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Sharee Eschenbacher
President

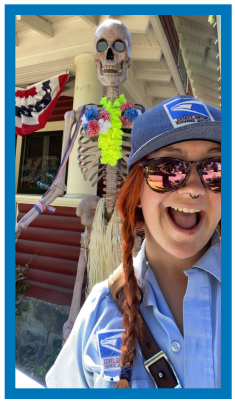
Welcome to 2024! I love the beginning of a new year. My hopes and goals seem so fresh and attainable. My energy level is always highest right now. So, let's get to it. The year started off with a very productive Labor/Management meeting between our current Postmaster, the MCSO, Steve Thrift and myself. Notes will be published and put on your station's bulletin boards but here are some of the highlights: There will be OWCP training for supervisors and managers. Since the E-comp process has taken over, we see almost every work-related injury case messed up by management not following through with their portion of the process. Our EAS team is pretty young and, Lord knows, not properly trained to focus on the needs of carriers. Management stated that every OWCP Control Point will be each station's manager. ODL tracking will be done at each station. During the past few years, ODL tracking was not so important because everyone was working maximum hours. Now that most are flexed, overtime is not as abundant. Jon Boone and I will visit stations and make sure every office is following our ODL tracking agreement. During these visits, we will also make sure everyone is following the Intervention Agreements, that management is giving 1723s to the union prior to details, that station labor/managements will happen monthly and that supervisors know they are to notify me of any on-the-job vehicle accidents. Our management counterparts went so far as to suggest I should be notified of ANY accident. This will help me make sure every injured carrier is put on the path to success in obtaining OWCP compensation and/or rights. We also discussed getting some uniformity with flow charts and lunch (or no-lunch) policies throughout the city. We all agreed that 733 time is not to be used in the city. There were differences in opinion on what the carriers used at the Plan B site so management will email HQ and get their answer. Our union will respond accordingly.

I'm excited for the first steward's meeting of the year. I hate to keep saying it, but the past few years are a little blurry. Everyone has been working so many hours carrying mail, building grievances and just trying to get through every day that not much energy was left to put into training and personal growth. Your branch leadership is ready to capitalize on this current lull by putting some excitement back into learning. There is no stopping a well-trained steward and a well-trained steward means confident union members and confident union members means we did our job.

The Bowlathon is March 2nd, from 4 pm to 7 pm. We picked Saturday so those who deliver parcels on Sunday can attend. We picked late afternoon for the obvious reason.

It's hard to compete with the leagues for time. Progressions Credit Union will be making some very cool baskets for the raffle and starting now, you can buy raffle tickets from your stewards for the $1,000.00 gift card. This is all for MDA so get a team together and get registered. Your team can be anyone you get along with, doesn't have to be fellow carriers. The Branch picnic, Sunday, July 21, returns to Valley Mission Park. Normally, we start around 11:00 but this year we're starting later to accommodate those who are working Sunday. I'm thinking it will start at 3-ish but look for the flyers at your stations and in the Gazette.
Be safe and take care of each other.

With Union Strength,
Sharee Eschenbacher



Leslie Phelps Shadle

Shadle is one of the few stations left in the city that does not allow lunches in overtime. Sharee has put together a packet to help me file a grievance at the station so that this is no longer an issue. Carriers oversee their own safety and whether they take a lunch for the day or not should be entirely up to carrier. Shadle now has 6 carriers on the ODL so this will be the first quarter that I will be checking for overtime equability amongst the carriers. Peak season is upon us which means colder days, less daylight and heavier mail volumes. I hope that this holiday season we as a city have enough help with the amount of CCAs that we have been hiring. Be aware of your surroundings as the leaves fall and cover pathways since our station is 99% walking routes and you never know what could be under them. Vacation signups will start on Friday November 3rd and this will be the first time I will be in charge. RAP session for the union is at the end of October and I will be attending for the first time as well.

(This Article was previously omitted in error from Nov/Dec '23 Gazette)

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NALC's Guide for Managing Your Daily Workload

The NALC and USPS have signed Agreements that clearly state that the Delivery Operation Information System (DOIS) and the Performance Engagement Tool (PET), "…will not be used as the sole determinant for establishing office or street time projections.

If you believe you will not be able to complete your assignment within eight hours you should do the following:

1. Verbally inform your manager that you can't make it in 8 hours.
2. Follow your manager's instructions.
3. If you still can't make it in eight hours, request Form PS 3996 and explain the reason why you need one.
4. Fill out Form 3996 completely and request a copy.
5. Keep your cool. Do not argue with your supervisor.
6. Request that the supervisor make a clear contractually correct decision. That is what they are paid to do.
7. If you receive unclear or contradictory instructions request to see your steward.

The **Swing Room Gazette** is a **NALC Branch 442** bi-monthly publication. All articles contained herein are the opinions of the author and do not necessarily reflect the position of the branch or editorial staff. Permission is hereby granted to reprint any information verbatim with appropriate credit given the author, branch or posting.

Branch meetings are held the third Tuesday of each month at the Progression Credit Union located at 2919 E Mission Ave. Spokane, Washington 99202 [Conference room on the 2nd floor] Note: When a holiday falls on a Monday the general meeting will convene on Wednesday at 7 PM. The January Installation of officers ceremony also counts as the general meeting and is held every two years at a location and a time to be determined by the branch. The July Annual Picnic held at Mission Park counts as the general meeting. The August General meeting with food and beverages is held at the **Union Hall located at 2903 E Mission Avenue, Spokane, WA 99202.**

OfficePhone: 509-534-9144, Office Fax: 509-534-1610. All articles for review and publication on are sent to: spokanegazette@gmail.com as a Word or text attachment. "This is a war, we are soldiers" -Anonymous



Tracy Pardick
Regal

Well, another Holiday season is about to be completed. Mandates not as rough this year. I have been caught up on the grievances there for a while. Some of you should have seen some pay adjustments from the settlements. One of those should have been the 271g's that were sent up awhile back. Overall not being told to much is going on up there. It is hard to know what the issues are if not informed by the membership.

Some of you do contact me when issues arise and I have been taking care of those concerns with Adam as they come up. I know the estimate process is still an ongoing issue and I am waiting on a settlement from the Formal A grievances. I have been informed that a few carriers have received discipline up there and I was never informed. Management is not required to tell me if they issue you discipline, that is your responsibility. If you are given discipline please request a steward immediately and also call or text me. We only have 14 days to file the grievance if I don't receive it in that time period you will be stuck with that discipline in your file. I can usually talk the discipline down or get removed.

I also need to know when ever management is doing craft work, if they are casing mail, delivering mail, or bringing hand offs out to the carriers. This is our work and I need to grieve it every time it happens. Just send me a text message. Also, if a carrier (cca) is doing rural routes or rural parcels, I need to know.

Again, all of these infractions are stuck to the 14 days from incident for me to grieve. So let me know immediately so I don't loose the time limits.

Again if you need to contact me, I am always available. (208) 651-3505



Tracy Pardick
Valley

The Holiday season is in full swing. This year is definitely different with the plan b site running (morning after site). We have not been worked as hard as the last few years and it has caused a little relief for some of our more abused carriers (the ones that are constantly forced to work OT). The overtime is still there, we are just not working 12 to 14 hour days, 7 days a week like previous years.

With the parcels being done at the Plan B site it has caused undertime on some of the routes and I have been working with management to get that time put in as out of schedule pay. Majority of the grievances have been paid out, not completely caught up at this time but am into mid December. Have extended out some due to the holidays and vacation coming up. The atmosphere has been a little better here, but can still use some fixing.

The weather has held up pretty well and has helped ease the load here. Discipline has picked up just like I figured it would, with the lightening up of mail and parcels, management has time to address issues. And as always around this time of year management gives out discipline for our Christmas presents. I will address each one. Which brings me to an issue. If you are issued discipline make sure to inform your steward. I have 14 days from date of issue to grieve it, if I don't get it then you will be stuck with that discipline in your file and that will allow the progression of discipline to increase. Just because you have called out sick, does not constitute discipline. If you are advised to bring in medical documentation, bring it in and request a steward so we can get the visit covered thru the grievance process. As I always say, follow the instruction of management and if there is a violation, I will grieve it. So we have two more little ones coming soon, Collin Garrett is expecting another baby very soon (I think this is like #100), Also, Yuseph Brown will be having a baby on the 23rd of January. Sandy Glenn and Zazuetta are both out for awhile due to surgery, hopefully they will be back soon and healthy. Craig Haase is in the process of retiring (we think).

Other than that there really isn't much more going on. We do have some retirees that came back for the Christmas help at the Plan B site. These are some brave souls. As always if anyone needs anything, I am always available. (208) 651-3505

Kathy Burger's 10th Annual Muscular Dystrophy Association Bowlathon



MARCH 2ND: 4-7pm at Lilac Lanes

Basket Raffles **Surprise Raffle**

Please have money to Mike Poff by 02/21/2024

Please have team names and players to Mike Poff by 02/16/2024



Wade Outcalt Riverside

In going to the union meetings as of late not all of them of course. I have been privy to charges being filed against our union, at a meeting I missed. They were dismissed off hand. Then they were re brought by the same person, and this time investigated, by of course the same person that dismissed them off hand the first time, and well they were dismissed again. It appears we investigated ourselves and found no wrong doing. Of course no word of what the charges were either.

We sent 12 people to R.A.P session at a cost of 1k a head, got 1 article on classes taken there? Or during retirement out training, and one offer of a thumb drive. I think the biggest thing we learned from this is spending 12k dollars got us almost 0 info. The only real concern was a leaked audio file of our National Presidents speech, like we would want our rank and file to know anything… Our dues are not a vacation fund and need to stop being treated like one. Our union has a responsibility to be transparent to its rank and file, they are paid nearly 1000 dollars a person annually for that responsibility. Health insurance costs are up, uniform prices are way up, guess what, a single tier pay chart is all that's being bargained for. Unless I'm uninformed , in which case whose fault is that…

The last union meeting I went too was very fun, we had a Valley Carrier speak to the fact that the overtime there has been overwhelming. We had a Hays Park Carrier talk about how the overtime availability was very underwhelming due to too many CCA's. I don't know having a non volunteer complain about being forced, and a volunteer complain about being denied rubs me wrong. I gave up trying to get a word in edgewise that a clandestine work hiding operation had been used by management to falsely deflate our workload numbers, and that there are several Overburdened routes city wide that haven't even attempted to be addressed. It seems to me that while i was at Shadle, our now President, was adamant that no carrier is guaranteed overtime on their assignment as all assignments are (8) hours a day (40) hours a week. Auxiliary routes can be made of all consistent route overtime.

We had elections for who goes to State Convention, and National Convention. 408 ballots were sent out 123 were returned. We had several ties, there was no correspondence or stewards mentioning the meeting where the ties would be broken. Just meetings where people showed up to vote that didn't attend normally. This sort of action is probably why only about ¼ of the ballots were returned. You know my vote doesn't count towards anything at this rate.

* **Hayes Park, Hillyard, Manito, Metro, Northpointe, Sunset:**

No articles were submitted at time of printing.

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Important Dates:

- January 3rd - Executive Board Meeting - 7:00pm - Union Office
- January 9th - Stewards Meeting - 7:00pm - Union Office
- January 16th - General Meeting - 7:00pm - Progressions Credit Union
- February 6th - Executive Board Meeting - 7:00pm - Union Office
- February 13th - Stewards Meeting - 7:00pm - Union Office
- February 21st - General Meeting - 7:00pm - Progressions Credit Union
- February 25th - Gazette Article submission deadline