January/February
2025

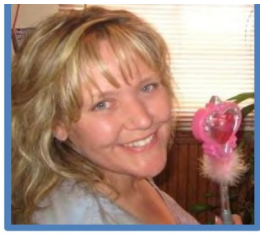
Circulation 500

***NALC***

# Branch 442

# *Swingroom Gazette*

Serving: Spokane, Spokane Valley, Cheney, Colville, Fairchild AFB, Ritzville, Coulee Dam and Colfax



## President's Report

## Sharee Eschenbacher

I hope everyone had a wonderful holiday season and any resolution you made is on track and holding. Hopefully, the national ballots for contract ratification will beat this issue of the Gazette to your mailbox. Our branch election is over, and I want to thank Jeremy Farnsworth for the great job he did as our Election Committee chair. This was his first election, and we are all impressed with his professionalism and attention to detail. His committee also deserves a round of applause. Our Installation of Officers banquet is January 11th at the Spokane Tribe Casino. All officers and stewards have tickets to sell. If we sell enough tickets, we get to use the big "awesome" room. Otherwise, it's the small, narrow room. $40.00 per ticket for prime rib, salmon, chicken, potatoes, salads and desert…and each other's company away from work. I hope to see you there.

We are still waiting for the B Team Decision on our no-lunch policy. The question before them is whether we can take a no-lunch in conjunction with overtime. We have nothing else before them and have been settling things at Formal A.

I received a copy of management's training PowerPoint on street safety blitzes. Expect to see the blitz team any day, at any time. They are focusing on three things: Seatbelt usage, distracted driving and unattended vehicles that are running. If they catch you violating any of these three, it is an automatic Article 16.7 Emergency Suspension. This is what the seat belt slide says: Check whether the carrier is using the seat belt properly

Both lap belt and shoulder strap required when traveling to and from route.

Both lap belt and shoulder strap required when traveling through intersections.

Both lap belt and shoulder strap required to be worn at all times except for box-to-box delivery.

Distracted driving, according to this training, is using your cell phone for any reason, looking at something outside the vehicle for a prolonged period, eating, drinking, smoking and wearing headphones/earbuds. Unattended running vehicles need no further explanation, but remember, that applies during your vehicle check in the morning. I will probably share this PP on our Facebook page so you can get the full picture of what management is planning. In the early 2000's, management had a similar program called SOAR that was short-lived. Nevertheless, be safe and professional out there.

There is never a time that you should clock to 733 while delivering parcels. 733 is a Labor Distribution Code (LDC) reserved for Parcel Post routes. Spokane does not have Parcel Post routes. On Sundays, parcel delivery is LDC 723. If you are delivering random parcels during the rest of the week, you should be clocked to LDC 721 and on the route the parcels belong to so that route gets credit for the time spent. This is very important when it comes to route count and inspections.

I see that certain station management is using our morning estimate process as an opportunity to intimidate and bully their way into our consciousness. Nothing ruins a day faster than a dispute over

# 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** | Milissa 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** | Jacob Boulieau | |
| | DeeDee Stockman | |
| | Leslie Phelps | 208-755-0046 |
| **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: Tim Bale | 509-833-4547 |
| | **Hillyard** | 509-252-2327 |
| | Main: Jeff Schriver | 509-953-3730 |
| | Alt: | |
| | **Collections** | 509-363-6080 |
| | Main: | |
| | Alt: | |
| | **Manito** | 509-252-2335 |
| | Main: Jeff Schriver | 509-953-3730 |
| | Alt: | |
| | **Metro** | 509-252-2323 |
| | Main: Jeremie Simpson | 509-768-6344 |
| | Main: Tonja Salguerro | 360-515-1420 |
| | Alt: Shawn Gilliland | 509-953-2474 |
| | **Northpointe** | 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 |
| | Main: Miranda Riley | 509-991-4822 |
| | Alt: Bill Bauder | 509-990-5245 |
| | Alt: Connor McKinnon | 509-844-4269 |
| | **Sunset** | 509-252-5101 |
| | Main: Connie Guerrero | 916-236-7526 |
| | Alt: | |
| | **Cheney** | 509-235-1590 |
| | Main: Nathan Pullen | 509-953-6613 |
| | Alt: Jason Tan | 509+-599-2558 |
| | **Colville** | 509-684-2241 |
| | Main: Sharee Eschenbacher | 509-953-3027 |
| | **Ritzville** | 509-659-0550 |

The **Swingroom 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 to 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 WA 99202. (Conference room on the 2nd floor) Note: when a holiday falls on Monday the general meeting will convene on Wednesday at 7pm. The January installation of officers ceremony also counts as the general meeting and is held every two years at a location and 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 Ave, Spokane WA 99202.** Office phone: 509-534-9144, Office Fax 509-534-1610. All articles for review and publication on are sent to: spokanegazette442@gmail.com as a Word or text attachment. "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.

your morning estimate. I want everyone to take out the M-41 from your route book and read section 131.4. The M-41 are the rules we follow as letter carriers. Giving leaving and returning times is not mentioned, therefore, not required. We are to verbally tell management, as soon as we know, if we cannot complete our route within 8 hours. We then request a PS Form 3996 and fill it out, thereby notifying management that overtime is estimated on your route that day. The decision of what to do with that overtime is now up to them. There may be a conversation, but there should be no bullying or belittling. You are the professional on your route. Make your educated guess and let management move along. Ask for a steward if management is hassling you during this time. I'd like the whole city to follow the example of Hillyard, where the estimate process follows our handbooks and manuals.

Open Season has ended and there was some confusion with the 4-day extension. OPM extended the Health Benefits portion but neglected to state that vision and dental insurance did not fall under the umbrella of the extension. However, the OPM website directs you to Benefeds for dental and vision and the Benefeds site clearly announced the December 9th deadline. I strongly encourage people to start earlier with the process. If you are having trouble getting access online, please come to the union office and let me help you.

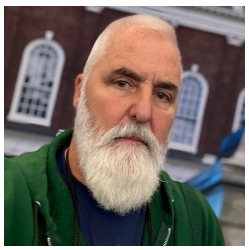
10 stewards attended the 2024 Region RAP session. The classes were relevant and timely and I know the Branch got bang for our buck. Many conversations were had after training hours on the application of what was learned and how it can be applied to our Branch. I also want to say Thank You to Nichole Thrift for volunteering to cook dinners for us. She went so far over what was expected; the food, the ambiance, the decorations…it was fabulous!

I wish everyone a great new year. Be sure to have a mindful moment to formulate an action plan for something you want to accomplish before the year ends…and take care of each other.

With Union Strength,
Sharee Eschenbacher

## NALC AUXILARY

- Membership is open to spouses, significant others and family members over the age of 16
- Can help raise awareness of issues facing Letter Carriers
- Can contact Legislators to gain support.
- Represent Letter Carriers by participating in local charities and activities



# Vice President's Report
## Steve Thrift

Happy New Year everybody!

We've made it through another year intact and upright. I hope that you all had an opportunity to celebrate the holidays with your friends and family. This time of year always makes me think about the continuing cycle of life as we ride around the sun on this gigantic blue(ish) ball in space. Problems come and go, seasons ebb and flow, and the years pass by while we're busy living our lives, trying to make our plans for the future. But you blink one day, and the future is right there in your lap. For me personally, I look around and my kids are grown; the last one is at EWU, Nichole and I are waiting on our first Grandbaby, and I'm 30 years in, and eligible to retire from this
place.

My Dad had a lot of sayings. "Ancient Thrifticysms" we called them. I've Shared many of them with you newer carriers at Carrier Academy over the years. among them are: "the days are long but the years are short", "anybody can do half the job in half the time", "be quick but never hurry", and "Time you enjoy wasting is not wasted time". But one of the most important was "Never leave free money on the table". He was talking about the Post Office matching funds for TSP contributions.
He said if they match up to 5% then put in at least 5%. I followed his advice, and it has served me well. I contribute 10% and they match 5% to equal the 15% of salary that all the Dave Ramsey, smart money types advise to put toward retirement. I had no idea at the time (or now if I'm being honest) about investing and I'm certainly not "money smart" like some people I know. In fact, I'm dyslexic with numbers, and looking at a bunch of numbers on a spreadsheet or mathing in any form makes my head hurt, so I'm not sitting down every day to check my portfolio and play the day trader game. I am definitely the set it and forget it kind of guy. I set my TSP account at 75% C fund and 25% G fund and never touched it since day one. I don't get caught up in the tickertape stock market reports or the gloom and doom naysayers, or the hot stock TV analysts. Set it and Forget it. Now I must say that the crash of 2008 hit me pretty hard like everyone else. But the magical beauty of compounding interest came steaming back over the last 15 years. "Smart Money stays in the Game" there's s another one. Don't pull your money or stop contributing in a down market it only locks in those losses and prevents any rebound you might have gotten. The TSP account managers do a fantastic job managing our money for a very low cost. Much lower than private equity accounts. It seems counterintuitive to leave money in the game at those times I know… I felt it. But don't overthink it and trust the process I guess is what I'm saying. What's the point to all this? When I go to retire in a year or two (or next month if they piss me off too much) I will have over a million dollars in the TSP account. I don't say this from a position of pride, but humility. To paraphrase Forrest Gump, I am NOT a smart man… but by listening to those who are and staying out of my own way, retirement will be properly financed. What I'm saying is if I can do it, anybody can do it even you. I know its challenging to take money away from the monthly budget. I know. But future you will thank you.
The RAP at Sun River was high quality training for our new steward and branch officers. We are making a concerted effort to get our newer representatives to as much training as we can and incorporate that knowledge in training for our rank and file carriers at the stations. There is also a Statewide training coming in March 14th and 15th at Wenatchee. If you're interested in attending let us know, we can't send everybody we will do the best we can to send you.
Last thing: Be sure to complete and return your TA ballot. Let your voices be heard. Don't let 51 % of the typical 30-40% response dictate your future. You know my opinion, let them know yours.

May your New Year be Happy and Blessed,

Steve Thrift



Director of Retirees Report

Steve Schultz

**We had the Quarterly Retirees Luncheon on November 9 th at the Golden Corral. Only four persons showed up this time. The last two times previous to that (May and August) there were six and three persons in attendance. Neither Sam Cannata nor myself, received any feedback on the luncheon that we had requested in the Gazette. Based on that information, we have decided to terminate the luncheons. I feel a lot of the lack of response is due to the changing of our society. Our lives have become so much busier now, with commitments to grandchildren's events, etc. There seems to be less and less time that people are willing or able to give to attend events such as these. We are even seeing reduced attendance in events like the Branch picnic, and August food fest at the union office as well. If at some point in the future, more interest is taken in having a retiree luncheon, then we will address it at that time, but until then the luncheons will be terminated.**

**On the positive side, it is good to see that people are staying active. What is the saying "70 is the new 60"? As we age, we are staying healthier and more active. Advancements in medicine and fitness have allowed us to remain more active. Many of the retirees are staying active in sports, and other activities such as hiking, camping, and bike riding. I would encourage all of you to continue to do so. I know my doctor encourages me to walk at least 30 minutes a day, three days a week. Also, be sure and drink plenty of water as it is what helps keep themuscles and joints lubricated.**

**We recently had our branch elections. Kudos to the great job Jeromy Farnsworth did atrunning the election committee, and to those members of the committee who volunteered their time to help out with this worthwhile democratic process. Congratulations to those members who were elected to offices and thank you for the giving of your time to serve the Branch in this manner. The installation of officers will take place January 11 th at the Spokane Tribe Casino in Airway Heights. Retirees, you can contact Sharee or Bill to obtain tickets to theevent. I believe it is a buffet, with prime rib, chicken, fish, and all the trimmings. As usual, there will be numerous door prizes for those in attendance. I look forward to seeing many of the retirees there.**

**Finally, Christmas is upon us, and will be over by the time this issue is mailed. I hope everyone had a safe, happy, and joyous holiday season.**

**Until next time, take care...**


**Your local Arslan Sales Representative:**

**Steve Schultz**

**Proud Branch 442 Member**

**426 E. Hawthorne Rd.**
**Spokane, WA 99218**
**509-863-4873**
**509-467-7528**

Arslan

**Featuring: Elbeco and Blauer Uniforms**
**Thorogood, Rocky, New Balance, Reebok and Rockport Footwear**

Progressions
CREDIT UNION

# 1% Cash Back Auto Loan Refinance Special!

**Up to $500.00 Cash Back on Approved Credit***



## Postal Worker's Choice Since 1928

509.535.0191
www.progressionscu.org



Offer valid 11/01/2024 and subject to change. Some restrictions apply. 1% Cash Back on loan amount up to $500.00. Only loans not currently financed through Progressions Credit Union qualify. Contact us for more details.

# Out with the old…







## Happy Retirement to Willie Green, Sandy Glenn!

## Kevin Meredith and Jamie Foust!








## In with the new…



## Welcome new members: Leia Johnson, Bill Ailes, and Jon Miles!

Branch 442

General Meeting November 19, 2024

Call to Order: 19:01 by Sharee Eschenbacher

Pledge of Allegiance: All stood and recited the Pledge of Allegiance led by Sharee.

Roll Call of Officers: 16 Present, 4 Unexcused, 1 Excused

Reading of Previous Minutes:

General Meeting: M/S/C with a correct to September minutes regarding Ken Petersen (was a carrier at Spokane Valley, not Shadle). No October minutes due to Labor Rally.

Executive Meeting: M/S/C as printed.

Secretary/Treasurer's Report: M/S/C as printed.

Reading of Communications: None

Applications for New Membership: None

Initiation of New Members: Bill Ailes, Leia Johnson, Jon Miles

Reading of Reports:

Ballot Report: Jeromy Farnsworth presented Officer Election Results and tiebreakers for Delegate nominations. Both reports are attached as separate sheets. It was M/S/C to destroy all 2023 Election ballots. It was M/S/C to Accept Election Committee report. The Election Committee was thanked and dismissed for 2024.

Director of Insurance: A letter from OPM showing your current health plan and what it would convert to under the new plans should have been received prior to the first day of open enrollment. Do not wait until the last day to log-in. There is a new Flex Spending Debit card, please be sure to keep your EOB and receipts for your records. 2025 books for NALC mailed out. Supplemental Dental and Vision available.

Director of Safety: Not Present. However, Steve Thrift shared information on a recent Safety Blitz in Yakima. Vehicle safety is the main concern, be sure to complete your daily Vehicle check and report issues using Form 1767 and Vehicle Repair Tags. Create a paper trail for reported issues and if the vehicle is unsafe do not use it. A question was asked about an LMU another branch has regarding delivering in the dark. Our LMU Article 14 Section 4: No carrier shall be required to deliver after dark in any unsafe manner.

Retirees: The retiree luncheon will be discontinued due to a decline in attendance. A few retirement information packs were sent out recently.

Trustees: Books in order through September.

Spokane Labor Council: No new information, very short meeting for November. DeeDee Stockman, Leslie Phelps, and Jacob Boileau volunteered to fill the open positions to represent Branch 442 on the Spokane Labor Council.
Swingroom Gazette: Articles due December 15.
Committee Reports:
Legislation: Be sure to check out the Fact Sheets on the NALC app under Government Affairs to get the latest on current bills. HR5995, HR82, Senate 597 just to name a few. Also, take the time to email your Representatives.
Resolutions: None
By-Laws: None
Entertainment/Athletics: Installation Dinner January 11, 2025; tickets available now – contact a Steward or Officer.
MDA: Louanna Hamersky head of Bowl-a-thon Committee, more information to come.
Hospital and Health: Christian Killilea and Cody Tapia both welcomed new babies.
Condolences: Louanna Hamersky (mother)
Labor/Management Agenda Items: Divider cards
Unfinished Business: None
New Business: M/S/C to accept 2025 Budget as printed.
Good of the Association: NALC National and Union Plus scholarships approaching deadlines in December and January. NUCA (trades community) also has plenty of scholarships available. Sharee Eschenbacher and Steve Thrift discussed their recent articles on the Tentative Agreement and encourage others to read the TA and make their own decision on how to vote when the time comes. Orville Arnold as a retiree is not able to vote for the TA but did share his opinion on voting NO on this TA. A question was raised about what good has come of a “Taskforce”. A few responses in the moment were: Quality Work/Life group, Side Satchel agreement, and Safe Drivers/Safe Walkers recognition programs. If you are interested in a group Q&A session on the TA before the vote, contact Steve Thrift.
Improvement of the Service: If Regular Carriers have not received their Allowance cards, contact Steve Schultz.
Meeting Drawings: 164 Cody Tapia and 30 Karen Buska; neither were present.
Adjournment: M/S/C at 20:49

# December General Meeting Minutes

Branch 442

General Meeting

Call to Order: 19:00 by Sharee Eschenbacher

Pledge of Allegiance: All stood and recited the Pledge of Allegiance led by Sharee.

Roll Call of Officers: 13 Present, 6 Unexcused, 3 Excused

Reading of Previous Minutes:

General Meeting: M/S/C as printed.

Executive Meeting: M/S/C as printed.

Secretary/Treasurer's Report: M/S/C as printed.

Reading of Communications: Christmas cards from MDA, Lawton Printing, and Region.

Applications for New Membership: Qiana Casch, Lisa Andrada, Michael Stockman, and Evan Saak.

Initiation of New Members: Josh Lemmon

Reading of Reports:

Director of Insurance: Open enrollment closed December 13; a qualifying event is needed to add before the next open enrollment.

Director of Safety: When submitting a 1767 make sure it is entered into Schmidt and request a printout. Slips, trips, and falls look out for icy, slippery areas – icicles overhead are a good indicator of possibly icy stairs/porches. "POD" squad looking out for not wearing a seatbelt, distracted driving, and unoccupied running vehicles to list a few items. Make sure your vehicle has an Accident Report kit with SF91.

Trustees: Books good through October.

Spokane Labor Council: No Meeting for December. 2025 Labor Rally will be the 2nd Wednesday in October.

Swingroom Gazette: Articles due now.

Committee Reports:

Legislation: HR-82 has passed.

Resolutions: None

By-Laws: Proposed change to the By Laws of the WSALC to be submitted at State Convention, M/S/C.

Entertainment/Athletics: Installation Dinner January 11, 2025

MDA: Bowl-a-thon to be held at North Bowl Saturday, February 15, 2025, in the evening for Cosmic Bowling. More information to come.

Hospital and Health: Sid Price, Lu Hamersky, Robert Wagnon

Condolences: Lisa Andrada (father) and Lindsay Beaudoin (grandma)

Labor/Management Agenda Items: NO 733 time, on Sundays use 724, during the week use 721. L/M Meetings at stations should be the first week of the month and on the third Thursday of the month Sharee/Steve Thrift will meet with Trish Adams.

Unfinished Business: Formal A will be Adam Williams/Paul Votava and Jeff Schriver/Tracy Pardick.

New Business: M/S/C for Installation Dinner to be in place of the January General Meeting.

Good of the Association: Some national ballots did not have a security envelope.

Improvement of the Service: None

Meeting Drawings: 139 Elizabeth Farmer (not present) and 285 Melissa Franklin (present).

Adjournment: 20:27

# Meeting Minutes

Executive Board Meeting Minutes

November 6, 2024

Present: Sharee Eschenbacher, Steve Thrift, Bill Bauder, Conner McKinnon,

Melissa Franklin, and Miranda Riley.

Sharee discussed the Tentative Agreement session and wrote an article for the

upcoming Swingroom Gazette. The Bowl-a-thon and Food Drive for 2025 will be

slightly different, more information to come early next year. Sharee will be

meeting with Progressions to discuss their participation in both events before the

end of the year.

Steve will work on setting up a video chat for a Q&A session regarding the

Tentative Agreement. This will be done through the Branch Facebook page.

Continued working on 2025 Branch Budget and will be presented at November

General Meeting.

Executive Board Meeting Minutes

December 3, 2024

Present: Sharee Eschenbacher, Bill Bauder, Conner McKinnon, Melissa Franklin,

and Miranda Riley.

New union made retirement gift jackets have arrived. The next round of retirees

will be Brian Mueller (12/28/24 official retirement), Sandy Glenn 12/28/24, and

Willie Green 12/31/24.

The state will be reimaging the State-wide training as “Spring Training”, next

session in March 2025. More information will be provided when received.

CCAs hired from now until January will only have Driver’s Training. No Academy

training will be done during December. These new hires can only be used for

Parcel Delivery until Academy and OJI are completed.

If anyone is interested in becoming an Academy Instructor, contact Sharee.

Randal Writz from the MBA Office will be in Spokane to assist with

investigations.

Installation Dinner January 11, 2025, Spokane Tribe Casino – contact a steward for

tickets.

**Election Results**

# 2025 ELECTION REPORT

COMMITTEE: Jeromy Farnsworth*, Steve Schultz*, Bill Bauder*, Orville Arnold*, Krystyl Kane*, Everitt Hopper*, Simona Farnsworth*, Sharee Eschenbacher, Cyrus Haste, Courtland Walker, James Winchell (* designating participating on both nights)

437 Ballots mailed
12 Ballots returned undeliverable
5 Ballot invalid

158 Ballots counted 36%

Results:

**Secretary Treasurer**:

65 Rick Enright

86 Miranda Riley

**Trustees**:

92 Connor McKinnon

101 Connie Guerrero

84 Rhonda Mason

123 Melissa Franklin

State Delegates 2025 (*Tie)

| | | | | | |
|---|---|---|---|---|---|
| 115 | Steve Thrift | 73 | Bill Bauder | 60 | Jeromy Farnsworth |
| 110 | Sharee Eschenbacher | 69 | Scott Thorland | 56 | Chris Warren |
| 107 | Tracy Pardick | 68 | Mike Poff*2 | 49 | Wade Outcalt*2 |
| 104 | Steve Schultz | 68 | Orville Arnold*1 | 49 | Curt Rein*1 |
| 87 | Mike Rapp | 67 | Connie Guerrero | 47 | Jessica Hodgson |
| 83 | Rick Enright | 65 | Rhonda Mason | 46 | DeeDee Stockman |
| 80 | Connor McKinnon | 61 | Simona Farnsworth*1 | 44 | Everitt Hopper |
| 79 | Miranda Riley | 61 | Cara Harrington*2 | 43 | Louanna Hamersky |
| 74 | Melissa Franklin | 61 | Leslie Phelps*3 | 40 | Marco Renteria |
| | | | | 37 | Jacob Boileau |

# TIE BREAKER BALLOT (State)

Vote for one only in each column

3 Mike Poff

24 Orville Arnold

16 Simona Farnsworth

8 Cara Harrington

6 Leslie Phelps

9 Wade Outcalt

20 Curt Rein

# Route Inspections

6-Day Route Counts were conducted at both the Shadle and Manito Post Offices in September. I have reviewed all of the 1838's, 1838-C's, 1840's and 1840-R's for all of the routes at both offices. Mail volume was extremely low at both offices during the week of count. Consultations were done with each regular carrier at both offices. Joe Decaro and I took notes on what each and every carrier at Shadle had to say regarding the results of the count. We recorded the carrier's comments and any suggestions they had regarding possible adjustments to their routes. Leonard Warren and I did the same thing at Manito. The carrier's comments were forwarded to the route adjustment team on the other side of the State. The data supplied for the random 8-week analysis showed a more favorable representation of how long each route takes on a regular day than during the actual week of count since there was hardly any mail during the count weeks. The difference in the total time used per route varied greatly when comparing the week of count average to the 8-week analysis average. The totals for all of the routes at the Shadle office were approximately 18 hours apart. The week of count average per route showed that the total undertime of all the routes at Shadle was approximately 17 hours. While the 8-week analysis data showed that the aux route at Shadle should increase by 40 minutes.

When the route adjustment team met with both Station managers at Shadle and Manito they used CORS to make the route adjustments. It is very obvious that they (the route adjustment team, NOT the Station Managers) ignored all of the carrier's input and 8-week analysis and just used the data from the one week that the carriers were counted in September without any mail.

The results of the proposed adjustments were recently shared with all of the regular carriers at the Shadle Post Office. Management plans on implementing the adjustments on January 11, 2025. Consultations on the proposed route adjustments at Manito began on Friday December 13, 2024. The route adjustments at Manito will also go into effect on January 11, 2025.

The Union will be filing a grievance for both offices and asking that the proposed results of the route count are thrown out due to several issues that were noted along the way. For instance, at Shadle one of the examiner's carried SPR'S on a few loops for one of the carriers on the official day of inspection. A carrier at Manito was told by her examiner that she was not allowed to drink water in between loops on her day of inspection. Management deducted time from carrier's street times at both offices without properly explaining why. There are several requirements that management must do during an official 6-day count and inspection. Notes were taken and the deficiencies were documented. Everything will be included in the grievances for both offices.

If the grievances are not settled by January 11, 2025 the proposed route adjustments will go into effect then. If the adjustments happen everyone needs to remember to ask for a PS Form 3996 whenever you feel you cannot get your route done in 8 hours. Ask management for the 3996 and write down your best guess of how much overtime or aux assistance you will need to get done in 8 hours. Then follow management's instructions. If they disapprove what you request on your 3996 take the whole route to the street and call them around 2:00 or 2:30 if you still think you won't be done in 8 hours. Then tell them the address you are currently at and ask for further instructions. Such as, are they approving the OT request or are they sending help or do they want you to bring the mail back and be off the clock in 8 hours.

In Solidarity

Jeff Schriver

# RAP

RAP 2024 Sunriver, OR highlights: training provided by Union Members with varying experience and backgrounds. Some sessions were led by Officers, some by involved branch members; each bringing their individual prospectives. Each attendee was provided with a flash drive containing all the materials for the week of learning. Three sessions I particularly enjoyed were “Branch Officer Duties” with Jim Raymond and Tracy Cozad; “Dealing with Difficult and Toxic Co-workers” with Debbie Dixon and Matt Olson; and “JSOV/Dignity and Respect” with Tommy Devros and Mark Montoya. Jim and Tracy provided an insightful overview of the Branch Officer Duties from a Trustee to the President. This session was accompanied by a plethora of training guides in PowerPoint and PDF documents with topics for newly elected officers, training trustees, and strategic planning, just to list a few.

Before listening to Debbie and Matt speak on dealing with Difficult and Toxic Co-workers, I did not believe it possible to enjoy training on such a topic. From sharing relatable scenarios to inspiring personal introspection, Debbie and Matt explained how each of us contribute to our work environments. A standout quote from me: “Take the personal out, Put the Professional in”. Starting with an explanation of the term co-workers: any person employed by the Postal Service (regardless of our craft) including management; and then providing ways to deal with difficult people. Develop a rapport, practice empathy, treat people with kindness and respect, don’t take things personally, stand up for yourself, establish boundaries, don’t react, practice self-examination, seek advice from others. “How do you bring dignity and respect to the workroom floor?” Tommy and Mark brought another perspective to “how are you contributing to your work environment. This session came with a history and overview of workplace violence and the arbitrations that resulted. Prior to this session, I had listened to a podcast episode on the 1991 Royal Oak, MI shooting, I found it disturbing there was such a fight over how employees should be treated, as is 33 years later still fighting in many installations for basic dignity and respect.

Miranda Riley

Regional Assembly 2024



Veterans’ day week I had the pleasure of attending NALC Region 2’s assembly. For those of you who are unfamiliar Region 2 consists of Washington, Idaho, Oregon, Utah, Montana, and Alaska. Union activists from throughout the region gathered in Sunriver, Oregon for the assembly.

The first morning of the Assembly had National NALC president Brian Renfroe address the assembly on the tentative contract settlement. It was both informative and contentious at times and the dissatisfaction and frustration that several members felt over the proposed agreement was palpable in the room.

The rest of the week our time was devoted to training. I attended officer duties training which consisted of both the legal requirements under the department of labor and the duties of the various officers as defined by the NALC constitution.

I also attended classes on effective negotiating, dealing with difficult people, Joint statement on violence and behavior in the workplace/dignity and respect, Article 8, edit books, NALC activists and finally 60-minute office.

I want to thank the branch for the opportunity to attend this training.

Respectfully submitted,

Rick Enright



# Station Reports



## Shadle

## Leslie Phelps

Hello Brothers and Sisters! Leslie Phelps, main steward at the Shadle Garland Post Office here. I was given the opportunity to attend the RAP session in Oregon in November. This is my second RAP session that I have attended and I learn something new each time. A few classes that I attended was “Preparing File for B”, “Article 5 (3 & 19)”, “FMLA”, “JSOV/Dignity and Respect”, “Letter of Demand” and “Organizing”. I took those classes because I feel like I have either experienced it first hand or wanted more information about them to better me as a steward. I love being a steward and stepping up is a thankless job. Union means “the action or fact ofjoining or being joined, especially in a political context” and we need more union members to help Branch 442 to help all letter carriers in Spokane! Lets get more members involved by coming to our monthly meeting. I would love to see some new faces this year. With that being said, I just wanted to wish everyone a Happy New Year! We made it through another peak season. I am glad we have had enough help to get us through this time of year compared to what we endured about 2 years ago before Amazon was flexed. That means I have been the main steward for 2 years now because another installation banquet is happening on January 11th 2025 at the Spokane Tribe Casino. I can not wait to see everyone there! As we start the new year I need to remind you all that the union can be the mediator for you and management during a labor management meeting. I need to know what is happening to carriers whether it be you or someone you know. Our voice is important to keep a strong working relationship between management and carriers. See something? Say something? An issue we are having at the Shadle Garland Post Office is a hostile work environment. I have been instructed by manager Joe Decaro that I need to bring hostile work environment issues to his attention so he can be given the opportunity to fix the issue before the union files a grievance for hostile work environments. Also remember that you should always follow management’s instructions unless it is unsafe, illegal or immoral; follow first, grieve later. Also ballots for the tentative agreement should have been mailed out by now so do not forget to vote! Let’s really turn this contract into something historical like what Renfroe said. Thanks for reading my article!

## Rhonda Mason

## Riverside

Things have been pretty cool this fall at the Riverside station. It sure helps when all the routes are filled!

At the beginning of November, the 2024 Rap Session was held in Sun River, OR. On the first day we had Brian Renfroe as the speaker and he spoke more about the tentative agreement. He did a Q & A at the end of his speech. I guess this was his attempt at a sales pitch.

I sat in on an Article 8 class as one of my choices and found it to be a great refresher for the things that I currently grieve the most! Although the Spokane area has a few differences due to the intervention agreement, the majority of the information applies. I think there's often confusion about work assignment and ODL carriers. Who is entitled to the work!?! And then the work assignment carrier technician brings even more questions into it! My most common answer when asked is depends on the situation, I need more details!



## Connie Guerrero

## Sunset

Hey everyone hope you are all doing well it’s that time of year again and I just want to remind all you to be careful out there the roads tend to be slick in the a.m. please remind your cca to take it slow approach the mailboxes at a slower pace and not as close to avoid possible sliding. Also, when walking watch out for black ice and painted steps they can look normal but be really slick. Besides that, little bit of information nothing has been going on at sunset just trying to make it through this season wer ecently had conner Ramm at our station while Dannette was gone and it was a breath of fresh air we really enjoyed having him at our station. Well, that’s all I have for now



## Simona Farnsworth

## Hays Park

Hays Park

I had the opportunity to attend the RAP session this year in Oregon this past November. I had no idea what this was all about, but I was extremely excited to attend so I could learn more to help my brothers and sisters. It was very fun and a great learning experience. As a new steward with basically 2 years of experience I would like to take this moment to thank all our union representatives of our branch 442. I am not sure how many of our members know this but every time one of our representatives attends a training session to help make our branch stronger, we must use our own annual leave or lwop. As I sit here thinking of all the things I could have done with those 40 hours of annual leave I truly believe I made the right choice. It was a self-sacrifice, giving up time I could have spent with family or just staying home reading a book and enjoying my dogs. I am learning the best way to help my fellow carriers is through knowledge. I cannot just ignore issues at work and watch while my fellow carriers get mis-treated and watch the contract be broken. I will continue to stand up for the rights of all carriers.

At the RAP session we had different classes we could choose from to attend. Two of the classes I chose were Acceptance and Inclusion and Dealing with Difficult People. The first one really opened my eyes to bullying in the workplace and what a huge role management plays in this type of behavior. Management sets the tone for our stations. If management hears carriers bad mouthing another carrier and does nothing about it, then management is condoning this behavior by ignoring it. Therefore, management is setting the stage for a hostile work environment. If management is openly gossiping about a specific carrier's work performance or personal life out loud with other carriers this also creates a hostile work environment. I would like to encourage everyone to let me know if you witness any of this going on in our station so I can address the issue with the management. All carriers deserve to come to work without being bullied. If you see something, say something. We need to stand together as brothers and sisters and have each other's backs! The Dealing with Difficult People class was very informative. The instructor was Debbie Dixon. Many years ago, she was a carrier at Hays Park. Many classmates gave personal examples of difficult encounters they have had with management. Our instructor was an excellent teacher that gave a ton of very good advice on how to deal with difficult people. I look forward to using the skills I have learned. My number one advice to pass on to my co-workers when dealing with a manager being abrasive is do not react to it. Just take a deep breath, stay calm, do as you are instructed and then request steward time. This can be hard to do and takes self-discipline but do not give management anything to use against you. I have recently been told (threatened) that failure to follow instruction could be issued on carriers in the near future. Always follow instructions then we will grieve it later if necessary.

As we begin the new year I would like to welcome Tim Bale as my assistant steward. I am so excited to have him by my side to defend the contract and to make sure all carriers are being treated fairly. I cannot say enough good things about Tim. He is an excellent carrier and an extremely nice person. Congratulations to Tim Bale and thank you for stepping up and taking on this responsibility! Being a steward is a huge commitment. Everyone be safe out there. Let's have an awesome 2025.

Simona Farnsworth





## Everitt Hopper

## Shadle

What is so important about being in the union?

Since it was founded in 1889, the union has defended the rights of letter carriers before abusive supervisors, unfair administrations and indifferent Congresses. NALC is the only force fighting to protect your interests as a letter carrier. As a member, you get to vote directly for local and national officers and on proposed contracts. The convention, held every two years, is the supreme body of the union, where members elected to serve as delegates chart the course of the union and set NALC policy. Union members can speak out at branch meetings, vote in local and national union elections, run for office and work for policies and programs they support. I know that The Postal Service can be an impersonal and sometimes hostile bureaucracy. Yet because of the NALC, letter carriers can fight unwarranted discipline, discrimination and other abuses. When you have a grievance, your Union Steward will represent you every step of the way.

In addition to this representation to keep you safe and supported, the NALC provides a robust offering of benefits for its members. Scholarships and discounted tuition, disaster relief (think wildfires for our neck of the woods), financial hardship assistance, discounted auto and home insurance, travel savings and the list goes on! Check out www.nalc.org/member-benefits and www.unionplus.org for more details.

If you are not currently part of the NALC and want to join, reach out to your local branch Steward and they'll give you Form 1187 to sign up.

Everitt Hopper

Shadle Shop Steward

## Jeff Schriver

## Hillyard

It's been a little while since I wrote an article about Hillyard. We are still enjoying the fact that we are not required to participate in the "commitment process" like all other offices in Spokane. I filed a grievance here at Hillyard in 2007 regarding following the M-41 instead of the "commitment process". It was settled and has been binding ever since. The M-41 is clear. It explains how to be a letter carrier. Nowhere in the M-41 is there any mention of the so-called "commitment process" that local management implemented in Spokane sometime in the late 80's or early 90's. The M-41 explains that a carrier is responsible to verbally inform management if they cannot leave on time or get all of their mail delivered on schedule. It does not explain that we must tell management everyday what time we think we are leaving the office and when we think we will be getting back.

The first 6 years of my letter carrier career were in California. I delivered mail for 6 years without ever hearing about a "commitment process." The morning Supervisor would walk around and ask each carrier how they were looking today. If a carrier could do their route in 8 they would say, "I'm Fine" or "I'll get it done" or "8 n skate." We were not badgered every day to tell management when we were leaving the office and getting back. If a carrier thought that they couldn't get their route done in 8 hours they asked the Supervisor for a 3996 and filled it out. This eliminates arguing on the workroom floor and possibly disturbing other employees.

On another note, I've heard that there will be a team or teams of Supervisor's out and about doing safety blitzes. If you are caught driving the postal vehicle without your seatbelt on, or driving through an intersection with your door open, or leaving the vehicle unattended with the engine running you will be put on an Emergency Suspension as per Article 16.7. Follow all safety rules so I don't have to represent you if you get caught breaking them.

In Solidarity,

Jeff Schriver



## Tracy Pardick

## Valley

SPOKANE VALLEY ARTICLE

The season is upon us, but it seems to be a slim one. Overtime is a thing of the past. We have 20 ODL carriers right now, that is insane. It makes the ODL tracking a little harder, but I am doing it daily and making sure management is using the lower carriers. Management has pretty much sent out all the old supervisors and replaced them with less seasoned ones. Andrew Bonesteel is gone, and Conner is gone. We now have Amy Lauritzen, Kyle Mathes, Bryce Burwick and Brandy Harris who will now be a full time 204b. Brian Muller has retired, and Sandi Glen will be retiring at the end of the month. We now have pretty much five unassigned regulars, Jason Vandenbos (hopefully), Smith, Jon Miles, Mack, and Miethe and 5 CCA's. So, I would say we are pretty well staffed at this point. It would have been nice to have this staffing when we were getting killed by Amazon.

I have been working on multiple grievances; most have been settled. I am still working on the morning estimate process and have been discussing with the whole management team what I expect. Hopefully it will fix the problem. I am still waiting to see if Adam will stop having them give us the days before performance, if not will push the grievance up. I have also spoken with them about the unauthorized overtime and the way the supervisors approach it at night, hopefully that is enough to fix the correcting on the workroom floor. If not will push through with the grievance also. I have only had to deal with one ODL grievance lately and it was taken care of. The first part of the grievance process is to explain the problem, and have it fixed, if not fixed then grieve, unless it is a monetary or time issue. Small contractual things can be fixed easily before they become a grievance. Please let me know of any issues, even if you think it is stupid or might not be an issue.

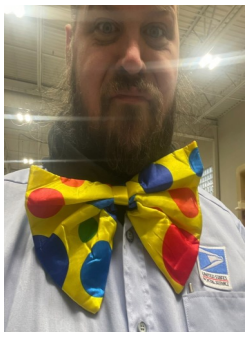
I know Adam is pushing everyone to follow certain rules to the T, guess what do it. I suggest reading the M41 and M39 and educate yourselves on the job. There is so much stuff that we are required to do, this is all part of what makes our routes 8 hours, skipping a lot of these steps diminish the route to under 8 and opens it up to be absorbed. I will never ask or tell you to slow down to make your route longer, I will say to follow the contract and manuals, and your route will be longer, management wants us to use load truck feature, use it. Management wants us to check in at the end of the day, do it. Management wants us to talk to customers about leads, do it. Management wants us to maintain our boxes and routes, do it. All this adds to our routes, and they pay us to do it. Keep names updated in your boxes, read the names when you deliver even on a hand-off. If a package is too big for the box take it to the door or parcel locker. Don't crush mail in your boxes, clean them up and organize it. On curbside delivery place your vehicle in neutral when on flat service and in park on hills, when delivering to the curbside box. Knock on the door and give the customer their package. These are just a few things. We have the installation of officer's dinner on the 11 the of January, haven't sold many tickets yet. Hopefully more people will start showing interest. Sandy Glenn did the ballot count for Valley stewards so Me and Miranda Riley will be your stewards for next year with Bill Bauder and Conner McKinnon as the alternates. This will be the first time the Valley has been full up with stewards in a very long time.

Another big issue has been OWCP claims, it seems like I have been spending a lot of my time getting these fixed lately. If you are injured on the job let your steward know immediately so they can help, get your CA1/CA2 done correctly, do not rely on management to help. They do not have the experience. I have delt with multiple denied claims due to improper paperwork being submitted or no paperwork at all. There are certain forms you need immediately. I have been butting heads with the Postmaster on the majority of 2499's she has issued (limited job offers), I am not sure if she is purposely screwing them up to get the carrier to quit or drop their claim, but they all have been completely wrong. You need to have your steward present when being issued one. You also have the option of taking it to the doctor to have reviewed. Do not refuse it, sign it under duress if need be. Also, the CA17 is what the doctor writes as your restrictions, have the doctor actually put times on these, don't just copy the left side. Have your steward review that also. There are so many rules when it comes to OWCP, it is best to make sure you have someone that knows how to do them to help you.

So, I ended up going to the Regional Assembly. It got a little tense when Brian Renfro was at the mic. He really didn't put much more out than what was already in his podcasts, so not much to report back on there. I have to say the classes were a lot better than they have been recently and were more targeted to things affecting us today. I have been getting a lot of Letter of Demands on carriers lately and have been struggling on how to handle them, and low and behold there was a class for that. Over all the classes were good, I did get a thumb drive with all the information so I can access it when needed for grievances.

I will close this with a merry Christmas and Happy New Year.

As always if you need to contact me feel free anytime, I usually always answer or call back. 208 651-3505



**Jeremie Simpson**

**Metro Steward**

This year Metro will be adding two more stewards for the first time in three years. Everyone who attends the steward meetings has certainly met Tanja Salguero over the past couple of months as she has been attending to make sure that stewardship is something that she wants to do. Additionally, Shawn Gilliland will be stepping into a steward role at Metro. These two will be giving me some much needed relief in the day to day operations at one of the large Spokane stations and I am truly grateful that they accepted their nominations.

I have heard that our no-lunch grievance was sent to step-b and I anxiously await its return as fixing people's unpaid, worked time seems to be my most frequent steward duty. We have had very little going on as far as discipline and I & I's go which has beena very nice change of pace.

As I type this it is 12/15/24. I work best at deadlines and under pressure, sorry Scott. I have not gotten my ballot as of yet and I have not heard from anybody at Metro who has gotten theirs yet either. Today the National NALC Facebook page posted the pay scale increases in what appears to be an attempt to "educate" people who use social media for their news. As is in the NALC app, these increases include the general step increases as part of the tentative agreement. To me, this shows that our National team knows how bad the agreed pay increases are and are using "Politician" type manipulations of the numbers to make things appear better than they are. Again to me, this is a tactic that I would expect from the management side of the negotiations and not from our people. To top it off, on this post National NALC has turned off the ability to comment and that was done within 10 minutes of the post being made. This is a slap in the face to all of us members whose dues pay their salaries and pay for all of the time and materials that are being used to make these posts. It is our money. It is our Union. We are the Union. Silencing the rank and file from discourse or counter argument is absolutely unacceptable and we should not allow the few who we have elected exert this type of power over us. This behavior is unacceptable and toxic. I do not tell people how to vote. Everyone needs to educate themselves on this

agreement. This is a pivotal time in the Postal Service and the NALC. Our elected officials are in place based on the votes of less than 50,000 votes. Renfroe 31,415. Barner 21,206. NBA's less than 3,100 votes each. These are the results of people thinking the rank and file will not stand up and be heard. These are the actions of people thinking the rank and file will not stand up and be heard. EVERYONE IN SPOKANE NEEDS TO CAST THEIR VOTE ON THE TENTATIVE AGREEMENT. Use our voice and fight. I will be sending my no vote back the very same day I receive my ballot. Enough is enough.

# Greetings from Northpointe

Hello from Northpointe,



Overall, things have been relatively peaceful at Northpointe! The issues that have come up have been resolved quickly without the need to resort to the grievance procedure. We have had a couple of retirements in December. Willie Green retired on New Years Eve. Steve Howard retired on Christmas Eve. I am told that the following Saturday Willie got up, got ready for work and was headed to his car before he remembered that he was retired (No verification of the truth of this rumor, but…) We learned a few things about Willie from his wife at his retirement ceremony. Most of us know that Willie has coached Track and Field for over 20 years. The thing most of us were unaware of is Willie and his wife have fostered over 40 children and adopted 4 of them. They have 10 children in total!

There are a couple of things I do want to discuss. Sharee mentioned in her article the Safety Blitzes that are being conducted nationwide. There are teams put together from Headquarters out trying to catch you violating safety procedures, with the goal of putting you off the clock on a 16.7 emergency suspension. They are looking for: Seatbelt use, leaving the vehicle running, and distracted driving (including the use of ear buds). If they observe you doing any of these things, they will stop you, take your keys and call your supervisor out. They will then instruct the supervisor to place you on an immediate 16.7 suspension, which is a non-paid status. If this happens to you, it can take weeks or months to potentially get you back to work, and even longer to get you paid. Please take the time to do everything properly, don't give them the opportunity! Someone is always watching you. Management is also watching us all the time on the computer, using the RIMS system. If you have been questioned about stationary time, that is where it is coming from. Management is prohibited in section 134 of the M-39 from using any clandestine means to spy on you, but it is still occurring. If a supervisor comes to your case to ask you about a stationary event, ask for your shop steward, any time management asks you a question, it can be considered an investigation, and you have a right to have a steward present! The same goes for accidents, ask for a steward before you answer any of management's questions. Management will use your statements that you make when you have an accident against you. There is pressure on management to issue discipline for any accident, protect yourself by asking for a steward.

The MDA bowl-a-thon is coming up on February 15th. It's a little different this year, it is on a Saturday night from 9:00 to Midnight (cosmic bowling) at Northbowl. The Monday after is a Holiday so most of us will get 2 days to recover from staying up that late!

A great many carriers are unhappy with the Tentative Bargaining agreement that we are voting on currently, and a lot of anger is directed at president of the NALC Brian Renfroe. I remember when we elected him as president of this union and I really had absolutely no clue who the candidate were or even how to get information about them, I'm not even sure who I voted for. If any of you are interested in learning about other potential candidates for the national leadership of our union that we will be voting for in the fall of 2026 here are some suggestions. The podcast From A to Arbitration especially the more recent episodes dive deep into the politics of the NALC. Another source can be found on Facebook: Concerned Letter Carriers (CLC). The CLC has put together an entire slate of candidates under candidate for president James Henry who has held numerous positions within the upper levels of the NALC. Another source that can be found on Facebook: Caref4prez Mike Caref is from Chicago and has served as an NBA for many years, is a member of the NALC executive council and is running for the position of president. Each of these Facebook pages with information on podcasts that really delve into the issues our union is facing. I encourage everyone to do some investigating on your own. Podcasts are a good way to pass some of the time while you are out on the street delivering mail (not that I'm suggesting that you wear earbuds) but I'm sure most of you have figured out some way to listen to music or podcasts on the street!

-Scott Thorland

# Installation Dinner

# January 11th 2025

# Spokane Tribe Casino






RAA James Frankford delivered a report on the state of the union, describing how there is now a nearly 600 case backlog at Step-B due to Western Area reducing the number of teams working to alle-viate the backlog






Branch President Sharee Eschenbacher addressing the attendees




Branch Officers and Stewards being sworn in by RAA James Frankford

THE
SWINGROOM GAZETTE
Official Publication
Of
BRANCH 442
National Association of Letter Carriers
2903 E. Mission Avenue
Spokane, Washington 99202-2364

ADDRESS SERVICE REQUESTED

Non-Profit Org.
U.S. POSTAGE PAID
Spokane, WA
Permit No. 442

# 11th Annual Kathy Burger

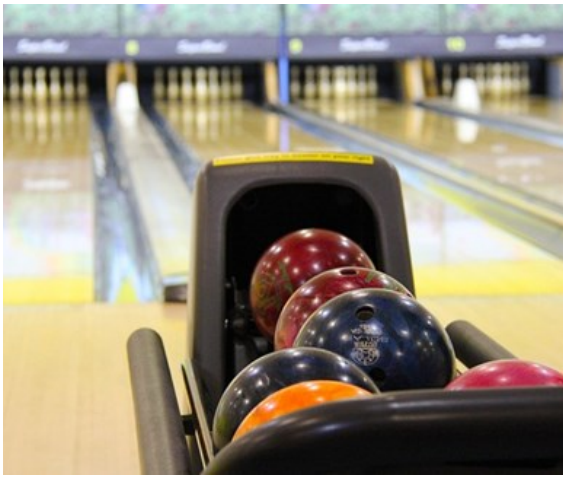
# MDA Bowl-A-Thon

# Saturday February 15th 9:OOpm - Midnight

# Cosmic Bowling

# At

# North Bowl



**Sign up sheets are posted at Stations**

**4 person teams**

**$25 per person entry fee**

**Proceeds to benefit**

**Muscular Dystrophy Associaton**

*January 27th Tenative Bargaining Agreement Ballots Due VOTE!*

***February 11th Steward Meeting 6:30pm***

***February 15th, Bowl-a-thon @ Northbowl 8:30 pm***

***February 17th President's Day Holiday***

***February 19th (Wednesday) General Meeting 7:00 pm Progressions Credit Union***