July/August 2024

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NALC

Branch 442

Swingroom Gazette

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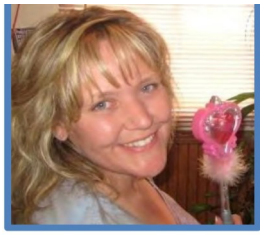

President's Report

Sharee Eschenbacher

If you noticed, a May/June issue of the Swingroom Gazette did not get published. All I need to say about that is, "Thank You, Peder Bakken, for giving us a publication to be proud of and setting the bar for our next editor. You did a fantastic job and I wish you had time to continue doing it. We all understand the importance of family-time and we wish you well!" For a few days I thought I would have to learn about the world of publishing. Then, to my great surprise and relief, I received a text from Scott Thorland letting me know he was interested in the job. I've never texted someone back so fast in my life! Scott is not a pro, but he has dabbled and that's better than what I could offer so, HE'S HIRED! Please support Scott and the Gazette with articles, pictures and any tidbit of information you think should be shared.

We have some upcoming events, so get out your calendars and mark these dates. July 21st is our annual picnic. It's at Valley Mission Park (Splashdown) and we are going to start later this year to accommodate those delivering Sunday parcels. We booked the space for all day but will begin serving food at 2:00 pm. As I write this article, we have not heard back from Splashdown on their plans to open, but if they are and if we can negotiate a group rate for tickets, your station stewards will have that information. August 20th is our retiree-honoring meeting at the union office. We are still working on the details, but it will start at 6:00 pm and there will be food, drinks and fun. September 17th is our Nominations meeting. If you have interest in being an officer of the branch or attending the state or national convention, you must meet criteria and be nominated. Acceptance can be done in writing if you can't be present. Ballots will be sent out in October and results will be reported at the November meeting. Historically, we have a very low percentage of returned ballots. The branch spends a lot of dues money to ensure a fair election. Every eligible member is mailed ballots, a security envelope and a return, postage-paid envelope. Please sit down for 5-10 minutes, pick who you want to represent you, and let your voice be heard through your vote.

Three carriers retired on June 28th, Shawn Mathes, Darryl Krotje and Ray Kaiser. Craig Hasse, Tom Neese and Morris Wigen have also recently retired. Congratulations to all of you. As I look at the Seniority Roster, I am a little stunned as I do the math in my head. We have about 420 regular, part-time regular and CCA carriers in this city. 340 of those started their career as a CCA. That means only 80 of us are left that started as a PTF. I make this distinction because, to be brutally honest, CCA's have never been treated right. The hiring process, orientation and training have always been abbreviated for them. No one really knew how to react to them when they first showed up. Regulars were skeptical because they were hired after a long hiring freeze, and we saw all that overtime disappearing. Management was used to casuals and TE's as auxiliary assistance, and we all know how they were treated. Carriers starting out as a CCA have been here for over a decade and are now 80% of our membership. Through the years, our union has worked hard to improve the contractual rights of CCA's, but management has never stepped up and treated CCA's as potential career employees. Some are not allowed to case. They come in later in the morning and only deliver the mail. They don't get to hear stand-ups or form relationships with co-workers. Most importantly, there is no mentoring going on. When CCA's are converted, they are coming in cold and at a great disadvantage. No one has taught them how to update their Red Book, they must beg for the mandatory Conversion class to figure out their benefits, and unfortunately, they believe most of what management tells them… management teams that have about the same percentage of members who started out as CCA's. I want to laugh at that, but it's too serious. Management doesn't effectively train their new supervisors, either. I now see the urgency. Knowledge is power only if it is shared and applied. Otherwise, it's only potential. We need our 20% to start imparting wisdom. Maybe I'll have some buttons made that say, "I'm a 20%'er… ASK ME ANYTHING". The branch also has the resources to hold trainings at the Hall or on-line. If you aren't a member of our Facebook group "Branch 442 members", ask to join. Come to our meetings on the 3rd Tuesday of each month. I'm also talking to our retirees. Go to your Retiree Luncheons and come up with ideas to help with our "Spread the Knowledge" campaign.

Have a great summer. I hope to see everyone at our meetings/events. Watch out for each other.

With Union Strength,

Sharee Eschenbacher

Branch 442 Contact List

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	Alt: Jeff Schriver	509-252-2327
	Hillyard	509-252-2327
	Main: Jeff Schriver	509-252-2327
	Alt:	
	Collections	509-363-6080
	Main: Cara Harrington	509-251-5185
	Alt:	
	Manito	509-252-2335
	Main: Jeff Schriver	509-252-2327
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	Alt:	
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	Main: Rick Enright	509-599-5470
	Alt: Scott Thorland	509-934-9263
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	Main: Tracy Pardick	208-651-3505
	Alt: Josh Nix	206-963-0599
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	Main: Rhonda Mason	509-671-5501
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	Main: Leslie Phelps	208-755-0046
	Alt: Everitt Hopper	406-208-9105
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	Main: Tracy Pardick	208-651-3505
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	Alt: Bill Bauder	509-990-5245
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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.



Vice President's Report
Steve Thrift

Vice President Report April 2024

"For the grievance regarding the expiration date of the October 22, 2008, MOU Re: Assignment of City Delivery (M-02001), the parties agreed the expiration of the MOU coincides with Arbitrator Das' interest arbitration award dated January 10, 2013. It was agreed that any new delivery growth which was improperly assigned during the timeframe in question, November 20, 2011, through January 10, 2013, will be properly reassigned."

Many of you may have seen this short paragraph in the latest update sent out to the stations from National. It would be posted on or near the Union bulletin board at your station. If you haven't been around since 2008, you may not have any idea what this even means. Even if you've been around longer than that you might not know either. So, a short explanation will be in order.

Back in 2008, the NALC and the Post Office entered into an agreement to streamline the route adjustment process away from the traditional count and adjustment model we'd used for decades. It costs an incredible amount of money to do counts the old way, and the J RAP, M RAP etc would yield an expedited route adjustment at a significantly reduced cost for management. (Plus, the route adjustments were actually very good.) In return, all new growth was to be assigned to City Delivery unless any one of three criteria existed (all of which didn't exist in Spokane.) I spent the better part of a year compiling 2 file folder boxes full of information, hand drawn maps of proposed developments, lists of addresses, and Google Earth maps supporting City Deliveries claim on a large swath of territory on the North side. There are many hundreds of deliveries in play wherever City borders Rural… Northpointe, Hillyard, the Valley, the South Hill, and maybe Sunset Station. Then there was a national level grievance from rural craft, and disagreement about when the Memorandum actually expired. Most of the cases submitted from around the country were then held in abeyance until it could be settled. It is now settled with the above language. What that means to us is that we get another opportunity to get all that territory that was improperly assigned to Rural delivery during the timeframe covered by that original Memorandum. It will be a time-consuming, tedious task of going through AMS records of all addresses added during that timeframe and ensuring they were properly assigned. But it will be well worth the effort because it is at least several routes worth of territory we are talking about. I will keep you all informed of any further developments regarding this process going forward. It was my baby back then and will continue to be so now.

Food Drive 2024: after last year's failed attempt at a hybrid style Food Drive/Fund Raiser, we are returning to the traditional Food Drive that we all know and love. Cards. Bags. Volunteers. Trucks or trailers in the parking lots getting filled with donated food. It's going to be great. Arrangements have been made with 2nd Harvest Food Bank and our new friends at Partners Inland Northwest in the Valley for necessary logistical support. During the last few years 2nd Harvests infrastructure has morphed into one that deals primarily with the collection, transportation and distribution of large-scale corporate donations. Partners Inland Northwest is stepping in to cover the area that we participate the best…gathering contributed food from individual families on our routes, and then sorting and distributing it to the local area Food Banks. Progressions Credit Union will again be providing the bags for our Food Drive, so Thank You very much to Team Purple! We have found that the Food Drive is so much more successful when customers see those bags in their mailboxes like they're used to. I will thank you all in advance for the effort that goes into this thing "The Largest One Day Food Drive in the Nation." It takes time and energy but it is, in my humble opinion, the best thing that we do for our local communities. We are a part of our neighborhoods, and there are more people in need of Food Assistance now than ever before. Many hard working families are struggling to survive these days, and the Food Bank system is there for all who are in need.

If there is anyone of you who may be interested in providing help to Partners INW or perhaps serving at a local Food Bank in your area, please contact me. I will soon be putting together a group of like-minded Letter Carriers that want to help those who are in need in our local community. It would probably be once a month, after work for a couple hours. Together we can help make a difference.

Please…remember that your safety out on the route is more important than any time projection management and their computers may come up with. "NO JOB IS SO IMPORTANT & NO SERVICE IS SO URGENT THAT WE CANNOT TAKE TIME TO PERFORM OUR WORK SAFELY" This banner hangs in every one of our offices here in Spokane. Mgmt. loves to pay lip service to 'being safe" but absolutely loses their minds if heaven forbid it should take a little longer. If you are being harassed or intimidated about your morning estimate, or your speed out on the street, and especially with the hot summer months coming up, getting constantly beat up about "stationary events" or a safety break to drink water or be in the shade or sit in the AC for you lucky ones who have it… That's what your Shop Steward are for. Let them know. We cannot allow them to berate us into putting our physical (or mental for that matter) well-being at jeopardy just to meet their projected numbers.

That is all I have for this issue. Be Safe. Be Professional.

-Steve Thrift-



Welcome new member John Chau!



Director of Retirees

Director of Retirees Reports
Steve Schultz

Director of Retirees

Steve Schultz

This will be a short article, as all of the articles from the May-June edition of the Gazette are included in this July-August edition and it should be a rather large issue. I would like to take a few moments here to write about commitment. The job of running/leading this union takes a tremendous amount of commitment. Sharee has chosen to undertake that commitment, but what she needs from you, **all of you**, is your help. It is not an easy job. I know this and speak from my experience as both the Branch and State President.

She has many good ideas to help improve this branch, but along with the daily duties of running the branch, it is hard to find time to work on these ideas. Let me give you some examples. The building is in need of maintenance, such as painting of the hand railings, etc. She tried to organize a work crew to come down and help with the job, but I find out she is doing a lot of the work herself by staying at the office after work and doing the painting herself. There is an old saying that goes something like this "Many hands make light work". If we all make a small commitment to this union, we can help it to succeed. If she puts out a call for volunteers, consider giving a few minutes of your time.

Apathy seems to be running rampant in this country anymore. It seems to be "what can the union, (or any other organization for that matter) do for me, without me having to do anything in exchange". I have written about this in a previous article. We need to change and that starts by taking one step at a time. But what we need to do is take that first step. Don't be afraid to jump off the diving board. I know it's tough with children and their activities. It was no different when my children were small 40 years ago, but I had made a commitment to help this union when I took my oath. As it states in Article 1 of the Constitution for the Government of Subordinate and Federal Branches, "The objects of this Branch are to unite all…into one harmonious body for their mutual benefit…to improve the condition of its entire membership."

Previously submitted article:

When you make a commitment to the Branch, whether it be as an officer, steward, committee member, or just helping out with some repair work around the office, stick with it, and do it to the best of your ability. Everyone will then benefit. So, I am asking all of you, make a small commitment to help this union succeed. Take that first step, and jump into the water. You just might find it refreshing. Until next time, take care…

We are approximately a month away from the annual convention of the Washington State Association of Letter Carriers, of which you are all members, so I thought I would take a moment to write about that. As a past State President, I feel that I can offer some insight as to what goes on at these gatherings. I know many people are under the impression that it is just one big party, but nothing could be farther from the truth. For those that golf, the convention does start on Thursday with the JO Shelton Memorial Golf Tournament to benefit Muscular Dystrophy, which is a cause the NALC has been supporting since the 1950's. Friday morning starts with an opening ceremony and welcoming from the host branch. We then get down to business, with such things as the standing rules (how the convention is to be conducted), the first reading of proposed by/law changes, opening of nominations for officer positions/ convention city, disapproved resolutions, etc. Friday afternoon consists of a variety of training sessions that are offered to the delegates on a wide number of topics. There are classes available for delegates, stewards, officers, and retirees. Depending on the topic and the trainers schedule, the classes might run from 1-3pm, 3-5pm, or even 1-5pm if that much time is needed to present the class. Friday evening, the host branch usually sets up some type of a fun event. These range from BBQ's, to dances, to kickball games, even hatchet throwing as was done last year, whatever the host branch sets up. A lot of times it is the Eastside against the Westside, with the funds raised from the competition going to MDA. Saturday is all business, all day long, addressing the by/law changes, resolutions, budget, etc. It also includes a presentation by the National Officer in attendance, as well as our National Business Agent. I would like to take a moment to talk about resolutions. If you want to see a change in policy, say for instance our National Officers position on how Article 8 is negotiated, here is how you go about that. First, a resolution is written up. There are people who will help you write them up as a certain format must be followed. It is then taken to the branch for a vote. If it passes the branch, it is then forwarded on the State Association to be addressed at the State Convention. If it passes the State, it then goes on to the National Convention for a vote at our biennial convention. If it passes there, it becomes the agreed upon position of the union. It is a very democratic process. Saturday evening concludes with a banquet. In addition to having speakers, it also includes the awarding of the Outstanding Service Award, and a live auction for MDA. Sunday morning begins with a memorial service to honor our fallen members followed by the conclusion of all our unfinished business from the day before. So, I know you are asking yourself, how can I become a delegate to our annual convention? It starts with attending the branch meetings which take place the third Tuesday of every month. You are then nominated to be a delegate and placed on the ballot that goes out to every member for a vote in the Fall. The branch then determines how many delegates it can afford to send, and they are awarded based on the votes received. Bottom line, attend your branch meeting and get informed! Until next time, take care...

QUARTERLY RETIREE LUNCHEON

THE QUARTERLY RETIREE LUNCHEON TAKES PLACE THE 2ND TUESDAY OF THE FOLLOWING MONTHS: FEBRUARY, MAY, AUGUST, NOVEMBER AT THE GOLDEN CORRAL, 7117 N DIVISION AT 11:00AM. COME AND ENJOY SOME FELLOWSHIP WITH OLD FRIENDS AND POSSIBLY MAKE SOME NEW ONES. HOPE TO SEE YOU THERE.

THE DATES FOR THE REST OF THIS YEAR ARE:
MAY 11TH,

AUGUST 10TH,

NOVEMBER 9TH

UNIFORM ISSUES
Steve Schultz

Many of you are aware that I took over for Mike Rapp as the sales representative for Arslan Uniforms a couple of years ago. When Mike had approached me about taking over the position, I had not realized that he had been doing it for 18 years since he retired. I still wake up between 5:00 and 5:30 every morning, so I thought I would give it a try as it would keep me in touch with the carriers, though it does require a bit of a time commitment.

I'm still learning something new about the job all the time and I would like to take a minute to address some of the issues I see. First, I would like to provide some clarification as to your uniform anniversary date. Let me use this example. Say you are hired as a CCA on January 1st, approximately 120 calendar days after that date, you will become eligible for your first uniform allowance, in this case May 1st. According to Article 26.3 of the National Agreement, management must provide an Authorization Letter to the employee within 14 days of the eligibility date. Unfortunately, this doesn't happen, not just here in Spokane, but throughout Eastern Washington, and my guess is throughout the state and country. The employee is entitled to receive that uniform allotment every year on their anniversary date. So, if you are still a CCA on May 1st of the following year, they should be providing you another Authorization Letter for your uniform allotment. It also states in Article 26 that when a CCA is converted to career status, they retain the same anniversary date they held as a CCA. So, in this case, it would be May 1st throughout their career.

Second, is with regards to the issuing of a uniform purchase card. A card cannot be requested for an employee who has made regular no earlier than 8 weeks prior to their anniversary date. So, in this example, the employee is hired in January, May is their anniversary date, and they make regular/career in September. A uniform purchase card could not be ordered for the employee prior to March 1st. Again, getting these cards ordered, I feel has been a problem throughout the country. I have been working with the individuals at the Postmaster's here in Spokane to help get this alleviated. Some of the problems that we are running into are individuals not keeping their current address updated in the Postal Service records. If you have not received your card and you have moved, your card has probably been returned to the sender. You need to update your address with the Postal Service and to expedite the process, call Citibank at 800-287-5003 so they can resend your card to you. In addition, when you get your first allotment as a career employee, you should receive an additional credit which is currently $116 under our current agreement.

If you have any questions or need any assistance, feel free to contact me. My number is listed in the Gazette or on my catalogs on the bulletin boards at the stations. I will have more information in another issue.

Your local Arslan Sales Representative:

Steve Schultz

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&

509.535.0191

9233 N Nevada St, (In front of WinCo)

Branch 442

General Meeting

June 18, 2024

Call to Order: Madam President Sharee Eschenbacher called the meeting to order at 19:02.

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

Roll Call of Officers: 4 Excused and 6 Absent

Reading of Previous Minutes:

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

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

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

Reading of Communications: None

Applications for New Membership: 10 new membership applications

Initiation of New Members: John Chau

Reading of Reports:

Director of Insurance: Webinars available on USPS Newslink (News.usps.com) regarding the upcoming changes to our health benefits. Plans and pricing information expected in October/November. Medicare Parts A & B Deadline is September 30, 2024. NALC Plans: Be sure to take advantage of benefits available to you now: Telehealth, HingeHealth.

Director of Safety: Take extra care in securing your postal vehicles and DO NOT leave the driver's seat while vehicle is running.

Retirees: Postcards with July Picnic information will be mailed out to retirees.

Trustees: Welcome Melissa Franklin as a Trustee, Books in order through April. There are a few checks still outstanding -- Please cash or deposit payroll and/or expense checks preferably the week received. These checks do expire 60 days from date written.

Spokane Labor Council: Looking to bring more Unions in. Also looking into Zoom Meetings as an option. Endorsements of candidates are on hold for now.

Swingroom Gazette: Scott Thorland new Editor. New email address to send articles: SpokaneGazette442@gmail.com. Articles are due NO later than June 28.

Committee Reports:

Legislation: None

Resolutions: None

By-Laws: Steve Schultz drafting a proposed By-law regarding State election tie-breaks.

Entertainment/Athletics: Welcome John Chau as E&A Coordinator. Also looking for suggestions on group outings or activities.

MDA:

Hospital and Health: Jim Roach, Bill Bauder, Connie Guerrero, Cara Harrington, Curt Rein.

Condolences: John Craig (mother), Stanley Triplett, Rick Wolfe

Labor/Management Agenda Items: Orange Stock paper is for DOG Warning cards only.

Unfinished Business: None

New Business: None

Good of the Association: Payroll/Expense sheets for this quarter are due. Sharee received a manual for the new vehicle. Steve Thrift looking into funds allocated to Danielle Harada Art Scholarship at State Convention.

Meeting Drawings: Andy Arnold and Austin Ethridge; neither were present.

Improvement of the Service: None

Adjournment: Meeting ended at 20:08.

Branch 442
General Meeting
May 21, 2024
Call to Order: Madam President Sharee Eschenbacher called the meeting to order at 19:00.
Pledge of Allegiance: All stood and recited the pledge of allegiance led by Chris Warren.
Roll Call of Officers: 7 Excused and 5 Absent
Reading of Previous Minutes:

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

Executive Meeting: M/S/C as printed in the handout.
Secretary/Treasurer's Report: M/S/C as printed in the handout.
Reading of Communications: Sharee researching fundraiser partnerships.
Applications for New Membership: Allyssa Marie Hochhalter, Tasia Wickham
Initiation of New Members: Marco Renteria, Tashia Wickham
Reading of Reports:

Director of Insurance: None

Director of Safety: Dog Letter policy discussed. A copy of the current policy should be provided in the dog letter binder at each station.

Retirees: May 11th Retirees Luncheon had a low turnout. Seeking input from retirees as well as looking into alternatives to increase attendance.

Trustees: Books in order through February.

Spokane Labor Council: 18-20 candidates had the opportunity to make presentations to the council: 4 minutes to speak and 4 minutes for Q&A were allowed for each candidate. Recommendations of support will be discussed at the next SLC meeting.

Swingroom Gazette: Articles are due NO later than Sunday, June 23.

Committee Reports:

Legislation: Protect Our Letter Carriers Act Protect-Our-Letter-Carriers-Act-H.R.-7629.pdf (nalc.org). Improving Access to Workers Compensation Improving-Access-to-Workers-Compensation-for-Injured-Federal-Workers-Act.pdf (nalc.org)

Resolutions: DeeDee Stockman to provide a copy of the Compendium of State Resolutions to the Branch.

By-Laws: Steve Schultz drafting a By-law regarding State election tie-breaks. More information to be provided at a later date.

Entertainment/Athletics: Researching a possible group night for the Spokane Indians Baseball or Spokane Velocity Soccer.

MDA: $7900 was raised on 4 art pieces at State Convention, one of which was $5500 on a Danielle Harada piece.

Hospital and Health: DeeDee Stockman new grandson!

Condolences: None

Labor/Management Agenda Items: Required to meet once a month. PM office time.
Unfinished Business: None
New Business: TIAREAP Expires on May 31. M/S/C The July picnic (Sunday, July 21) will serve as the July General Meeting.
Good of the Association: Sharee working with Second Harvest to have the additional food from the food drive picked up.
Meeting Drawings: Willie Green and Jason Rick; neither were present.
Improvement of the Service: None

Meeting adjourned 20:18

Executive Board Meeting

June 4, 2024

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

Sharee: Welcome to Melissa Franklin as a Trustee. Mike Poff and Angie Severin have stepped down. We thank both for the years of service and many roles they have provided to Branch 442. Retiree Rick Wolfe recently passed, information on services will be posted on the Branch Facebook page when available. EOPF now accessible on LiteBlue.

Bill (via Sharee): July Picnic entrees will be burgers and hot dogs from URM, and fried chicken from Yokes. In discussion with Spokane Tribe Casino as the possible location for the 2025 Installation Dinner.

Steve: TIAREAP officially expired. For the Reviews and Re-Evaluations still owed, it is currently undetermined if these will be allowed. If unable to complete this process, we will have to go back to the "old way" and file 271Gs and then grieve to get these done.

Conner: Contact me at 509-844-4269, if you're hurt on the job, to ensure proper reporting and paperwork is completed. Book Audit complete up to March, there are several outstanding payroll checks. Please deposit/cash those checks.

Melissa: Excited to be here.

Miranda: First reminder of the month, 2nd Quarter ends June 30, Payroll and Expense sheets will be due. Must complete a Payroll/Expense sheet even if you do not have expenses. Thank you

Executive Board Meeting

July 2, 2024

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

Welcome to Scott Thorland as the Swingroom Gazette. On the topic of the Swingroom Gazette, the following notices will be printed in the next issue: July Picnic, August Meeting, Election Notice, and Letter Carrier Political Fund Disclaimer. Moving forward, articles will be due on the 15th of every other month. Next Due Date is August 15 for the Sept/Oct Issue.

Researching options and pricing on updating Retiree Jackets and Branch t-shirts. Menus for the July Picnic and August meetings discussed.

RAPP Sun City, OR November 10-15, 2024; planning for 10 to attend. More information to be provided at a later date.

WSALC 2024 State Convention
May 16 – 19, 2024

WSALC 2024 State Convention May 16th– 19th 2024 Reports

This year, our branch had 11 members attend the State convention. Steve Thrift, Mike Poff and DeeDee Stockman went as members of the State Executive Council and the remaining 8 were paid delegates as the result of last Fall's election. Seattle was our host, and it was a great convention. To be an eligible nominee in the election, you need to attend our monthly General meetings. I assigned each paid delegate a specific time segment of the convention to write about in the Gazette. My time slot was Sunday morning, from 10:00 to 12:00, following our Memorial Service for our brothers and sisters who passed away throughout the year. We started out with a few words from the Outstanding Service Award recipient, our very own Mike Rapp. Mike reminded everyone to take care of their health and to become active in your branch. You don't have to take on the challenging role of a shop steward to help. There are many opportunities and positions in the branch which need to be filled. Next, Branch 79 passed out some door prizes. We then voted on submitted commendations for members of congress, regional staff and Step-B members. The election results for the three Executive Board positions were reported and a tie was decided with a coin toss. There were 13 Resolutions published in our convention book. It would take up too much space to discuss each of them here, but my book is at the union office and feel free to drop by and read through them. Open bargaining, childcare benefits, stewards being present when discipline is issued, uniform allotments, safety training, TIAREAP, and only carriers with 5 years' experience being accepted to 204b positions were discussed and voted on.

The Scholarship committee gave their report and drew 3 scholarship winners. Before the end of session, future host cities gave their convention reports. 2025- Tacoma, 2026- Pasco and 2027- Walla Walla. Even though I go to conventions automatically because of my position in the branch, I appreciate the votes and the confidence placed in me to represent this great branch at these gatherings.

With Union Strength,
Sharee Eschenbacher

May 18, 2024 WSALC Convention report Saturday for Saturday afternoon. Friday, May 17, 2024 Due to long session with National President, Brian Renfroe, and the retiree luncheon, the session resumed. Convention Credentials Committee gave their report. Preliminary Report was read showing State Officers and 113 State Delegates present. The delegates were reminded that carriers are robbed of their Arrow Keys and criminals are selling these keys for as much as $10,000. Outstanding Service Award and Convention Nominations were closed. Several Proposed Bi Law changes were read. One Bi Law was proposed regarding Virtual Meetings. Proposed change of Article 7 Section 1. Several articles were read which would cleanup language in them. Carriers are reminded that there will be a Contract Rally scheduled for June 2nd at Westlake Park in Seattle. It was announced that documents must have 2 t____ resolutions submitted. More Door Prizes were drawn. Nominations for Executive Board were closed. The following names were submitted: For Executive Board are James Fowler, T.J. Davis, Mike Poff, Deedee Stockman, & Buddy Mathis. Convention City nominees are: Olympia and Vancouver, Washington. Thanks to the Branch Members for electing me, Mike Rapp to the Convention as a Delegate.

Respectfully submitted,

Mike Rapp



Congratulations to Mike Rapp winner

Of 2024 Outstanding Service Award!

Washington State Convention opening day 9am to lunch.

First, I would like to thank our members for allowing me to represent them at the convention. This is the 24th convention I have been honored with that privilege.

The convention started at 9am with the Washington State President welcoming everyone. The committee members were announced. Roll call of officers was accomplished. The guests were recognized. Auxiliary President Davis Alessandra talked about the importance politics is to our jobs. We must be active.

President Brian Renfroe was introduced. He thanked the host city for hosting the convention. He recognized his officers. He said that we must invest in representation. The Regional Officers work 7 days a week to get their job done. He thanked them for their dedication. He then talked about several issues.

1. The collective bargaining has gone on over a year. They are finalizing the arbitration dates. The Postal Service has been trying to delay everything. Why is it taking so long? The union wants the best possible collective agreement. It is better to achieve by negotiations then arbitration. They have to take in to consideration that the economy and Postal Service finances can change. Their goal is to achieve the best possible contract for our members. They will never sacrifice the collective agreement for speed.
2. The new health system will allow the plans to offer more things and cost less in the long term.
3. He said that there is a push to make our bargaining public. He said it's like walking into a used car lot and telling them you have $20,000 to spend. He said some private sector unions do but do we want what other unions have or what we can achieve. Public negotiations would not help.
4. Some areas have been agreed upon already but economics is critical. The Postal Service can't argue that we are like paperboys but now we are comparable to UPS drivers. They are negotiating for a single pay chart with higher starting pay and a higher top pay. A cost-of-living allowance (COLA). Few unions have one. Fifty percent of our pay increases is due to COLA's. Also, a 100% pay increase. Eliminate non career workforce.
5. He related that experienced arbitrator knows us and our workload. Our contract will affect all Americans by increased postage rates. The condition of the Postal service is not indicative by what the press is stating the losses are.
6. They are focusing on how difficult our job is. The importance we are to the Postal Service. They will have experts on the dangers of our job. Safety of our members is essential. Crime with violence has increased three times the number since 2020. Postal keys are going for $10,000. On the black market. The Postal Service is trying to devalue the keys. It's a multibillion-dollar process. The prosecution rate is unacceptable and the sentences are light.
7. We have to raise public awareness of our predicament. Public pressure has helped

   Hold a National Day of Awareness. National will support the branches. Have events all

   Over the country.
8. Bipartisan legislation is being introduced that will appropriate 1.4 billion dollars to replace locks. Have a prosecutor in every area. Modify sentencing guidelines.
9. The postmaster general 10-year plan for modernization. The one thing people can't debate is that it has to be modernized. It is now designed for letter and flats. It is important that the contract is compiled with, the effect on our members, the service to the public isn't reduced and we look at every proposal.
10. We are having problem with contract compliance. The postal service is operating on a violate and pay. The manager that day has to decide to comply with the contract. No grievance because no violation. Management must be held responsible for their actions.
11. The union must increase training. We have to take advantage of training in a virtual environment.
12. The white house is touted as pro-union but it hasn't acted. Two vacancies on the Board of Governors.
13. The windfall provision wont pass because it will cost too much. Working to allow non-career members to buy their retirement.
14. President Renfroe thanked us for rebuilding the food drive. Looking for more support from other unions.

Once again it was a privilege to represent you at our state convention.

In solidarity,
Bill Bauder
Secretary/Treasurer

State Convention Article

This year's convention was held at the Doubletree Hotel at SeaTac and was hosted by Seattle Branch 79. I was assigned to report on the Retiree/Auxiliary luncheon which took place at noon on Friday. We had a fine lunch which is normally followed by comments from our National Officers, but unfortunately our National President Brian Renfroe had to catch a flight back to Washington, DC and our National Business Agent Nick Vafiades was driving him to the airport.

After lunch we had comments from our State Auxiliary President Alessandra Davis who encouraged everyone to get involved in the Auxiliary at the Branch and State level. We then had comments from JoAnn Pyle, Past President of Branch 79 followed by comments from the Washington State Director of Retirees Brooks Bennet. He recognized Auxiliary member Cathy Dye who has been a mainstay at the conventions for years, as well as former National Auxiliary President Cynthesis Lang who was in attendance.

We then thanked the service staff at the Doubletree, which is a union hotel. The server at our table had been an employee and union member for 40 years. This was followed by door prize drawings of gift cards from various businesses that could be used throughout the state such as Home Depot, etc.

I would like to thank the branch membership for electing me as a delegate to represent Br #442 at this convention.

Steve Schultz

Food Drive Totals

Riverside– 2856 lbs

Sunset– 3463 lbs

Hayes Park– 7950 lbs

Hillyard- 2750 lbs

Shadle– 11800 lbs

Northpointe– 11950 lbs

Metro– 4750 lbs

Manito– 7450 lbs

Regal– 5900 lbs

Valley– 11300 lbs

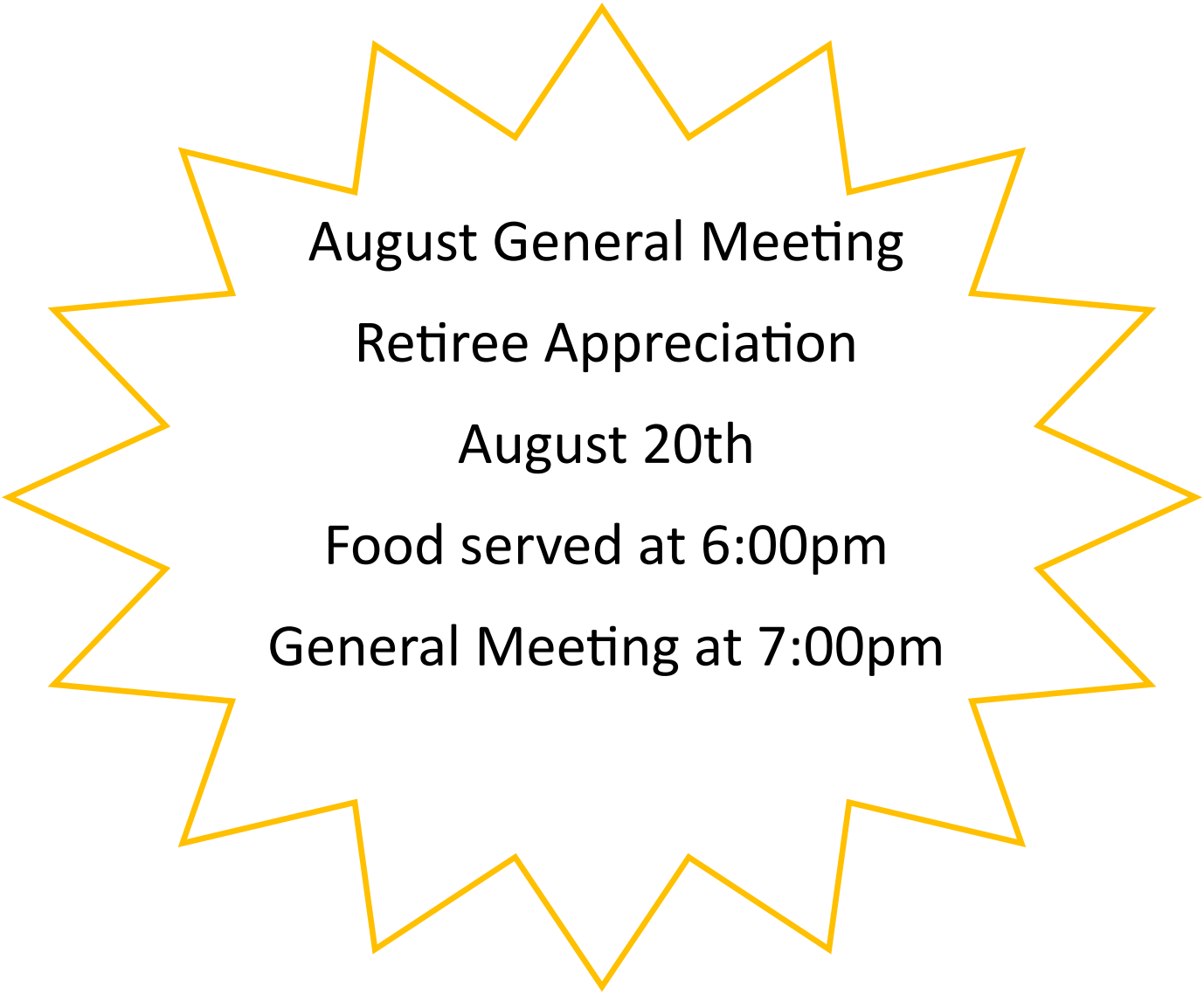
Total 70169 lbs

Hello, my fellow members of Br #442.

I want to start off by thanking my brothers and sisters for voting for me and sending me to this year's State Convention in Seattle. We left Spokane on Thursday afternoon and arrived back home on Sunday late that afternoon. We had 11 folks from Spokane, 3 state officers and 8 from the branch, all were present all 3 days. I am sorry to report that Steve T is the only officer repeating for the next cycle, we lost Mike P and DeeDee S due to this year's elections. Congratulations to Mike Rapp for this year OSA. This is a great honor to be selected because you are selected by your peers, Mike has served the Union not only in Spokane but at National and all over the state. The list of host cities will be as follows,2025-Tacoma,2026-Pasco, 2027-Wallawalla,2028-Vancouver. We had 12 state officers, 2 national officers,13 guests, and 113 reg state delegates. I was given the Friday afternoon to report on OWCP. I know many of you know the forms, CA1, CA2 and the many medical forms to start your COP. This class also had Rick E, Tracy P, and Deedee S; any questions go to them. I am sure other members will give their report so I will close for now again thanks for your vote.

Orville Arnold Retired

God Bless



Station Reports



Collections

Cara Harrington

Collections update! We are going to have 3 open part-time regular collection routes in the next month. We have Ray and Don retiring. Amy leaving the carrier craft for a new direction. If you need a big change and want more information about what it's like as a part-time regular, then feel free to call or text me. On a different topic. Did you know that we have a FaceBook group? If you aren't in it yet, there is a lot of info posted, you can get questions answered and it's a good resource to network. I recommend joining it if you haven't already. The group name is Branch 442 Members. If you need any help joining, let me know. -Cara Harrington



Shadle

Leslie Phelps

Greetings brothers and sisters of branch 442. Leslie Phelps, main steward at the Shadle Garland Post Office. Can not believe that we're already half way through 2024. Crazy how fast time flies by. I just recently had a 3 week vacation and my alternate steward Everett Hopper got to take the reigns for a little bit while I was away.

Now that we are getting into summer remember to stay hydrated, take as many breaks as you need and to always call 911 if there ever is an emergency. I am sure you are all aware of this because management needs to be reminding carriers about safety while delivering in the heat. Another important topic is dog bites. Be extra careful around this time of year as more and more customers are leaving house doors open. Since Shadle is 99% park and loops and we have a lot of yards to walk in, be extra cautious of dogs being left unattended in yards. Recently management had everyone at Shadle fill out information sheets about routes with fences and dogs at addresses. Curious how they will approach customers about the issues with delivering mail inside fenced yards with dogs since most customers already have an established delivery point with no animal issues. If management is able to pull this off that means less dog bites and also less opportunities for carriers to fall on stairs while delivering to customers porches.

Let's have a good summer time delivering the mail and remember to look out for our brothers and sisters.

Riverside

Rhonda Mason

Hello from Riverside! Rhonda Mason here. Here at Riverside we're gearing up for the challenges Hoopfest brings and trying to avoid the heat and dogs. I think the new rule about moving mailboxes outside the fence for customers with dogs is a great idea. Dog incidents are definitely on the rise. Lime scooters are another fun challenge we encounter. Although the Spokane River gets to enjoy a lot of them, they still seem to be everywhere! Be vigilant or there!

Congratulations!

Shawn Mathes

Darryl "DJ" Krotje

Ray Kaiser

Mike Ringer

Recent Retirees!

Craig Haase

Tom Neese

Morris Wigen



Tracy Pardick

Valley

SPOKANE VALLEY ARTICLE

Well as the old saying goes “the only thing that is guaranteed is change.” The postal service is constantly in that tornado. As of now Adam Williams will be our acting Station Manager until further notice. Connor Ramm will be going to Northpoint and Kyle Mathis will be coming to the Valley as a supervisor. So far things haven’t been terrible, with the volume we have had early days and more time to enjoy life, this has made a better working environment. It makes it very clear that the issue for the last few years was not the carriers at the Valley as upper management has claimed for years, it was the large number of parcels we were receiving on a daily basis. Now that that is gone, what do you know we are on top. This has nothing to do with management it is the carriers doing the work as we have since the postal service was formed.

Adam is already talking about doing route adjustments, we will see how that goes. We are definitely in need of revamping the last count. We have overburdened routes and under burdened routes. We are also in the process of getting the cases fixed and the new M41 ordered, so the route books are up to date. We did agree on a new flow chart, it was much of a change, just changed the scanner parts and the double load part.

We have not had many grievances at all. Mainly discipline, and those have all been addressed and taken care of. The ODL tracking does have some small issues and I will be addressing that with management.

We have had two more retirements. DJ Krotje and Shawn Mathis last day was today the 29th of June 2024. I wish them nothing but the best in their new travels. I know DJ has much planned. Connor McKinnon has won the bid for Craig Haases old string. Not sure when he will be off his detail to take that over yet.

Management has been doing daily stand-up talks on safety, the main thing is safety comes down to us. If we feel something is unsafe then don’t do it. Skip that address, leave that large package, etc. ensure that dog cards are being cased in and all dog incidents are reported, regardless of if you are the regular or not on the route. I have driven around the city a lot lately and always notice carriers driving without seatbelts, door open down busy streets, and the vehicles being unsecure while in a business. This can get you in a lot of trouble. I am not sure why these carriers feel the need to do this, it might save you time and make you look good, but I can guarantee that once management catches you, they will not have any mercy on you, your record of being this fast great carrier will be downgraded to being nothing but a piece of crap to them. Do your job the way you are required by the manuals to do it, management is not your best friend, this just causes more work for the union stewards to get your job back.

Also, the uniform, it is very simple, we are issued uniforms, we are a uniformed organization. Wear it in its entirety and be proud of it. We are the face of the postal service, and we should dress and act accordingly. We should never scream or curse out customers on the street while working. There is no need for that. We shouldn’t be shoving boxed so full that the box can’t be opened, we shouldn’t be throwing parcels across porches or over fences. Remember every house now days have cameras. We should be doing our job daily as if we are being watched.

I would also like to discuss static events. Management has this preconceived notion that if we take 11 minutes, we stole from them. I think they can kick a can down the street. If we stop organize our mail then take a break, it will be longer than 10 minutes, same if we take our break then organize our mail. If management is questioning you on static events, request a steward. They are fishing for information to give you discipline. Again, then are not your friends. We need to take our breaks daily. We also need to take our lunch if the station isn’t allowing lunches in overtime. This is exactly what they want, you to work for free, I say if you are then shame on you. You not only gave them free time, but you have also now taken that time from another carrier that could have carried it in a pay status. You are not only screwing yourself over; you are screwing your co-worker over also.

I would also like to give my condolences to Sandi Glenn, her uncle had just pasted away. By the sounds of it he was a pretty awesome man and a veteran. By the time this gets out Collin Garrett will be having a new baby (like #9 or 10). So, congratulation to him and his wife again.

As always, if you need to ask a question, I am always available. 208 651-3505.

Tracy Pardick

Tracy Pardick

Valley

April Article

Spokane Valley Article

April 2024

Another quarter is up, and overtime is way down. This seems to be the most ODL carriers I have seen on the list in years. There will be a total of 16. This will really push management to ensure equitability of the ODLers. It's been kind of calm at the station lately with carriers actually getting off at a reasonable time and not being forced in on their nonscheduled day. It seems the environment is a little more cheerful.

With the slowing down of mail volume, it seems to bring out the big bad huffing puffing wolves of management. I have had to file my first grievance for management utilizing the MDD scanner and a 3999 for discipline. I refuse to settle on anything that management wants to issue when they rely on the scanner or demonstrated performance. I knew when we started allowing the scanners to be used for route adjustments, management would start using the same information for discipline. As a carrier you need to understand if you are being questioned on static events, then you need to request a steward. They are not just trying to be friends; they are looking for information to discipline you. Know your rights and request your steward.

Another big topic right now is discipline for attendance. Management has come up with the old 3 days in 90 as irregular attendance. Again, this is management being lazy and not doing the work that needs to be done. Sick leave is one of our benefits to protect us with pay incase we are incapacitated for work. If you miss work you are required to fill out a 3971, you are not required to fill out their printed copy, you can fill out your own. If you choose to fill theirs out, make sure you read it first to ensure you are signing for the leave you called in for. As carriers we have rights under FMLA and WWL. If you have any questions about any type of leave, talk to your steward. FMLA is your best defense when it comes to sick leave usage. FMLA Pub 71 is an excellent reference for your rights under FMLA. If you are placed on the DEEMS Desired list, you need to inform your steward. If you are told to provide medical documentation for your absence of less than 4 days, request your steward.

Another big thing going around is the attack on the no-lunch policy we have had in this city since around 2003. I am not sure why upper management has such a hatred of carriers getting off an ½ early. They begged us for the last 5 years to take a no lunch so everyone could get home before 10pm. Now that we have sacrificed our time, family, and freedom to help this organization out, they return the favor by spitting in our faces. This is a clear indication that we as employees have no emotional value to this new postal regime. It is time that we as carriers take back this job, we need to stop running these routes to make these fictitious numbers management spit out like drunken sailors. Read your M-41, hold management responsible for their inability to do their jobs. Stop taking short cuts and being unsafe. Update your edit books and ensure your cases are correct. Do your vehicle inspection, read the safety boards. Deliver your packages to the door as required. DO NOT WORK OFF THE CLOCK, EVEN TO MOVE PARCELS, CLEAN UP, GO THRU DPS. Management is counting every second of your time and will hold you accountable. We are not robots. Do not speed. Wear both of your seatbelts. Everything we do accounts for time on our routes. Now that the volume is down management will not hesitate to take routes away. Also, for those curbside delivery routes, you are also required to place your vehicle in neutral when servicing a rural box on flat surface and placed in park on hills, this prevents you from slipping off the break and getting the arm caught in a box.

The M-41 112.1 Efficient Service: Provide reliable and efficient service. Federal statutes provide penalties for persons who knowingly or willfully obstruct or retard the mail. This means we are to do our forwards and deliver all the mail for the day. If we have a out of sequence first class letter, we are required to deliver that just like packages. We should be doing forwards daily to provide reliable service. We should not be waiting weeks to update them; this delays the mail for the customer. It is part of the job and is part of our fixed office time. We should not have to request time to do them. If you are being denied time to do updates, then request your steward. This job is more than putting mail in a box.

We are also required to keep our cases clean; we shouldn't have mail stacked up with no type of endorsement on them. We should be cleaning up at the end of the day. At no time should mail be thrown in a tray to be worked the next day, this is office time for the evening. We are finding outgoing mail at cases when carriers are not cleaning up at the end of the day. Again, this is time

that we are paid to take to ensure efficient service. I would suggest everyone take the time and read the M-41; management always says that we have to follow the rules. If we are leaving a full coverage or rolling mail fill out the 1571 delay of mail form. Your vehicle inspection should take no less than 3 minutes. Do a complete check of your vehicle at night to ensure nothing was left in it. If you have a letter with an uncancelled stamp we are required to line thru it so it can't be reused. Section 131.36 states: Deliver First-Class undeliverable as addressed when you know the customers correct address. This means if you know the correct address you are to deliver that piece of mail. It does not get returned to the sender.

Another issue is the fingering of mail during driving, this is covered in 133.2 section, do not do it. This includes holding mail while driving or placing in your lap. All of this can lead to accidents. Mike Meredith just brought up an issue at the station. He stated that he looked in the trash cans and there were urine bottles in it. This is unacceptable, we get time to travel to the restroom for comfort stops at no time should any carrier be peeing in the back of a vehicle, this is unsanitary and falls under the EL-801 because urine is a blood borne pathogens. This needs to stop immediately.

I could go on forever with provision of the M-41 that the majority of us do not follow. This is all time that we are taking from our routes. With the drop in volume, we will need to protect our routes at this point. I am not telling you to go slower or do things non-contractual, I am asking that we all do our jobs as we are required to do in the M-41.

Also, we will be saying goodbye to one of the greatest craziest carriers we have had at the Valley, that right Craig Haase will be retiring as of the 30th of April 2024. I know I will miss his daily craziness. We will hopefully get some kind of party set up for him. We also have had some health concerns with Rudy Estrada and Bruce Madil we are hoping for a speedy recovery for them also. I was also informed that Shawn Mathis will be retired at the end of June. There is talk of more retirements this year also. Also, a congratulations to Dan Shoemaker he will be the new carrier for route 49. We also have few new CCAs, Tawny White and Afton Levine. I have been working with management to ensure uniforms are getting ordered for all new CCAs.

As always if any questions call me 208 651-3505

Tracy Pardick
Spokane Valley Steward



Regal
Tracy Pardick

Regal Article June 24 It has been some what quite up there lately. Not much has been going on, Adam has left to the Valley and Sam Perkins has taken over as manager for an unknown time. I have been getting multiple complaints that Supervisor Kyle Mathis has been being very aggressive during the estimate process and threatening carriers with counts if they don't agree to his estimate times. I will be addressing this issue. Kyle will be going to Valley as a closing supervisor, but John Riffle will be replacing him, we will see how that works out. If any issues just request your steward. I also was informed that management has been questioning carries on their static events. This is in my opinion something that can lead to discipline, you have the right to a steward during questioning, request one. We should not be questioned on why we are taking an extra minute to do our jobs daily. If they want to know what we are doing, they can get their butts off the nice, cushioned chairs and A/C building and come watch us. We are doing our jobs and that all they need to know. Again, not much going on so this will be very short. Again, if any issued request a steward or call me, I am always available. 208 651-3505 Tracy Pardick

Recent Hires

Bryan Painter	Ronald Sharkey
Khristian Peacock	Robert Goodman
Christina Torres	Allyssa Hochhalter
Ryan Boyce	Kendrick Hudon
Tawny White	Steven Storch
Austin Ethridge	Trevor Gomez
Joshua Backman	Jacob Durant
David Compton SR	Alex Nelson
Jason Bias	Tim Davis
Maxwell Koedding	Joseph Beamer



Simona Farnsworth

Hays Park

We all know how important it is to watch out for dogs on our routes. It is always a good idea to rehash safety when it comes to dogs. We all know to carry dog spray, rattle the gate, don't approach houses with open hard doors, put your foot on the screen door when knocking for a signature, walk a wide path to make sure the door is closed especially on corner houses and always case in your dog cards. The dog cards must be cased every single day. You never know when you may have to drop your route due to an injury or family emergency. Those dog cards could save one of your co-workers from a dog attack. I delivered to a house the other day that did not have a dog card or any other card, I got three houses past, and my scanner started going off, it alerted me to a dangerous dog at that address that I just delivered to that has no delivery! Case in your dog cards the scanner is not reliable.

If you have an incident with a dog, it is important to report it and write it up. I have written up several dogs over my career and I have heard so much push back from management, questioning my decision. I've been asked "Did the dog charge you?" "Was the dog behind a fence?" "I bet the dog is actually nice." "We can't write it up if the dog was in their yard." I have heard it all! I have waited 2,3,4 days for a dog letter to be given to me for delivery. This is unacceptable. If a dog causes a delay in mail delivery it is necessary to write it up. How many of us have approached a fenced yard with the box on the fence with a dangerous dog trying to bite us at the box, and can reach us to bite us? The dog is to be kept 20 feet away from the box. How many of us are going to see a loose dog and turn around, leave the area and cause a delay of mail? I hope every single one of us! We certainly are not going to get close enough for it to charge or bite us.

We had a stand up the other day about dogs, what do we do as carriers to avoid dog bites? As if our safety is all on our shoulders. It is extremely important for the dog letters to be delivered immediately, notifying the customer of the problem before it gets worse. I had a customer whose dog was getting out of the fence in his backyard. I talked to this customer about it, and he had no idea his fence was damaged; he immediately fixed the problem. This part of our safety falls on management. If we do not get our dog letters to deliver for several days after the first incident, then the customer does not know about the issue, and this could result in a dog attack or bite. Prompt communication with the customer is extremely important. It is also important for the customer to see management back us up on this safety issue.

I would encourage everyone to let me know if you have a dog issue, especially if you haven't gotten your dog letter to deliver the following day or if you feel like your dog issue is not being taken seriously. I personally always request a copy of the dog letter; I keep them all in my case. I encourage all of you to do the same. I have written up a dog letter 2 and been told by management that there is no dog letter 1 on file. I always come back with my copy. If you do not feel safe, do not deliver! Remember the best way for communication with me is to request steward time. Everyone be safe out there. Simona Farnsworth

Connie Guerrero

Sunset

Hey everyone, just coming to you from good old Sunset Hill lately management has been harping on us about our estimates for instance if you say 8hrs and they think you have "undertime" they will be standing behind us watching as well as trying to say we are intentionally going slow etc. to keep from having this imaginary "undertime" that they think we have. If management doesn't like your time that is their problem, we don't know what we might encounter on our routes etc. I have noticed that this has been increasing lately which has been frustrating and becoming more toxic on the work room floor especially when we do our best every day to help if we can but it's never going to be good enough for them. Besides that, we have been doing good. The weather has been warm but tolerable, please make sure you have plenty of water frozen and regular also take breaks in the shade when needed take a quick run through some sprinklers. Just keep continuing to take care of yourselves and stay healthy. Connie Guerrero Shop Steward



Scott Thorland

Northpointe

We completed the Tiareap adjustments for zone 18 in May. The results were mixed. We lost route 1810, it is now a 5:15 hour auxiliary route. Route 1824 had no changes made to it, other than it's evaluated time magically changed from 8:39 to 8:09, and now has at least 500 new apartments that have begun pre-leasing for which no credit was included. The bulk of the territory changes occurred between routes 1815, 1828, and 1829. Sorry, Schultz I held out for 3 1/2 years before they added to your old route! The Tiareap MOU expired at the end of May, so no one seems to know if we will ever do adjustments this way again. Currently, management has sent hundreds of managers and supervisors nationwide to training for performing 6 day counts and adjustments. I don't believe management like the Tiareap process as it gave the union a lot of control over the outcome. Working side by side with the union and the employees to try to adjust routes in a way that makes sense does not seem to be something they are interested in. As the in-station local union representative for our station throughout this process, I received no support from management what-so-ever without having to fight for it. The lesson for carriers to take from this, which applies to both the Tiareap process and the old 6 day count methods is do your job in a consistent manner everyday. The time you save by taking shortcuts will be taken away from you when it comes time to make adjustments. "Running," skipping breaks, lunch, not taking the time to maintain apartments are all things that will come back to haunt you. It could cost someone (maybe you) your route.

Management changes are coming in the next week, Nick will be leaving, going to Hillyard to be the acting manager. Von is going to Hays Park. Randy Hughey is coming back, and Connor Ramm is coming from Valley. Dustin is leaving to go on a detail as well. Hopefully, these will be positive changes, only time will tell.

Management has recently increased office counts 1838-c and street inspections 3999's. They seem to target the same people repeatedly. They also do not review the results with the carriers, so I fail to see any valid purpose in this process. It seems to be done solely to harass carriers who do not meet management's imaginary 1 hour office time. There seems to be a big push by management to force you out of the office as quickly as they can. So, in order to discourage this, we all need to exercise our right to verify the count. Anytime management is conducting a 1838-c on your route you have the right to take the time to verify that the mail was counted correctly. Simply inform the supervisor that is conducting the count that you are going to verify the count. Then take the time to count everything: Letters, flats, sprs, parcels and DPS and ask to compare that to what the supervisor counted. Because of the way time is calculated on the 1838-c this will not impact the final result of the count as far as your performance is concerned, all of the time you spend counting is deducted from the time you take, but it will cost them office time, which is what they are trying so desperately to save. Hopefully, this will discourage them from using office counts as a form of harassment. Also keep in mind, that a one day count is virtually meaningless, especially when they don't even share the results with the carrier. They only thing that management can legitimately do is identify time wasting practices and ask you to stop doing them, but again that would require them to discuss the results with you!

The Branch picnic is on Sunday July 21st at Valley mission park. It hasn't been held at that location in a few years, no word yet on whether or not Splashdown (they are open again) is going to offer discounted tickets.

For many of you the food drive last month was the first real food drive you have participated in. It was far more successful than last years primarily because we returned to actually picking up food. Northpointe picked up the most food with 11950 lbs. Total for the city was 70,169 lbs.

Congratulations to Mike Ringer on his retirement! Route 804 should be up for bid in August.

Editor's note

I assumed the role of editor of the Swingroom Gazette. This is my first issue. I apologize if any previously submitted articles were omitted, it was not intentional. It is my goal to get future issues out on a regular schedule. Thank You,

Scott Thorland

ELECTION NOTICE

NOMINATIONS

Nominations for the election of Branch Officers and Delegates to the 2025 WSALC State Convention will be held at the regular Branch Meeting on September 17, 2024, at 7:00 pm, at Progressions Credit Union, 2919 E. Mission Ave, Spokane WA 99202.

Nominations for the following Branch Officer Positions will be accepted; President, Vice-President, Secretary-Treasurer, Recording Secretary, Sergeant-at-Arms, Director of Retirees, Director of Insurance, Delegates to the Spokane Labor Council three (3) members, Swingroom Gazette Editor, Director of Safety and Board of Trustees composed of three (3) members. These positions will be for a 2-year term, commencing in January, 2025.

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 September 17, 2024.

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 (October 2015 through September 2016). Other members that wish to have their names nominated will be able to do so at the September 17th 2024 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.

ELECTION

The election will be by secret mail ballot. Ballots will be mailed to the last known home address of all eligible members, no later than October 17th, 2024. Ballots must be returned to: Election Committee, PO Box 9442, Spokane Wa 99209, no later than 3:00 pm, November 18th, 2024. At that time the Election Committee will collect and tally the votes. The Election Committee will report the results at the General Meeting on November 19th, 2024.

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BBQ PICNIC







SUNDAY, JULY 21ST

Food will be served starting at 2:00pm!!

Bring your FAMILY

Bring your CHAIRS

- **GREAT FOOD**
- **GREAT FRIENDS**
- **MANY DOOR PRIZES!!**

JOIN US AT MISSION VALLEY PARK
11123 E. MISSION AVE
SPOKANE VALLEY

Important Dates:

July 21st Branch Picnic— Valley Mission Park food served at 2:00pm

August 13th Steward Meeting 6:30pm

August 20th General Meeting– Retiree appreciation Food at 6:00pm Meeting at 7:00

September 10th Steward Meeting 6:30pm

September 17Th General Meeting 7:00pm Nominations for Branch Election