asking if why we scanned something already passed almost insinuating we just didn't want to do it, I explained to them if I scan it already passed that means I passed it. Also I told them they need to fix there scanners so they go off at the correct location but you know it's always our fault. Well that's all I got for now hope you all continue to be safe and take care of yourselves.



Shop Steward

Connie Guerrero

Collections

Hey everybody I am the temporary shop steward for collections currently they are still short staffed and having to split routes everyday which means they are working over there 6 hour limit as PTRs which I am currently grieving. a lot of the collection workers are pretty frustrated and tired of working so much but I am trying to get more cca trained so that we can help them out but it's taking a little while. Also I am working on getting more communication through to collections so they know what is going on

Shop Steward,

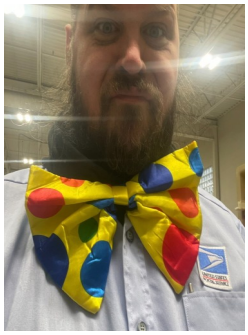
Connie Guerrero

Branch Picnic

July 2025







Hello Fellow Branch 442 Members,

By the time this is printed and in your mailbox summer is almost over. It has been a hot one and all of us who have lived in Spokane long enough know temperatures are as predictable as daily amazon volume.

Metro seems quiet for the most part. The new OT lists and how management wants to do to manage them have really been the only point of contention in recent months. This year I have been bringing along two new stewards in Shawn Gilliland and Tonja Salguero. They have both been successful in the tasks they've been given and there is not words to express the appreciation I have for the two of them lightening my steward load.

One thing that has been happening at Metro, and I know more broadly in Spokane, is one day 3999's so that management has more accurate times to enter into DOIS for their projections. DOIS is a management tool for use by management. It does not change our requirement to estimate our daily work load (M-41 131.4 Reporting requirements, MOU M-01444). We are required to give management a time we believe we will be done. And we are required to alert them anytime that estimation given changes to later or earlier (by 15 minutes is the rule of thumb, but malicious compliance says send them a scanner message every time it changes at all and you cannot be questioned about not keeping them informed). If they want to argue with you at commitment time or tell you that you have a demonstrated performance politely tell them that does not change your reporting requirement. You may want to update names in boxes. You may need more time out of the heat because of how you feel. We are humans not robots. We are craft employees for the Postal Service not throw away workers at a fast food chain or Walmart

The other thing I've seen came out of Shadle by Scott Hurd regarding stationary events. Management wants to use the scanner breadcrumbs to bring you in for investigations and ask you why you were sitting at a park point for some number of minutes days later and ask you to recall what you were doing. This is not a correct use of the computer programs given to management by the Postal Service. Their handbook, the M-39, states in section 134 street management addresses this. It says specifically, "Accompanying carriers on the street is considered an essential responsibility of management and one of the manager's most important duties. Managers should act promptly to correct improper conditions. A positive attitude must be maintained by the manager at all times." So their own manual says essentially that when the breadcrumbs don't add up to what they want or they think we are "expanding our street time" that they have to leave the comforts of the air conditioned building that they're accustomed to working in and come observe us. Then correct the deficiencies that they see, because that is how supervision is accomplished.

Remember that in all circumstances you are employed by the Postal Service. You have a job to do and you should take pride in the work you accomplish everyday, rain, snow, sleet, or heat. We are out there everyday. You deliver the mail. That is your job. Management's job is to observe and correct deficiencies. If we were managed by computer programs why does the Service pay for supervisors? Don't allow the failures and the lazy approach of a different craft affect your work or your day. Give your time. Adjust it as needed. Those are our requirements. Deliver your route. Take comfort stops in the hot and cold as needed. You're a human not a robot. Politely request your steward when anyone tries to interrupt that process. If your steward isn't there or isn't providing you contractual answers to the who/what/where/when/how contact the Union. Call Sharee. Call Steve. Call Tracy. Call me if you have to. Get answers and seek Action.

In Solidarity, Jeremie Simpson



HAYS PARK

I am writing this article on August 14 th . By the time everyone reads this I will be on my new route at North Point. It still doesn't feel real that I am leaving Hays Park. After 15 years at Hays, it is going to be a little hard to say goodbye. I have met so many wonderful co-workers and made some amazing friends along the way. Two of the things I will miss most are the baked goodies from Monty Rich (his wife) and the snacks Chris Pascual always gave me. Maybe before I leave, we can figure out who hid the gnomes, mushrooms and other little figures around the office.

I would also like to take this time to inform all the Hays Park carriers that I will remain the steward. I am available anytime, most of you know this about me already. I will always answer my phone even if I am not at work. If you need anything at all please request steward time with me, we can have this time over the phone. Please do not hesitate to contact me no matter if it is a small issue or a big issue.

I know the estimate process in the morning has been an issue lately. I advise you to stay calm, don't argue back even if management is not being very nice. Just give a simple honest answer then go back to casing your mail. It is your route, and you know better than anyone else how long it takes you to complete. Some days it may take a little longer than others, and some days it may take you less time. That is why it is called an estimate. If you find yourself on the street and you realize your estimate was not accurate then you need to call the office or send a message on the scanner.

Remember, I am only a phone call away and I will stop by every now and then.

Never forget that your safety is the most important thing.

Simona Farnsworth

Northpointe

Things have been relatively peaceful at Northpointe. Rick Cassell retired at the end of August and the GOAT (Grumpy Old Ass Terry) Terry Hill is retiring at the end of September. Clint Dewey also left us recently, transferring to Missouri, and Blake Schultz got his transfer back to Texas. With that we are getting a lot of new faces in the office. One of them, who just bid in seemed to have been kind of shell-shocked for the first week or so at the change in atmosphere from where they were at previously and the atmosphere at Northpointe. So far, we have two new CCA's at Northpointe, Lori Holt, and Nick Lacy. You might not see them much as management has them starting at 9:00 am. We have asked management to give them some time casing mail, as there seems to be this habit of not letting CCA's do office work until they have been here for a couple of months. Enjoy the rest of the good weather that we have left. If you are new, or if you just haven't been in a while or ever, please consider getting involved with the Union by coming to a meeting. A lot of us are getting near retirement age, we really could use some younger people participating. You are the future of this Union

Scott Thorland



Out with the old

Rick Cassell



In with the new

Lori Holt



Happy summer brothers and sisters! Leslie Phelps, main steward at the Shadle Garland Post Office here with another article for your reading. We've been having some really hot days recently and probably at least another month from the time that I am writing my article. We really are in charge of our own safety and I would like to remind everyone that we are allowed as many comfort breaks as needed to deliver the mail safely. Do not let management pressure you into giving an earlier estimate especially when it is hot outside. Most importantly do not let them ridicule or guilt trip you if you have more stationary events than the allotted "50 minutes". They do not care about our safety even though they pretend they do!

A problem that keeps recurring at Shadle is carriers who do anything postal related off the clock. It literally is the tiniest things too which do not save them time. If you are one of the carriers who does this and is reading my article; STOP IMMEDIATELY. I have asked management to take care of this because they do not want me to file a grievance but I am about to if it does not stop.

I feel like I keep having to say this but I really need everyone's help by letting me know anything and everything that might have to do with the violation of our contract. Management does not just willingly give me the employee everything report which paints a picture of how our day goes. Instead they insist that if I am looking at the clock rings to track the ODL and find something that no one brought to my attention then I went on a "fishing expedition" and that is not allowed. Help me help you! See something, say something. Write me up a statement if you feel like management is treating you or someone a certain way.

Stay safe and lets push past this summer/smoke season! Hoping for colder weather and light sweatshirts once again. Thanks for reading my article once again.



ELECTION NOTICE

NOMINATIONS

Nominations for the election of Delegates to the 2026 WSALC State Convention and the 2026 National Convention will be held at the regular Branch Meeting on October 21, 2025 at 7:00 pm, at Progressions Credit Union, 2919 E. Mission Ave, Spokane WA 99202.

Nominees must accept nominations at the time made, or, if absent, in writing within seven (7) days of nomination to the Election Committee, PO Box 9442, Spokane Wa 99209. Nominations may also be made in writing, but must be received by the Branch Secretary-Treasurer no later than October 21, 2025.

The Branch President, Vice-President, and Secretary-Treasurer will be delegates, by virtue of their office.

The Secretary-Treasurer will automatically place into nomination for Delegates those members that have attended four (4) or more General Membership meetings within the past year (November 2024 through October 2025). Other members that wish to have their names nominated will be able to do so at the October 21st 2025 Meeting. Upon nomination for Branch Officer or Delegate, the member must verify that he/she has not served in a supervisory capacity in the twenty-four (24) months prior to the nomination.

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Labor





Rally

Wednesday October 8, 2025 4:00 to 7:00 p.m.

Spokane Interstate Fairgrounds 404 N Havana St, Spokane Valley

Food, drinks, door prizes, music, family entertainment,

lots of fun and surprise guests!

Visit with other labor folks and meet-n-greet our Labor Endorsed Candidates

One dollar donation for food, beverage and door prize entry.

Children 12 and under eat FREE.

You can get tickets at the door or check with your Local.

Bring your family and friends. Come as you are!

We will be collecting non-perishable food for Second Harvest Food bank. Feel free to bring your donations to help fight hunger in our community.