July/August 2025

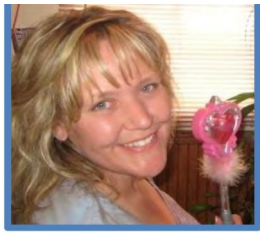
Circulation 500

NALC

Branch 442

Swingroom Gazette

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



President's Report

Sharee Eschenbacher

With every new contract, comes a period for local parties to negotiate/renegotiate a Local Memorandum of Understanding (LMOU). While most of our work rules are negotiated nationally, Article 30 specifies 22 items that our branch can negotiate with management locally. I thank my predecessors for keeping such a great historical record of our LMOU negotiations. It was interesting to read and follow how local work rules have changed over the years. When local negotiations were set to open, we were prepared. Our National Business Agent, Nick Vafiadas, and RGA Amie Gallo came to Spokane and gave LMOU training. Our negotiating team scoured our LMOU looking for anything we thought need changed. Fortunately, we have a very good LMOU, but we also had to predict what management might want to change. Normally, management wants to change our vacation slot percentages, and we had to be prepared to defend those slots. I'm not kidding, at one point, I thought Albert Einstein had been writing on the white board at the union office, so many calculations! We came up with our proposals and had counter-proposals ready, because you must anticipate tit-for-tat tactics (We'll give you this if you give up that). I'm happy to report that at the end of negotiations, only a few changes were made, mostly language clean-up and adding "s" to the end of list when referring to the ODL because there is now more than one list. Now, I will repeat the process for Cheney, Colville, Fairchild, Ritzville, Coulee Dam and Colfax.

Most Article 8 contractual changes will take effect on July 1st. I will go over some of the changes you will see: ODL sign-up sheets. This change will be challenging for stewards to track. There will be three lists to sign up on. **1)** The Work Assignment list: this will be the same list we are used to. You only want to work overtime on your own route on regularly scheduled days. **2)** The NSD overtime list: you want to work up to 8 hours on your non-scheduled day. You cannot sign the Work Assignment list if you sign this one. This means that you are 8-hours only any day you work. I suspect we will see the National parties revisiting this rule. It seems weird that this group can't be work-assignment, also. **3)** The 12-hour per day ODL list: signing this list means you'll work up to 12 hours on a regularly scheduled day, but you don't want to work your days off. If you sign up on both ODL lists, you will be available for up to 12 hours per day on your regularly scheduled day and your non-scheduled days. If you remove your name from one ODL list, you may remain on the other. Since Sunday is now considered a non-scheduled day, instead of a non-work day and CCAs will be guaranteed one day off per week, management may give CCAs Sunday off and schedule in ODL carriers to remain compliant with our Intervention Agreement. Region is hosting a Webex meeting on the 24th of June to fully explain these new rules. Your stewards will be attending. We all have questions and rolling out these new rules might be awkward, so bear with us.

There is a new provision for volunteering to work beyond 12 hours a day or 60 hours in a week. This is only available to those who have signed up on an ODL/WAL list and it will be day by day. If you choose not to go beyond 12 and 60, you can drop your mail and walk out with no repercussions. This also means that if you come back off the street at 12 hours and management asks you to volunteer to do extra, you need to look at the 3996. If it says 1-hour, you agree to 1-hour. If it takes you longer and you don't want to go beyond the 1-hour you volunteered for, you can bring it back and clock off. Finally, any hours worked beyond 12 are not tracked for ODL equitability. Backpay calculations are ongoing, and the Service expects payments to come out in August.

Branch 442 Contact List

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Sargent at Arms	Tracy Pardick	208-651-3505
Trustee	Conner McKinnon	509-844-4269
Trustee	Melissa Franklin	509-209-3941
Trustee	Connie Guerrero	916-236-7526
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Director of Retirees	Steve Schultz	509-863-4873
Spokane Labor Council	Leslie Phelps	208-755-0046
	Jacob Boileau	509-294-2054
Gazette Editor	Scott Thorland	509-934-9263
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	Hays Park	509-252-2373
	Main: Simona Farnsworth	509-496-4811
	Alt: Jeff Schriver	509-252-2327
	Hillyard	509-252-2327
	Main: Jeff Schriver	509-252-2327
	Alt:	
	Collections	509-363-6080
	Main: Connie Guererro	916-236-7526
	Alt:	
	Manito	509-252-2335
	Main: Kevin Bond	509-828-5317
	Alt:	
	Metro	509-252-2323
	Main: Jeremie Simpson	509-768-6344
	Alt: Tonja Salguero	360-515-1420
	Alt: Shawn Gilliland	509-953-2474
	Northpoint	509-465-0325
	Main: Rick Enright	509-599-5470
	Alt: Scott Thorland	509-934-9263
	Regal	509-462-0555
	Main: Tracy Pardick	208-651-3505
	Alt:	
	Riverside	509-252-2337
	Main: Rhonda Mason	509-671-5501
	Alt: Wade Outcalt	509-991-6263
	Shadle	509-327-9023
	Main: Leslie Phelps	208-755-0046
	Alt: Everitt Hopper	406-208-9105
	Spokane Valley	509-252-2325
	Main: Tracy Pardick	208-651-3505
	Alt:: Conner McKinnon	509-844-4269
	Main: Miranda Riley	509-991-4822
	Alt: Bill Bauder	509-990-5245
	Sunset	509-252-5101
	Main: Connie Guerrero	916-236-7526
	Alt:	
	Cheney	509-235-1590
	Main: Jason Tan	509-599-2558
	Alt:	
	Colville	509-684-2241
	Main:	
	Ritzville	509-659-0550
	Grand Coulee	509-633-0781
	Fairchild AFB	509-244-6398
	Colfax	509-397-2981
	Carriers in Ritzville, Grand Coulee, Fairchild AFB and Colfax	
	call Sharee Eschenbacher	509-953-3027

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.

This year's Food Drive numbers are significantly lower than in past years. We lacked city-wide coordination, and we lost our bag sponsor. We just muddled through it and the numbers reflect that. I never want that to happen again. Miranda Riley has agreed to coordinate next year (once I promised she would have an active committee). So, I am looking for committee members and anyone with an "in" with a grocery store or credit union or any type of distributer who would like to help our community by sharing the cost of the bags we deliver before the food drive. To cover Spokane and the surrounding areas, we need 250,000 bags. That is a lot for one sponsor to cover, but if we can find 5 or 6, it becomes more manageable. Their business name will be incorporated into the custom logo which is probably a cheaper way to reach 250,000 households than conventional advertising. If you have an idea, call Miranda.

Our annual picnic is July 20th. We have the Mission Park spot reserved for the day. We all plan to show up at noon. There will be some prep work and time to visit before we serve the food at 1:30 pm. At 1:15, we want to memorialize the occasion with a group photo. The August General meeting will be August 19th. It starts at 6:00 pm. and will be an outside affair at the union office. Food and drink will be provided. I hope to see you there.

We have been working with Lawton printers to get a branch website up. It will take some time, but it will be nice to give relevant updates in a timely manner. We will have plenty of resources and some member-only content. I'm not saying the website will replace the Gazette, but someday you might have an opportunity to opt out of receiving the Gazette in favor of utilizing the website. We spend up to $20,000 a year on printing the Gazette. If we could reduce that, we would have more money for training our stewards and other activists in the branch. Everything printed in the Gazette will be available on the website. I wish you all a great summer! Take care of each other.

With Union Strength,
Sharee

BRANCH BY/LAW CHANGE NALC BR #442

CHANGE: As this union now consists of more than 33% female letter carriers, change entire by/laws in those Articles and Sections where appropriate to reflect gender neutrality, such as his to his/her, etc. The committee has identified 52 instances listed below.

Art 2, Sec 3 (5) Art 6, Sec 1 (8) Art 6, Sec 2 (3) Art 6, Sec 3 (20)

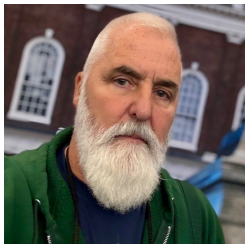
Art 6, Sec 4 (1) Art 6, Sec 6 (1) Art 6, Sec 9 (1) Art 6, Sec 10 (2)

Art 6, Sec 11 (2) Art 6, Sec 13 (1) Art 6, Sec 14 (2) Art 7, Sec 4 (4)

Art 12, Sec 1 (2)

BY/LAWS WILL THEN READ: To reflect gender neutrality throughout entire by/laws.

Submitted by the By/Laws Committee, May 20, 2025



Vice President's Report
Steve Thrift

Happy Summer People! I want to take a moment and talk about your safety while at work. Our employer loves to talk about safety and how safety is everyone's responsibility, and how they really care about us and want us to be safe, etc. but when it comes to putting their money where their mouths are, most of the time they fall way short of the mark. I tell all our new employees at the Academy they mean go as fast as you can but please don't get hurt or have an accident while you're doing it. And the computer says you have undertime so you can do a 2 hr Hand off and be back by 5:00. We all know that there is a reasonable expectation of the workload on mail volume, mail mix, parcels, and weather conditions. But it is OUR estimate of the day that counts not their computer projection. DOIS or whatever they're calling it now doesn't consider the many variables we deal with daily. More, or less, mail volume than some other random day is only one of the factors we consider when making our estimate for the day. Weather is one of the biggest variables, arguably more so than actual mail volume. We had a (temp) postmaster Cedric from Oakland who just couldn't understand why we would take longer in the winter when volume was down compared to SPLY (same period last year) he said snow (or coverages for that matter) shouldn't take any longer than any other day. Then one morning when we were downtown for a Labor Management meeting, I got to LOL as he was struggling to get his stuff out of the back of his car and cross over the knee-deep snow berm blocking the sidewalk.

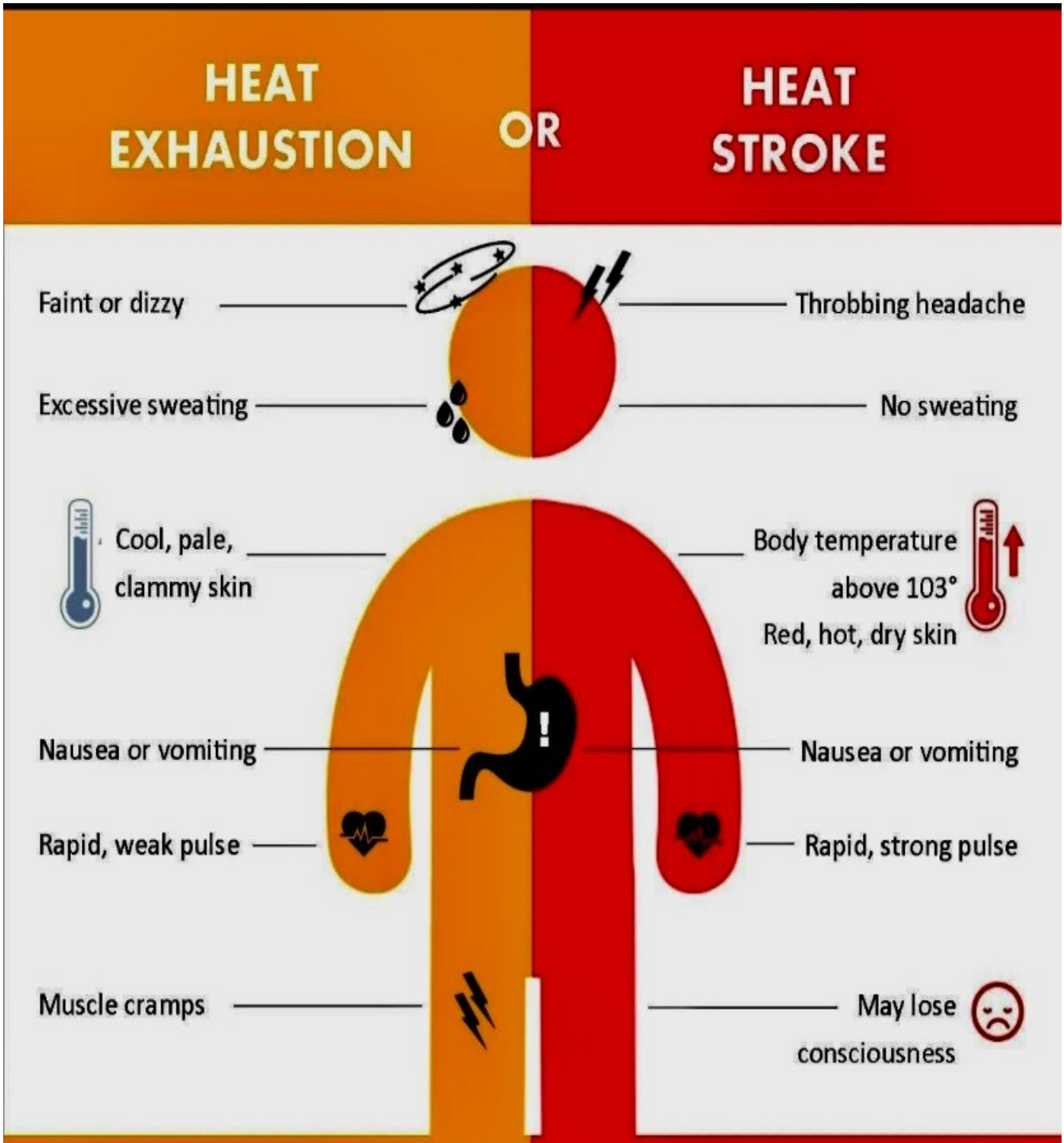
But enough about snow…let's talk about the HEAT. USPS has had two letter carrier fatalities so far this year and Summer has only just started. And let us not forget Eugene Gates last year, who passed away after working all day in the Texas heat because he had been recently disciplined for "stationary events" and was scared to take necessary breaks to cool off or hydrate. The HIPP rules apply whenever the temps are 80 or above. If you EVER receive a discussion, Investigative Interview, Discipline, whatever about a "stationary event" especially when it is so hot outside, talk to your steward right away. Do not be threatened or intimidated in any way by management and their obsession with "making the numbers". Their numbers don't give a shit about you… why should you put yourself in harms way to try to meet a computers projection. When you're on the street you need to take care of yourselves, and everyone's body deals with heat differently so what affects one person may not affect another. Age, physical condition, body mass, medical conditions or medications used to treat them all affect the way we each deal with the heat. If you have a condition or take medication, double check with your Dr to be aware of the side effects in the heat.

Pay attention throughout the day to how you are feeling. Hydrate before you feel thirsty, steady throughout the day 8 oz every 20 minutes or so is about right. Avoid caffeinated or energy type drinks focus on electrolyte sports drinks instead. Take cooling breaks in the shade or an air-conditioned space if available if you feel you need to. As often as you need to. Notify management the moment you think you're experiencing any of the symptoms of Heat related illness. The stickers should be in every vehicle. DO NOT think oh ok I'll push on through…mild symptoms can become **Heat Exhaustion** and then **Heat Stroke** quickly if you're not paying attention. Also do not hesitate to call 911 if you think it necessary. While we all feel a dedication to getting our customers the mail, their power bill and Amazon packages are not worth your life.

Listen to what your body is telling you and take care of yourselves,

~Steve Thrift~

HEAT EXHAUSTION OR HEAT STROKE



- Get to a cooler, air conditioned place
- Drink water if fully conscious
- Take a cool shower or use cold compresses

CALL 9-1-1

- Take immediate action to cool the person until help arrives



Director of Retirees Report
Steve Schultz

Things have been quiet on the retiree front. I was able to help several active members who were looking for information regarding a pending retirement, as well as helping some current retirees with some issues that they were addressing. I would like to touch base on one item if I may. With the changes we are seeing to our current political environment, I would encourage all of those, retired and active to get involved in the political arena. Anything that we have, can be taken away by the stroke of a pen by those in Congress.

There are a number of bills before Congress that affect letter carriers and federal employees, and I would like to list them to include the house and senate bill numbers. Let's start with the Protect Our Letter Carriers Act (HR 1065 / S 463), which provides for increased penalties for those attacking letter carriers. Oppose Postal Privatization (HR 70 / S 147) which is self-explanatory. Federal Retirement Fairness Act (HR 1522) which will give retirement credit for time served as a TE's, CCA's for FERS employees. Improving Access to Workers Compensation for Injured Federal Workers Act (HR 3170) which again is self-explanatory. USPS Shipping Equity Act (HR 3011) which will allow the shipping of alcohol by the Postal Service.

There are a number of different ways to contact your members of Congress. By far the best way, that we have been told by the members and their staff, is to write a letter. They place more weight on that verses a pre-printed post card that some organizations use. You can also call, while you will usually get a voice message system, it is an easy way to contact them. You can also email your representatives, as well as using the NALC App which has an email contact system in it. Also, many times it is much easier to make contact with your Senators or Representatives local office. Their addresses and phone numbers are easily accessible on the internet. Whatever way you use, please reach out to them and ask them for their support. If you need some talking points, you can always go to the NALC App or NALC.Org and get information from the fact sheets that are posted under government affairs.

Until next time, take care...

State Convention Reports

Washington State Convention Tacoma WA June 5 th to the 8 th 2025 Session 2.

My assignment for writing for the state convention was the second session. It went from the first break to lunch. Due to the first session running long my session was quite short.

The second session started out with meeting drawings. They have these drawings so that delegates have an incentive to be on time after a break. Tracy Pardick appropriately won a car vacuum. Rick Enright won the book A Lucky Dog. When the session Started Conner MacKinnon, the chair of the Mileage and per Diem Committee announced when and where his committee would meet. The next task to accomplish was to announced the training that would occur with the location and time. A motion was made to change standing rule number 12. The motion changed the close of nomination from 2:30pm to 3:30pm. It was seconded and passed since it was a typing error. It was announced that nominations were open and that the nominations would close at 3;30. The President, Vice President, Treasurer, Secretary, Director of Retired Members, Director of Education, Director of Media, Editor of the state newsletter, and two trustee positions were open for the election. After nominations were open the first reading of the bylaw proposed by-law changes was accomplished. The first by-law change proposed was to add a new section to Article 9 Section 13. It clarified the duties of the election committee. The second by-law presented by our branch was to have a second election when there was a tie vote. Article 7 Section 6 would be the new Section. The next by-law change would add Article 7 Second 6. It was another proposal to handle a tie vote. The next by-law change was to Article 9 Section 9B. It allowed the band to be paid up to $4000. Instead of $4000. The next Article was Article 9 Section 11. Changed the term congressional District Liaison to Letter Carrier Congressional Liaison. The final by-law change is Article 9 section 13. It also would clarify the duties of the election committee. The outstanding service award needed to committee members. Also, the Memorial Service was announced for Sunday morning and all deceased members from last year had to be turned in. We then were released for lunch.

Submitted by,

Bill Bauder

State Convention Reports

This year's convention was held at the Hotel Murano in downtown Tacoma, and was hosted by Tacoma Branch #130. I was assigned to report on the Retiree/Auxiliary luncheon which took place at noon on Friday. We had a fine lunch provided by the hotel staff.

After lunch we had comments, and it began with Cynthesis Lang, who is the former National Auxiliary President. While she is no longer a national officer, her and her husband Vince enjoy coming to our convention, and with the help of one of our state auxiliary members, Rick Baird, they were able to again attend our convention. She spoke about the importance of the auxiliary and the role it has played in the past. After her comments, she has a presentation of items from Mobile, AL her home town for Rick as a token of their appreciation.

Next to speak was our State Auxiliary President Alessandra Davis. With the change in administration, the auxiliary could be more important than ever. She encouraged everyone to get involved in the Auxiliary at the Branch and State level. She encouraged everyone to attend the silent auction room as some of the funds raised will be used to help send an auxiliary delegate to next year's national convention. This was followed by the presentation of gift cards from a drawing of those who were in attendance. Next to speak was the Washington State Director of Retirees Brooks Bennet, who in addition to being a NALC member, is also a member of the Auxiliary, as his spouse is also a retired letter carrier. He recognized Auxiliary member Cathy Dye who has been a mainstay at the conventions for years, organizing the silent auction room among other things. We then thanked the service staff at the hotel. This was followed by raffle drawings for the center pieces on the tables. I would like to thank the branch membership for electing me as a delegate to represent Br #442 at this convention.

Steve Schultz



State Convention Reports

Well, I really hate being assigned a writing block. I usually just go my own way and do what I want regardless. But I will follow the rules this time. My block covered the convention dinner. I know how boring, we get to hear about the great food that's served on the union members dollar. First off, the food really did suck this time. The potatoes you could probably form bricks with and make a house out of. The Steak was so cooked that the knives struggled to cut. Desert, I didn't even try. Fat man trying to get the girly figure back. This was the crappy part of the Convention dinner.

Dinner really is just a side bar for some of the more exciting things that go on. One of the best is the awarding of the Outstanding Service Award. Well, this year Big Al Floyd won it. Big Al is just a gentle Giant. I am pretty sure he cried, but wouldn't admit it. Would not push the topic because he could squash me with just one of those meat clever hands of his. Not to mention he has one of the coolest wives, Yolande. She was sure showing her support of her man. Over all the history of the way they present the award is awesome.

The second-best part is the Auctioning off of the art work for MDA. This was very sad moment for me, I help most every year and Ric Wolf is always there to bid things up. Its always a fun way to get money to MDA. Unfortunately, Ric Wolf passed away on June 2, 2024. He was at the last state convention and after winning the bid he had told me he was going to need me to take over next year. There were a few paintings and drawing done for this year and they did not go anywhere close to the usual prices.

We had one drawing left, this was donated by State Vice President Toby Swank, it was a picture done of Ric Wolf. This was an item Branch 130 out of Tacoma wanted badly. We started the auction and no one was really bidding. We ended up getting the bid up to 2000, unfortunately Branch 130 was tapped out for money, somehow, we got the whole place to start bidding on it, not sure if anyone really knew what was happening, but we were bidding for Tacoma against ourselves, so they could take Ric's picture home to were it belonged. The bid ended at 6,000, some where I lost count when I was grabbing money and promises. The total collected for the one picture was over 8,000. This all went to MDA and was a beautiful way to memorialize the memory of one of the kindest souls I have met, Ric Wolf. He will always be missed; I am hoping that someone else picks up the reigns.

Over all, it was a great night of history and making of history at this convention dinner. I wouldsuggest if any of our members do get to go to State Convention don't skip out on the dinner, it

is the best part of the convention over all.

Tracy Pardick

Saturday, June 7, 2025

9:00am:

The morning began with ceremony. The opening ceremonies set the tone for the body to do their work. They remind us of the seriousness of our duties, the privilege we have living in a country that allows us to gather as a union and the reminder of the giants whos' shoulder we stand on.

We recited the pledge of allegiance, listened to an exquisite rendition of our national anthem, and received a blessing requesting the safety of letter carriers and that we conduct our business with wisdom.

The body formally approved the previous convention minutes.

The body then took on proposed bylaw changes:

The executive council's amendment to Article 9, allowing the president to appoint an election committee and establish procedures, was approved.

The amendments proposed for Article 7 concerning the resolution of election ties were not approved.

The body approved other changes to article 9.

We heard speakers.

First, April Sims, President of the Washington State Labor Council, AFL-CIO. She spoke to us about the importance of sticking together in the fights ahead. She shared the gains we have made both in organizing and union favorability. Finally, she talked about letter carriers and the vital role we play in the fabric of America and not letting that disappear.

Next, we had John Beaumont, our regional representative for Legislation and Political Organizing:

He spoke on the importance of staying politically aware and active so we make sure our voices our heard on important Legislation that can impact our future:

FERS retirement proposed changes in the big, beautiful bill.

The anti-privatization resolution in both the hose and the Senate.

HR 1065 Protect our Letter Carriers Act aims to enhance prosecution and safety measures for assault and murder of carriers.

HR 1522 Federal Retirement services Act. This would allow for the buyback of time toward retirement that you worked in a non-career status.

He urged participation in our Political Action Committee. We support candidates that support Letter Carrier issues on both sides with these funds.

I want to thank the branch for electing and allowing me the honor of representing the branch as a delegate to this convention.

Respectfully submitted,

Rick Enright

State Convention Reports

I had the honor of attending the Washington State Convention of Letter Carriers this June. It was my first time attending and it was a great experience to be there as a delegate on behalf of Branch 442. On the first morning it started with the presentation of our flag by Lincoln High School. The Star Spangled was sung beautifully by a high school student, followed by the Pledge of Allegiance. Our Washington State Officers also invited a member from the Puyallup Tribe to give a land acknowledgement. He was extremely touched that the Letter Carriers of Washington wanted to recognize the Puyallup Native Americans. He was a very good speaker and did a blessing for Letter Carriers. He then sang a song that was very moving.

Our director of safety and health, Manuel Peralta, spoke for about 2 hours. He probably could have talked for an entire 8 hours if he was allowed. He is extremely passionate about our safety as Letter Carriers. The one very important thing I took from him was we all need to listen to our bodies, especially in the heat. Letter carriers have died from getting too hot. I am sure they did not think they were going to die that day at work. They probably knew they were too hot and just thought they could push through and make the times management wanted them to make. We have all felt the pressure at work, told we are going to get a 1017B, told that the management's piece of paper claims we should be done 30 minutes earlier than we think. I was personally compared to a 20 something year old, 6'2'' young man once. I guess I was supposed to walk as fast as him. I still don't know why this supervisor thought trying to shame an almost 50-year-old woman for not performing like a young man in his prime was an ok thing to do.

Simona Farnsworth

Saturday afternoons at convention are always action-packed. We started with some door prizes and then branches came to the mic to donate to the scholarship fund, the band, the auxiliary or to the Danielle Harada art scholarship fund. Next, our NBA, Nick Vafiades acknowledged his staff and gave a brief update on the new contract, focusing on Article 8 (I talked about that in my article in this issue). He informed us about how backed up the B Team is and that our region has about 200 arbitrations in line. He plans on training carriers on the route adjustment process. Nick let us know that they are updating Carrier Academy and making a new PowerPoint for organizing. Before Nick left the stage, he gave some time for Q & A on Article 8.

Mike Caref, the NBA from Region 3, spoke about his campaign for National President.

We then had the Credentials and Mileage & Per Diem Committees give their report. Finally, we passed the 2026 budget.

I was an honor to represent our Branch at this year's convention.

Sharee

Your local Arslan Sales Representative:

Steve Schultz

Proud Branch 442 Member

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Meeting Minutes

May 20th 2025

President Sharee Eschenbacher called the meeting to order.

ROLE CALL: 13 present,5 unexcused, 6 excused

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

Executive minutes moved seconded and passed.

Secretary/Treasurer Report: Moved Seconded and passed

Reading of Communications: none

Application of New members: Peter Anderson, Christian Tangvald and Brett Gilead

Initiation of New members: none

Reading of Reports:

Director of Insurance: Members should have received their notice of compensation. Rick Enright reported that you should lose your benefits and not lose them. TSP is a good source of revenue and you should contribute as much as possible now.

Director of Safety: Sharee gave the report for Mike Meredith. The heat standup was required to be done by the end of March. The seatbelt policy has been grieved and is with the B team.

Retirees: Steve Schultz reported that Jim Roach retired. Things are quiet.

Trustees: Up to date as of February 2025. Doing better getting credit card receipts.

Spokane Labor Council: There will be a baseball night with the Indians on August 16th.

Swing room Gazette: articles are due June 15th

Committee Reports: Legislation: If budget reconciliation passes starting January 1st, 2028 new hires retirement will be the high five instead of the current high three. The

Postal Service shouldn't be in it since it doesn't affect the deficient. The Letter Carrier Political Fund is important. Only thirty-six of our members are currently contributing. Even a five-dollar contribution will help. Article 43 of the contract states that congress can change or eliminate our contract. Politics controls our job and we have to be involved and pay attention. That's why the LCPF is so important.

Resolutions: None

By-Laws: The following by/law was read: As this union now consists of more than 33% female letter carriers, change entire by/law in those Articles and Sections where appropriate to reflect gender neutrality, such as his to his/hers, etc. The committee has identified 52 instances listed below.

Art 3 Sec 3 (5), Art 6 Sec 1(8), Art 6, Sec 2 (3), Art 6, Sec 3 (20)

Art 6, Sec 4 (1), Art 6, Sec 6 (1), Art 6, Sec 9 (1), Art 6, Sec 10 (2)

Art 6, Sec 11 (2), Art 6, Sec 6, Sec 13 (1), Art 6, Sec 14 (2), Art 7, Sec 4 (4), Art 12, Sec 1 (2)

BY/LAWS WILL THEN READ: To reflect gender neutrality throughout entire by/laws.

Submitted by the By/Laws Committee, May 20, 2025.

Entertainment/Athletics: Zepher tickets for sale. There will be bowling for MDA. Looking into having a kickball tournament. Indian tickets your choice July 12th and August 16th. Looking at getting tickets for a Chiefs game.

MDA: no report

Hospital and Health: Steve Thrift had eye surgery.

Condolences: Clayton Miethe's dad passed away**.**

Labor Management Agenda Items: No lunch policy. Dog cards and dog curtailed letters. Growth management. Tires not being changed on promaster. Supervisors not allowed into TACS.

Unfinished business: none

New Business: A motion was made to donate $1000. To the Washington State Association of Letter Carrier's scholarship fund and $500. To the Washington State Harada scholarship fund in the honor of our deceased members. It was seconded and passed. A motion was made that we request a special National Convention. After much discussion it was seconded and passed.

Steve Thrift made a motion that we set up a Branch website with Lawton Printing not to exceed $3000. After much discussion the motion was seconded and passed.

Good of the Association: none

Improvement of the Association: The results of the food driver were read: Metro Station 3575 pounds, Sunset Station 2309 pounds, Manito Station 2396 pounds, Regal Station 1824 pounds, Hillyard Station 1077 pounds, Hayes Park Station 653 pounds, Northpointe Station 5349 pounds, Shadle Station 3092 pounds, Riverside Station 972 pounds and Valley Station 4549 for a total of 25796 pounds. There was a discussion on what stations still had food to be picked up.

Meeting Drawings: Number 462 Randal Moles and number 128 Ron Church.

Meeting adjourned at 9:00 p.m.

Next Meeting: June 17, 2025

Respectfully Submitted,

William F. Bauder

June 17th 2025

Vice President Steve Thrift called the meeting to order.

ROLE CALL: 16 present, 3 unexcused, 7 excused

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

Executive minutes moved seconded and passed.

Secretary/Treasurer Report: Moved seconded and passed.

Reading of Communications: none

Application of New members: none

Initiation of New members: none

Reading of Reports:

Director of Insurance: once again Rick recommended that people should use your benefits.

Director of Safety: Steve gave the report for Mike Meredith. He said to make sure you stay hydrated. He has cooled off in people's sprinklers.

Retirees: none

Trustees: Up to date as of April 2025. May's books are ready to be audited.

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

Swing room Gazette: don't forget to turn in your convention articles.

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

Resolutions: None

By-Laws:

Entertainment/Athletics: The labor council is having a night at the Indian's game on August 16 th .

MDA: People should submit art for the Danielle Harada Scholarship. Only five people submitted artwork and two didn't follow the rules. Rules at WSALC.org.

Meeting Minutes (continued)

June 17th minutes (continued)

Hospital and Health: Steve Thrift's shoulder claim has been approved.

Condolences: Angie Severin's father passed away.

Labor Management Agenda Items: Shadle's last dispatch time is 5:25 pm.

Unfinished business: The website is under construction. Dee Dee Roberts requested that the March minutes include her comments. Bill said it would be done.

New Business: A motion was made to make the July picnic the general meeting. It was seconded and passed. There will be a Webex on Tuesday a 5:00 pm to explain the new ODL signup.

Good of the Association: Met with the postmaster about the LMOU. Grammatical corrections and formatting were done. A discussion on safety occurred. You don't have to be a safety captain to point out problems.

Improvement of the Association: none

Meeting Drawings: Number 316 James Murcar and number 310 Karen Buska.

Meeting adjourned at 7:51p.m.

Next Meeting: July 20th, 2025

Respectfully Submitted,

William F. Bauder

Correction to March,2025 General Meeting minutes: Under Good of the Association, Dee Dee Stockman expressed her feelings about a grievance settlement on her behalf. She was not pleased and felt branch leadership was not transparent.

Station Reports



Simona Farnsworth- Hays Park

I have recently had some carriers come and ask me why the estimate time in the morning must be so intimidating and unpleasant. I agree, it is very uncomfortable at times. Here is my advice to everyone. First, remember it is just an estimate. There is no actual time you must make that is set in stone. Do not feel pressured or intimidated to give a more aggressive time by management, especially in the heat. Give an honest estimate time. Sometimes that might be over 8 hours and sometimes that might be less than 8 hours but always be honest. And above everything else, always take care of your safety first. Weather like hot temperatures is a valid reason to take a little longer on our routes. Management likes to tell us to rest and drink water during "approved breaks", however, if you get too hot then it is ok to rest and drink water at any time and this is allowed. You are the most important part of the Post Office. Safety and your health are WAY more important than managements numbers. Stay safe and work safe always.



Leslie Phelps

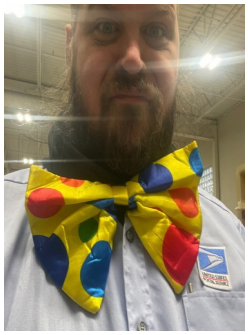
Good summers day Brothers & Sisters of Branch 442! Leslie Phelps, main steward at the Shadle Garland Post Office here. Just wanted to wish everyone a happy summer since this article will be out once summer officially begins. With that being said, if you're reading this then you probably need a reminder to drink some water because it's so important to stay hydrated before, during and after work. The sun is no joke and we've already had some heat waves roll through. Stay safe and listen to your body and remember that your life is not worth more than the mail we deliver! Shadle's route adjustments are slowly coming together. We have another round of 3999's coming up to smooth out all the rough edges. Right now it seems that our auxiliary route is actually an 8 hour route maybe more and the other route that was added is way overburdened. After the 3999's are done hopefully we can make the aux a full route and cut the overburdened routes and have a new aux route that isn't 8 hours long. I hope everyone is happy with their results. Ever since coming to the Post Office I really picked a pace to keep in hopes that I can do it for 30+ years! I finally got my route here at Shadle cut so that I can do it in 8 hours comfortably as well as most of my steward time in the morning. As the end of the quarter comes to a near we are being reminded about the new tentative agreement taking affect for Article 8. The stewards and our Branch President have been talking about the new Overtime Desired Lists and how it will affect the equitability of overtime for ODL. Since it is so new and foreign to us I am sure it will take some time getting used to so stay tuned. Thanks for taking the time to read my articleper usual. Sometimes I am unsure of what to say but I just wanted to say thank you to everyone who believes in me being a steward at Shadle. It definitely isn't easy but I love being able to step up and protect our contract especially in these trying times.



Hey everybody, I hope you all are doing well sunset has been pretty quiet lately also mail has significantly dropped as well as packages at least at sunset which sucks but what can you do, so recently I was in a safety telecon with the safety captains and Trish we talked about things we could do better with helping carriers maybe not get into accidents and there wassome good points mentioned like making sure we are talking to the CCA about pulling over and calling management instead of driving while on the phone to some us its obvious what should be done but for the newer carriers they are taught these things in academy, OJI but that's so much information in a short period of time and I know when I first started I did not retain anything they said in Oji (didn't have academy back then lol) but also making sure vehicle checks are being done and what to do if things are not functioning properly like parking brake, blinkers, also to do the buddy system to help make sure there brake lights/reverse lights are working , another thing that was mentioned from Trish is heat and how we should have cases of water at our station and if not management needs to order some last year when I brought this up to Dannette she told us no she wasn't buying any because we have that filtration fountain in the station which we went back and forth and eventually I bought some cases of water and ice from my own pocket for the station because somebody has to look out for them if management is not. Finally I am currently the acting steward for collections so if you need to get ahold of me please call or text me anytime (916) 236-7526 I am going to be swinging by there from time to time to check in with you guys face to face, but like always make sure you are taking care of yourselves and staying safe!

Connie

Shop steward



Metro

Brothers and Sisters,

Heat season is already underway. At the Metro station Dave Boucher and myself have been harping the heat prevention talks during the morning standup. I hope everyone else is getting these overused and constantly repeated talks. Our safety is in our own hands and we all should be fully aware that the Postal Service is going to push us as far as we let them. Whether you're a 30 year vet or a CCA make sure you are doing EVERY-THING you can to protect your safety. Water, electrolytes, water, cooling towels, water, breaks in the shade, water, a couple extra minutes in every air conditioned building you go into, water, comfort stops in the shade, water. Call and check in on your fellow carriers throughout the day. ESPECIALLY the CCA's. Everything it takes, protect yourself.

Management does not always want to admit that the Postal Service's official position is that when it is hot you are allowed to take AS MANY COMFORT BREAKS AS NEEDED to combat heat related illnesses. There are quite a few resources out there that support this. MRS M document M001860 states specifically that both parties recognize that in hot weather carriers are going to need additional breaks to combat the heat. In that resolution (which does state that it is specific to Independence MO but recognizes that heat conditions affect letter carriers in all areas) the parties agreed that carriers need to use their scanner to alert management of when each heat comfort stop begins and ends with the MDD scanner. I think this is a good idea! It would absolutely benefit us to send two emails through the scanner for each comfort stop and add in a third message adjusting our morning estimate of route completion by the amount of time each comfort stop takes plus the minute or two that it takes us to compose and send these three messages. Remember brothers and sisters, it is our requirement to alert management as soon as it is possible to any adjustments to our "commitment" time as soon as we know it's going to happen! No reasonable supervisor, manager or postmaster will expect you to make that time up by going faster or cutting any safety corners, and that is a good thing! In the off chance you do experience push back on these comfort breaks or adjustments PLEASE contact your steward to handle it. If they are unable to for any reason, I am a phone call away. 509-768-6344.

Osha has a new app available for any smart phone. OSHA/NIOSH heat index. This app shows you the temp and conditions of your exact location, It has a tab of symptoms and warnings. If you're ever experiencing any of the symptoms stop where you are and assess yourself. Drink water. Dip your cooling towel. Cool down your wrists and neck. If this doesn't give you relief drive to air conditioning immediately. If you're unable to drive call 911. Don't play with the heat.

Protect yourselves and each other brothers and sisters.

Jeremie Simpson



Valley

Valley Article June 2025

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

We are getting ready to do minor route adjustments again at the Valley. This will be all working together to get the best outcome. Anything has to be better than the last crap show we went through. Hopefully we all can agree and make this a seamless process. Not sure if we will loose multiply routes or not. We will have to wait to see what comes of our meeting and data. Mike Williamson just passed away. He was a pretty amazing guy. Not sure on any information on the funeral yet, Haase is keeping me up to date on the information. This just is just another reminder of how short life is. We don't need to concern ourselves with work, spend the time with the family. This is just our jobs, its not worth all the time spent away from family and friends. It has been so nice since we lost Amazon. It has taken some time to adapt to the time off.

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

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

I also want to harp on uniforms again, we are a uniformed service. The uniform is what the public sees and respects. I just don't get why it is so hard to wear one. Who care what you look like in it; this isn't a dating site. Wear your uniform and be proud of it. This also applies to the cleanliness of it. Read your manuals and follow them. This is pretty much all I have to say. As always if you need to contact me my number is 208 651-3505. I pretty much answer or call back all the time.

Tracy Pardick

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NALC Branch 442: Spokane Indian Baseball Night!

@ Avista Stadium

Saturday. August 16th @6:35pm

Reserve tickets at:

https://www.gofevo.com/event/Nalcbranch5

The link is also posted on the Branch 442 Members Facebook page

Game theme:Storybook Princess and Fireworks Night

COST: $15.80/ticket *(this includes service fees)*

The Spokane Indians will be hosting the NALC Branch 442 for a baseball game at Avista stadium Saturday August 16th. ***There are only 75 tickets available, so no more than 2 tickets per member please.***

Any questions? Please message Zak Smith at (509-270-5931) or on Facebook

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Important Dates

General Meeting	**(Picnic)**	**July 20th**	**12:00pm**
Executive Board Meeting		**August 5th**	**6:00pm**
Steward Meeting		**August 12th**	**6:30pm**
Indians Baseball night		**August 16th**	**6:35pm**
General Meeting		**August 19th**	**6:00pm**