

Clark V. Savidge

Serving The Letter Carriers of Olympia, Lacey, Tumwater and Shelton, WA since 1892

Volume 33, Issue 4

April 2009

Presidents Report: April By Al Floyd

As you are very well aware of the Postal Service is going through a tough period. Having to pre-fund the retiree health benefits coupled with the drop in mail volume is putting a heavy strain on the service. The NALC is working in the legislative arena trying to help get financial relief for the Postal Service. But there are other issues that we must not let go by the wayside. The “Vote by Mail” and the “Do not Mail registry”, both are important to our jobs. These issues depend on all of us getting and/or staying connected politically, through corresponding with our congressmen and representatives. We need to stay proactive to make sure that what happened with the ergonomics bill does not happen to “Vote by Mail” or the “Employee Freechoice Act”. If you are signed up to contribute to COL-CPE and with e-Activist, thank you. If not, please consider signing up. It is **an investment in your future.**

LETTER CARREIERS

Do you know what your job is and what it entails? Do you understand the classification of your job? Of being a Letter Carrier? JCAM Articles 1 and 41 gives generalized view of the job of a letter carrier. A carrier is a craft employee, protected by the Union and the bargaining agreement.

ARTICLE 1. UNION RECOGNITION

1.1 Section 1. Union

The Employer recognizes the National Association of Letter Carriers, AFL-CIO as the exclusive bargaining representative of all employees in the bargaining unit for which it has been recognized and certified at the national level—City Letter Carriers.

NALC is the exclusive bargaining agent representing city delivery carriers.

NALC is the exclusive representative of all city letter carriers—the *only* organization entitled to represent letter carriers in their collective bargaining relationship with the U.S. Postal Service. The positions currently designated in the letter carrier craft—and thus within the jurisdiction of NALC for representational purposes—are listed in Article 41.1.A.

1.2 Section 2. Exclusions

CON'T ON PAGE 6

Minutes of Meeting: March 5th 2009

The meeting was called to order at 7:04 PM, on March 5th, 2009, at the Labor Temple, on 119 ½ Capital Way N. Olympia.

“Nine” members and two guests were in attendance. The Pledge of Allegiance was led by President Floyd.

Roll Call of Officers: All members were present with these exceptions; Trustees Lisa Wooden (excused) and George Vocke (absent). MBA and HBR positions are vacant.

Minutes of the Previous Month: A motion was made to accept the November minutes as printed with the change, seconded and carried.

Applications for Membership: None.

Communications: We received a certified letter from Charles Kosmicki, the Seattle District Manager of Labor Relations, concerning the closure of the Air Mail Center (AMC), withholding. When this closure occurs, employees will be excessed from the AMC. Therefore, in order to minimize the impact on the affected employees, it may become necessary to withhold up to 175 positions in the mail handler, clerk, maintenance and letter carrier craft within up to 500 miles from the AMC. They are presently withholding letter carrier positions within 100 miles. They do not anticipate excessing letter carrier positions due to this event. However, it will be necessary to withhold city letter carrier residual vacancies in order to place impacted employees per article 12.

There is a grievance already in the works for the Reserve 23 position at Lacey. What affect will the withholding have on it? It now appears that the actual closure will not happen until later in the year. The letter was dated March 2, 2009. Make sure open routes get posted for bid! If they don't, Paul Price's office (Region 2) needs to be contacted immediately!

Committees: Picnic: It is still scheduled for Sunday, August 2nd at Burfoot Park. Can we put something in the next month's newsletter?

Food Drive: Rick needs a check from the Secretary/Treasurer for the Food Drive. Rick is getting ready to order things like the cards to deliver to the customers and posters. Gift cards: Rick would like to change restaurants and make them local businesses. Westside should not be moving downtown until Memorial Day at the earliest, but if they do Rick has asked if we could use the parking lot at Top Foods as a staging area and possibly get a general purpose tent from the National Guard. Food bags went out Wednesday last year and cards went out on Saturday. We had 40,000 bags last year. We will have 80,000 bags this year. Everyone should be getting a bag this year, including the rural routes. Tape the posters on their businesses towards the end of April, not too early.

MBA: No Report. **HBR:** No Report.

Unfinished Business: Does Al have his flights and a room for the COP?

New Business: Steve Shultz, a letter carrier in Spokane and former State President before Bob James, was in a really bad car accident well over a year ago. It screwed up his foot. He had to have rods and pins put in and almost lost it. He went back to work one day and started getting a fever and went to the hospital. Now it's said that the metal in his foot is infecting the bone. He possibly could have his leg amputated from the knee down. He is out of leave because he used it from the original crash and he has put in for people to donate leave. Debbie found out at the State Board that you can't donate leave over districts.

Do we have rooms for Statewide Training? Three rooms have been reserved for statewide training.

Tom Wallace, Maxine Clark and Dave Sparks have all retired. Did they all receive \$100? When are their actual retirement dates? They have 14 days after those dates to post their positions.

New growth must be absolutely surrounded by a rural route or else it goes to a city route.

Management is having carriers who have had on-the-job injuries or restrictions, even up to a year ago, go back to their doctors to obtain a release for duty, within 10 days, or receive possible disciplinary action up to and including removal.

Good of the Association: Ryan Troy's phone number needs to be added to the newsletter.

Some people are not paying the same union dues since the increase became effective. Everyone should be paying \$22.02. Vince will be taking care of it.

Intermediate Steward College is September 13th through the 17th. John Mauk will be going. We need to let them know now!

Debbie was denied leave to attend all of her union functions. Grievance has been filed.

Sam Samuels has been a Union Member and Officer since 1971. Sam Samuels **"IS"** the "Good of the Association." Thank you for your service Sam!

The wrong week was blocked off for the State Convention. Vancouver (hosting branch) had to move the convention from the Red Lion in Vancouver, which is no longer a union hotel, to the Red Lion in Olympia. The Olympia Red Lion was not available during the same week and had to be changed.

A motion was made to give all COLCPE and MDA donations at tonight's meeting to Steve Shultz, seconded and carried.

All branch officers need to submit articles for newsletter, by e-mail, to the editor, by the 15th of each month. Submissions in the Microsoft Word format are preferred.

A motion was made to donate \$75 to Steve Shultz to be taken from Savings, seconded and carried.

A motion was made to donate \$75 to Mrs. Steve Shultz to be taken from Savings, seconded and carried.

MDA Drawing: The winning ticker was drawn by Ryan Troy. He won a carrier donated Black and Decker battery powered adjustable wrench and \$24.50. He donated his \$24.50 for a total of \$49.00 donated to Steve Shultz.

Food for next month's meeting: It's potluck again! The theme is Easter!

Adjournment: A motion was made to adjourn, seconded and carried. The meeting adjourned at approximately 8:31 PM (1:26:55).

Submitted by "Mean Dean"

Stewards Report: April

By Al Floyd

Main Office:

Informal A grievance: Resolved - Mando

Informal A grievance: Resolved - carrier being worked over 12 hour limit, Informal A grievance: Resolved - mando

Informal A grievance: Resolved – Drop-N-Go; Carriers are to do their markups when they return from the street just as they do in the am before they leave for the street.

Informal A grievance: Resolved – Holiday; Improperly working carriers.

Informal A grievance: Not Resolved, appealed to Formal A; Management instructing carrier they cannot go to lunch location.

Your Money Matters!

For those members that saw an increase in their dues in PP 03-09 might be asking why when we were just informed that it would be \$22.02. The reason for this is that it was a computer error reported by the Postal Service's Postal Data Center in Eagan, Minnesota that affected the dues withholding of some 40,000 members in Pay Period 1 of 2009. As a result of the computer processing error, the increase in NALC dues scheduled for Pay Period 1 of 2009 was not implemented for one-fifth of the NALC's membership. The Postal Service expects to correct the error in Pay Period 2. NALC's Membership department at Headquarters is working with the Postal Service to make NALC and its branches whole for any loss of dues income due to the error. NALC properly submitted the data needed to implement the new dues amounts in a timely matter, but nonetheless regrets any inconvenience to branches and members.

Submitted by

Vincent Corsi

Secretary Treasurer

Twenty-five people at the heart of the meltdown...

guardian.com.uk

Alan Greenspan, chairman of the US Federal Reserve 1987-2006**Mervyn King**, governor of the Bank of England**Bill Clinton**, former US President (Democrat)**Gordon Brown**, Prime Minister**George W. Bush**, former US president (Republican)**Phil Gramm**, Former US Senator from Texas (Republican)**Abby Cohen**, Goldman Sachs chief US strategist**Kathleen Corbet**, former CEO, Standard and Poor's**"Hank" Greenberg**, AIG Insurance Group**Andy Hornby**, former Halifax/Bank of Scotland boss**Sir Fred Goodwin**, former Royal Bank of Scotland boss**Steve Crawshaw**, former Bradford & Bingley boss**Adam Applegarth**, former Northern Rock boss**Dick Fuld**, Lehman Brothers chief executive**Ralph Cioffi and Matthew Tannin**, Bear Sterns bankers**Lewis Ranieri**, Texas- based Franklin Bank Corp**Joseph Cassano**, AIG Financial Products**Chuck Prince**, former Citi boss**Angelo Mozilo**, Countrywide Financial**Stan O'Neal**, former boss of Merrill Lynch**Jimmy Cayne**, former Bear Sterns boss**Christopher Dodd**, chairman, Senate banking committee (Democrat)**Geir Haarde**, Icelandic prime minister**The American Public****John Tiner**, Financial Services Authority chief executive, 2003-07***UP COMING EVENTS*****MAY 9****ANNUAL FOOD DRIVE****AUG 2****ANNUAL BRANCH PICNIC**

... and seven more who saw it coming

CON'T FROM PAGE 1

The employee group set forth in Section 1 above does not include, and this Agreement does not apply to:

1. Managerial and supervisory personnel;
2. Professional employees;
3. Employees engaged in personnel work in other than purely nonconfidential clerical capacity;
4. Security guards as defined in Public Law 91-375, 1201(2);
5. All Postal Inspection Service employees;
6. Employees in the supplemental work force as defined in Article 7;
7. Rural letter carriers;
8. Mail handlers;
9. Maintenance Employees;
10. Special Delivery Messengers;
11. Motor Vehicle Employees; or
12. Postal Clerks.

Managerial and supervisory personnel are excluded from the bargaining unit by the terms of Article 1.2 as well as by the provisions of the Postal Reorganization Act. See 39 U.S.C. 1202(2). Members of the supplemental workforce, which is defined in Article 7.1.B as being comprised of casuals, are excluded from the bargaining unit.

1.6.A Section 6. Performance of Bargaining Unit Work

- A. Supervisors are prohibited from performing bargaining unit work at post offices with 100 or more bargaining unit employees, except:
1. in an emergency;
 2. for the purpose of training or instruction of employees;
 3. to assure the proper operation of equipment;
 4. to protect the safety of employees; or
 5. to protect the property of the USPS.

The prohibition against supervisors performing bargaining unit work also applies to acting supervisors (204b). The PS Form 1723, which shows the times and dates of the 204b detail, is the controlling document for determining whether an employee is in a 204b status. A separate PS Form 1723 is used for each detail. A single detail may not be broken up on multiple PS Forms 1723 for the purpose of using a 204b on overtime in lieu of a bargaining unit employee. Article 41.1.A.2 requires that a copy of the Form 1723 be provided to the union at the local level.

ARTICLE 41 LETTER CARRIER CRAFT

Article 41—Letter Carrier Craft Article. Article 41 is known as the *letter carrier craft article*, negotiated specifically to cover letter carriers. (Prior to 1994 negotiations the National Agreement was negotiated jointly with other postal unions.) Article 41 establishes fundamental letter carrier rights under the contract—a regular carrier’s right to accumulate seniority, and the right to bid on, obtain and hold specific duty assignments based on seniority.

41.1.A Section 1. Posting

A. In the Letter Carrier Craft, vacant craft duty assignments shall be posted as follows:

1. A vacant or newly established duty assignment not under consideration for reversion shall be posted within five working days of the day it becomes vacant or is established. All city letter carrier craft full-time duty assignments other than letter routes, Carrier Technician assignments, parcel post routes, **collection routes**, combination routes, official mail messenger service, special carrier assignments and night routers, shall be known as full-time Reserve Letter Carrier duty assignments. The term “unassigned regular” is used in those instances where a full-time letter carrier **does not hold a duty** assignment.

With management trying to take carrier positions, we need you to speak up. If you see a rural carrier doing collections let your steward know. If you see management delivering express mail let your steward know. If management brings that auxiliary piece out to you let your steward know. Management is saying that with the decline in mail volume carriers do not have as much work to do. Question, why are they continually doing carrier work?

Brain Tease: April 09

By Al Floyd

1. Management delivers express mail while they have a PTF scheduled to begin tour at 11:00. Is there a violation?
 - A. Yes
 - B. No
2. Management has a Rural Carrier do collections so a PTF can have an 8.00hour day. Is this a violation?
 - A. Yes
 - B. No
3. PTF has OPTed for a reserve position with 07.50 hour begin tour. Management schedules him to start work at 11.00 hours.
 - 1st) Is there a violation?
 - A. Yes
 - B. No
 - 2nd) What would the remedy be?
 - A. Out of Schedule from 07.50 to 11.00
 - B. Out of Schedule from 07.50 to 11.00 and overtime for any hours worked after 16.00.
 - C. Whatever management deems appropriate.
4. Can postal management or the OIG walk into the locker-room and inspect a group of lockers without prior notification?
 - A. Yes
 - B. No
5. Carrier A is detailed to a T-6 position, calls in sick and off work more than 7 days. Carrier B is assigned the detail. Carrier B works the detail for 10 more days. Does carrier A still have right to the detail?
 - A. Yes
 - B.No

DIRECTIONS FOR USING THIS CHART: Find the column that applies to the regular and the T-6. Distribute the OT for that route in the sequence listed.

Regular on NO OT T-6 on no OT or ODL	Regular on NO OT T-6 on own Assignment	Regular on own Assignment T-6 on no OT or ODL
<p>1. Regular on route works 8.0 hours.</p> <p>2. Any additional time on this route is given to PTFs, ODL or casuals until they all reach 10.0 hours or it's a regular's 5th day of overtime.</p> <p>YOU HAVE NOW MAXED TO 10 HRS.</p> <p>3. For any extra OT on this route the regular works it up to 10.0 hours, unless this is the 5th day of OT.</p> <p>4. Any extra OT on this route is given to PTF's, ODL, or casuals until they all reach 12.0 hours.</p> <p>5. Any extra OT on this route is given to the Force list by Juniority.</p>	<p>1. Regular on route works 8.0 hours.</p> <p>2. Any additional time to PTFs, regulars or casuals on straight time.</p> <p>3. Any OT on this route given to regulars is given to the T-6 until he works 10.0 hours that day unless it is the 5th day of OT.</p> <p>4. Any extra OT on this route is given to PTFs, ODL or casuals until they all reach 10.0 hours or it's a regular's 5th day of OT.</p> <p>YOU HAVE NOW MAXED TO 10 HRS.</p> <p>5. For any extra OT on this route the regular works it up to 10.0 hours unless it is the 5th day of OT.</p> <p>6. Any extra OT on this route is given to PTF's, ODL or casuals until they all reach 12.0 hours.</p> <p>YOU HAVE NOW MAXED TO 12 HRS.</p> <p>7. Any extra OT on this route is given to the Force List by Juniority.</p>	<p>1. Regular on route works 8.0 hours.</p> <p>2. Any additional time on this route is given to PTFs, regulars or casuals on straight time.</p> <p>3. Any OT on this route given to regulars is given to the route's regular until he works 10.0 hours unless it is the 5th day of OT.</p> <p>4. Any extra OT on this route is given to PTFs, ODL or casuals until they all reach 10.0 hours or it's 5th day of OT.</p> <p>YOU HAVE NOW MAXED TO 10 HRS.</p> <p>5. Any extra OT on this route is given to PTFs, ODL, or casuals until they all reach 12.0 hours.</p> <p>YOU HAVE NOW MAXED TO 12 HRS.</p> <p>6. Any extra OT on this route is given to the Force List by Juniority.</p>

Regular on own Assignment T-6 on own Assignment	Regular on ODL T-6 on NO OT or ODL	Regular on ODL T-6 on Own Assignment
<p>1. Regular on route works 8.0 hours.</p> <p>2. Any additional time on this route is given to PTFs, regulars or casuals on straight time.</p> <p>3. Any OT on this route given to a regular is given to the route's regular until he works 10.0 hours unless it is the 5th day of OT.</p> <p>4. Any extra OT on this route given to regulars is given to the T-6 until he works 10.0 hours that day, unless it is the 5th day of OT.</p> <p>5. Any extra OT on this route is given to PTFs, ODL or casuals until they all reach 10.0 hours or it's a regulars 5th day of OT.</p> <p>YOU HAVE NOW MAXED TO 10 HRS.</p> <p>6. Any extra OT on this route is given to PTFs, ODL, or casuals until they all reach 12.0 hours.</p> <p>YOU HAVE NOW MAXED TO 12 HRS</p> <p>7. Any extra OT on this route is given to the Force List by Juniority.</p>	<p>1. Regular on route works 8.0 hours.</p> <p>2. Any OT on this route is given to PTFs, ODL or casuals until they all reach 10.0 hours or it's 5th day of OT. YOU HAVE NOW MAXED TO 10 HRS.</p> <p>3. Any extra OT on this route is given to PTFs, ODL or casual until they all reach 12.0 hours.</p> <p>YOU HAVE NOW MAXED TO 12 HRS.</p> <p>4. Any extra OT on this route is given to the Force List by Juniority.</p>	<p>1. Regular on route works 8.0 hours.</p> <p>2. Any additional on this route is given to PTFs, regulars or casuals on straight time.</p> <p>3. Any OT on this route given to regulars is given to the T-6 until he works 10.0 hours that day, unless it is the 5th day of OT.</p> <p>4. Any extra OT on this route is given to PTFs, ODL or casuals until they all reach 10.0 hours or it's a regular's 5th day of OT.</p> <p>YOU HAVE NOW MAXED TO 10 HRS.</p> <p>5. Any extra OT on this route is given to PTFs, ODL, or casuals until they all reach 12.0 hours.</p> <p>YOU HAVE NOW MAXED TO 12 HRS.</p> <p>6. Any extra OT on this route is given to the force list by Juniority.</p>

Reprinted From Branch 959 Albany Oregon Newsletter

Submitted By

Vincent Corsi

Alternate Shop Steward

Union meetings are held on the third floor at the Labor Temple :

119 1/2 Capitol Way
Olympia, WA

(360) 754-8600

branch351@hotmail.com

Branch 351 holds its union meetings on the first Thursday of each month at 7:00 pm, unless other-

The Branch Union office will be opened every Tuesday & Thursday from 2:30 pm till 5:30pm. If I can't help you, I know where to get an answer for you.

Your VP,

Sam Samuels

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Main Office Alt. Steward - Ryan Troy		
Westside Station Shop Steward - Al Floyd		352-0222 or
Westside Station Alt. Steward - Debbie Dixon 923-9197		455-1120
Lacey Station Shop Steward - Debbie Dixon 923-9197		459-8988 or
Lacey Station Alt. Steward - Vincent Corsi 493-1622		455-1120

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NALC Branch 351

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