

# CLARK V. SAVIDGE

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

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OCTOBER 2008

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## National Convention Report

The 66<sup>th</sup> Biennial Convention of the National Association of Letter Carriers was held in Boston Massachusetts. Being raised in New York, I have been to Boston before, but there is something to be said for growing older and appreciating things. The city was a wonderful site with so much history. More sites seeing would have been great, but our hotel was quite out of the way. Thank you to the Branch for allowing me to go and participate in such a great event for the Union. My apologies for missing last months deadline for getting in this article.

The August/September 2008 Postal Record has a day by day summary of the Convention. More than 7,400 delegates came from every state. The solidarity that is felt at a National Convention is extremely powerful. It uplifts you and energizes you to fight more vigorously for the rights that letter carriers currently have and for rights that we would like to obtain. If you have ever thought of participating in a National Convention, I encourage you to do so at least once in your career.

Each day a letter carrier band from a different state plays loud and strong as the session is about to get under way. Each day a letter carrier from a different state sings the National Anthem or the Star Spangled Banner. Each day all delegates say the Pledge of Allegiance and each day a guest offers the invocation. Very inspiring.

“Business” was done throughout the sessions; such as Resolutions, Secretary-Treasurer’s report, Auxiliary committee reports and so on. Awards were given for organizing, publications, e-activists and food drive records.

Senator Hillary Clinton spoke to the delegates and asked for the endorsement of Senator Barack Obama for the presidency. Obama’s campaigning in support of workers’ rights and of labor movements is a key to the delegates’ agreement to endorse Obama. Democrat or Republican was not the issue here. Support for Union worker’s was.

Many speakers took the podium with messages in support of Union causes. Vincent R. Sombrotto was honored for his many, many years of Union support as the NALC National President and Union activist. His speech was funny, emotional and as always, inspirational. There is a wonderful picture of him and his big, good looking family in the Postal Record on page 42.

It was great to see APWU President Burrus accept NALC President Young’s invitation to the convention. An APWU President had never been invited before to an NALC convention. There was talk of working together in the future but

**Con’t on page 6**

## *Minutes of Meeting: September*

The meeting was called to order at 7:07 PM, on September 4th, 2008, at the Labor Temple, on 119 ½ Capital Way N. Olympia.

**“Nine”** members were in attendance. The Pledge of Allegiance was led by Vice President Sam Samuels.

**Roll Call of Officers:** All members were present with these exceptions; Sergeant at Arms Kevin Hageman, Trustee Karen Colpo and Trustee Cliff Darnell. The MBA and HBR positions are vacant.

**Minutes of the Previous Month:** The cell phones did not come in at \$89.99 package price. The contract is supposed to be prorated. They came in at \$135. With text messaging removed from the Branch President's cell phone, the cell phone bill will be \$125. A motion was made to accept the minutes as written, seconded, and carried.

**Communications:** The branch received a card from WSALC President Bob James thanking us for the invitation to the picnic. He was sorry he could not attend this year. Bob had a family event he had to take care of.

**Applications for Membership:** Tama Walker's status unknown. Val is moving from the carrier to clerk craft. Her status is also unknown.

**Committees:** None                      **MBA:** No Report.                      **HBR:** No Report.

**Unfinished Business:** A motion was made to ask the carriers at each branch if they want a calendar next year, seconded and discussed. There could be about twenty carriers to don't want one. That would save \$100. Every carrier on the Westside wants one! We have not received an order form for next year's calendars yet. They should be ordered in October. Contact information should be available. The motion was withdrawn.

**New Business:** “Find the SCAB” puzzle: Personally, it was felt nothing was wrong with the puzzle, but professionally it wasn't going to do the branch any good! We are trying to get the nonunion city carriers to join. SCABS found out about it and are pissed off. SCABS steal from us and our families every day! Transitional Employees aren't getting anything for joining the union! TEs can get fired for anything! Transitional Employees still get Union representation! It is unfair to lump TEs together with SCABS! “Mean Dean” submitted the “Find the SCAB” puzzle and should have been included in the newsletter. A 24 page Supreme Court Ruling stated that “SCAB” is the proper word for nonunion carriers since 1973. TE Bolander will be removed from the puzzle. The puzzle does not specify which Riat and Zvolanek are the SCABS. K. Riat and L. Zvolanek are the SCABS and their first initial will be included.

Retirees that are paying National per capita tax: List for ballots, list for newsletter, and an other list for the newsletter.

**Good of the Association:** Thanks go out to Rick Zassenhaus for bringing his sound equipment to the picnic! Thanks go out to Sam Samuels for doing the picnic!

Food Drive: No area coordinator yet. Bags made a world of difference last year. How many do we need for this year?

We need more lead time this year in order to get more bags. We need to let them know how many deliveries we have. Include the rural routes.

A Bill has recently passed for Sick Leave reimbursement for those under FERS. Sick Leave will count as time worked.

There is New G.I. Bill for those who served after 9/11. It can be used for 15 years and is transferable to family members. Get on the internet to find out more!

Safety is becoming a big issue at the Lacey. Violations are being written up on a daily basis and nothing is being done!

Civilian clothing is allowed for a "case-and go" at the Lacey and Tumwater branches because of past practice. Westside and the Main is still "No!"

Parking is becoming a big issue at the Lacey branch. Parking spots out back are being given to the Lacey Athletic Center. Rurals are now in the front.

Harold Matts, John Patten, and a couple others are retiring October 3<sup>rd</sup>. Ron will be retiring in January? Will Chuck be Ron's replacement? Randy Stevens, the area 4 manager, wants the job! His office is here in Olympia.

At the Lacey Branch, a supervisor gave a carrier that was double casing, two expresses to deliver and walked off!

Cases being reduced to 3 pieces of equipment: On C-53 in Lacey, some mail has to be placed to the side until the mail is pulled down, a label removed, a different label put up, then the mail that had been put aside is cased.

Several routes at Lacey are well over 8 hours and need to be recounted. One route has over 1,400 deliveries! One carrier has to travel over 5 miles off his route to do a handoff!

**Treasurer's Report:** A motion was made to move \$210.08 from State Convention to Telephone, \$1.10 from State Convention to Office Expense, \$1,223.46 from State Convention to National Convention, \$311.49 from Picnic to Donations and Gifts, and \$300 from Branch Outings to Telephone, seconded and carried. A motion was made to accept the Treasurer's report, seconded and carried.

**50/50 COLCPE Drawing:** The winning ticket was drawn by Sam Samuels. He won four white 3" Top Loading D-Clip Binders and \$3. He donated his \$3 to COLCPE for a total of \$6.

**MDA Drawing:** The winning ticket was drawn by Al Floyd. He won a Colorado Rockies wall clock and \$9. He donated his \$9 to MDA for a total of \$18.

**Food for next month's meeting:** "It's Potluck!" The theme is Italian!

**Adjournment:** A motion was made to adjourn, seconded and carried. The meeting adjourned at approximately 8:50 PM (1:43:09).

Submitted by "Mean Dean" Peterson

## Lacey Shop Steward Report

By Debbie Dixon

### Formula for Making Minor Route Adjustments:

- Handbook M-39, Management of Delivery Service, Section 141.19 states, "A simple formula for making minor adjustments, without mail counts and inspection, may be made in the following manner *if the previous cont and inspection data is reasonable current and the same carrier is serving the route being considered...*(emphasis added)."

Management cannot evaluate the length of a route, unless the letter carrier that took the last six-day count and inspection is presently on the route. In other words, if you are new to a route and have never had a six-day count, management cannot adjust your route! If you have been on the route for 10 years but do not have a reasonably current six-day count, management cannot adjust your route!

Many carriers have asked what is meant by "reasonable". This term was meant to be general in order for many things to be considered. If your last six-day count was 1 year ago, there is no growth on your route and your volume is comparable, one year may be reasonable. But, with the same scenario, if growth has built up all around you that has increased traffic flow or increased business volumes on your route, 1 year may not be reasonable. All things need to be considered.

- President Young signed A National Memorandum of Understand on Minor Route Adjustments recently. It states, in part, "Unless the local parties mutually agree otherwise, minor route adjustments may only be implemented pursuant to Section 141 of the M-39. The evaluation must be made consistent with Section 141.18 and adjusted consistent with Section 141.19. This requirement includes *"availability of reasonably current count and inspection data and the same carrier on the route* (emphasis added).

Olympia Installation has NOT mutually agreed to ANY other method of a minor route adjustment. Local management is to follows the rules within the M-39 Handbook. A simple one-day ride with a letter carrier does not fairly represent your route. A six-day count MUST be done before implementing changes.

- A National Settlement says, in part, "DOIS projections are *not* the sole determinant of a carrier's leaving or return time, or daily workload."

Management cannot use DOIS as the sole evaluation of a route. DOIS numbers, a one day ride with you, your input and management's input do not satisfy the criteria for a minor route adjustment. To sum this up, there are two criteria's that MUST be met. ONE, a reasonably recent six-day cunt and TWO, the same carrier must be on the route at the time the six-day count was done. Do not allow management to circumvent these criteria's.

On another note concerning DOIS, it is heard too often during the commitment process, "What does DOIS say?" This truly baffles me. What do YOU say? YOU are the professional. YOU see the volume. YOU see the coverage(s). YOU see the type (thick, thin, etc.) of mail you receive. YOU see the accountables you have. YOU see the parcels. YOU see the DPS. YOU determine your leaving time. YOU determine your return time. YOU evaluate your daily workload. YOU give your commitment. YOU have done your job, at this point, for YOUR commitment. NOW.... Let management MANAGE. Not bully...MANAGE! THEY want you to roll...ROLL. THEY want you to take everything...TAKE IT. THEY want you to give a hand off...GIVE IT. THEY want to say, "DOIS says"...You

say..."THAT'S NICE". THEY want to argue with you...DON'T! Request your shop steward if your commitment process is based on DOIS and not YOU!

Your alternate shop steward, Vince Corsi, has been working on the ODL equitability. Management is giving him time to do so in the mornings. As many of you know, management for a long time has not taken care of the ODL equitability correctly. Consistently rules have been changed, percentages are used that management can't explain and now the Postmaster wants to say that if you work over 20 minutes on your own route, you are not considered available for equitable overtime! ABSURD! Vince is very good with numbers and is the perfect person for our Union to have working on this important issue. Yes, someone may have to case his route and/or deliver it while he is working on this huge issue that may affect the way the Olympia Installation calculates ODL equitability. If management had done their job, allowed the Union to work with them and actually knew what they were doing, Vince would not have to spend this large amount of time fixing management's mistakes. I trust that everyone is appreciative of his efforts FOR YOU in the same manner and respect that you have given me over the years. Thanks Vince!

### **CREDIT FOR SICK LEAVE AT RETIREMENT FOR FERS RETIREES**

Reprinted from the Postal Record, August/September 2008 issue

"A bill to offer FERS employees value for their sick leave at retirement has been passed in the House of Representatives. The provision, included in H.R. 1108, the Family Smoking Prevention and Tobacco Control Act, would give credit for sick leave at retirement for FERS retirees. The bill provides 75 percent credit for those retiring in the next three years and 100 percent credit for retirements after the three-year period. This proposal is considered more generous than an earlier bill that provided lump-sum payments for part of the earned sick leave at retirement. The Senate is expected to take this matter up later this fall. Stay tuned for necessary action on our part."

Also printed from the Postal Record:

"As this article is being written, all VERA (Voluntary Early Retirement Authority) rumors are just that. While it is true that the USPS has requested authority from OPM for a voluntary early retirement for city letter carriers, the approval of such requests has not been acted upon and we should all wait for that response before getting excited. When the request is acted upon, the NALC will provide information to its membership."

Submitted by,

Debbie Dixon

(Thanks Mr. B!)

not in the sense of merging; only in the sense of a unionism bond for the betterment of the workers of the United States Postal Service.

I was proud to see Portland, Oregon Branch 92 in a video that revealed real negative issues concerning subcontracted routes. The video showed the contractor not doing the job properly, allowing a civilian access to the mail and being extremely overpaid to do the job. We all must pay attention to any mention of contracting out and do everything possible to prevent it from happening. The customers you serve everyday don't even want it to happen.

This convention promoted "Super Delegates". These are members who have joined the e-Activist Network, Gimme 5 for COLCPE and the Carrier Corps. I am glad to say that Dean, Al and myself all qualified for this 'Trifecta' *before* we went to convention. Our local union trails behind other Branches and States in these three categories. These are three ways to support your Union that do not take a lot of time or money. \$5 or 10 hours!

As most of you know, Dean Peterson was the maker of a Resolution for the MUG (Male Unbifurcated Garment). The support that was shown was actually amazing. The denial of the resolution, I think, is simply the unawareness of the choice of comfort. No woman is made to wear a skirt, although it is a choice. No woman is made to wear a coulotte, thank goodness for me, although it is a choice. No woman is made to wear pants or shorts, although it is a choice. Men, on the other hand, have a choice of only pants and shorts. Dean would simply like the choice of a MUG, which could be described as a Utility Kilt. It is an unbinding easy to wear optional item of clothing for men. And why not, a SKORT, as a fifth option was passed at this convention to wear for women.

I need to say, with Dean's resolution, I was more aware of something at this convention that I was not aware of in past conventions. I had never heard a letter carrier, let alone a National Business Agent (from Region 1) be so disrespectful when up at the podium. He called Dean's resolution a joke and actually said that Dean's personal money could have been better spent on other things such as COLCPE and Union issues. One, when someone has the compassion for something and pursues it with a good heart...it is not a joke. Two, when someone has the compassion for something and invests in it...their money is well spent. Dean wore the TRIFECTA shirt proudly. Dean marched in downtown Olympia on Martin Luther King Day with his family proudly. Dean has a vehicle overtaken by Obama stickers and drives it proudly. Dean is a true Union activist...proudly! How proud is Region 1 NBA for being so demeaning to an active fellow Union brother? Stick with it Dean. We are proud of you and support you.

Something else that I was more aware of at this convention was that not all people were afforded the opportunity to speak. In recognition of some one calling for a 'division', I can accept that procedure. The denial of a Union brother to speak, on the last day, about his views of a previous issue that he was denied to voice his opinion about, was outrageous to me. One only has three minutes to speak and when this Union brother was denied, he walked out. I would like to think that this Union has three minutes for ANY Union Brother or Sister about ANY issue. If the conventions are rushed to get done early, in order to enjoy the state in which it is held in, but denies a Brother to speak, I say that we do not get done earlier! My apologies to this member who was treated this way and I encourage him to pursue his rights with this Union and not turn his back due to an unfair act that others don't agree with.

In Unionism, Debbie Dixon

## Chief Shop Steward Report

By Debbie Dixon

I understand that the “FIND THE SCABS” word search in last month’s newsletter caused quite the stir in two stations. According to the Supreme Court of the United States, in the case of OLD DOMINION BRANCH NO. 496 NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO, et al. v. AUSTIN et al., appeal from Supreme Court of Virginia, No. 72-1180, Argued November 14, 1973—Decided June 25, 1974, the use of the word “SCAB” is the APPROPRIATE word to describe a non-union member. It states in part,

“It should be clear that the newsletter’s use of the epithet “scab” was protected under federal law and cannot be the basis of a state libel judgement. Rather than being a reckless or knowing falsehood, naming the appellees as scabs was literally and factually true. One of the generally accepted definitions of “scab” is “one who refuses to join a union”, Webster’s Third New International Dictionary 2002 (unabridged ed. 1963), and it is undisputed that the appellees had in fact refused to join the Branch.”

In The American College Dictionary, the definition of SCAB is:

*“SCAB 1. The incrustation which forms over a sore during healing. 2. A mangy disease in animals, esp. sheep; scabies. 3. A hyperplastic plant disease with scablike lesions: apple scab. 4. A workman who refuses to join or act with a labor union, who takes a striker’s place, or the like. 5. A rascal or scoundrel. 6. To become covered with a scab. 7. To act or work as a scab.”*

This dictionary was printed in **1956**. Even **52 years** ago, it was well known, a SCAB- is a SCAB- is a SCAB. The definitions are *offensive*, it is true. The definitions make you *cringe*, it is true. The definitions are *accurate*, it is true.

Now, with the understanding that the use of the title SCAB being protected under federal law and that it is actually the proper definition, it is amazing to me that anyone, other than a non-union member maybe, would have issue with it.

As a member, how about this issue? You pay \$20.77 per paycheck for Union dues. These dues go towards a multitude of benefits for you and your family. A few of those benefits are 8 hour days, WA, ODL, health benefits, annual leave, sick leave and recently the current stoppage of contracting out routes and the third COLA raise equaling **\$1,498** per year—the largest COLA in letter carrier history!, etc. Guess what? These benefits ALSO go to the scab that may work next to you! On YOUR dime is how he or she will make MANY dimes!

Sure you might like the scab you work with everyday. They may be friendly, funny and a down right nice person. Isn’t there something wrong with that picture? Nice person ... allows YOU to pay \$2.077 per day for THEIR benefits. I don’t call that nice. I call that taking from my pocket to benefit their pocket. I call it stealing from my family and me so they can benefit them and their family. The definition of a scab may be offensive to some but that is nothing compared to how offensive it should make a union member feel. To know that a non-member will get 72 cents more per hour or \$57.60 per pay period or \$115.20 per month from YOUR hard-earned money and efforts!

Isn’t it about time for that friendly scab to earn their OWN way at their place of employment? As I write this, it will only be two days from now, Sept. 19, 2008 that a scab will see \$57.60 more in their paycheck. Will you get a **friendly** ‘Thank you’ from them? Probably not. Will you see the reality of this issue and encourage them to join the union? I would hope so. At this point in time, if they were to join the Union, at \$20.77 per paycheck for dues, they will still see an increase in pay of \$36.83 per pay period. Now how *offensive* is that? And to *whom* is it offensive? Does it make one *cringe*? And *who* is the one cringing? Is the definition of a scab *accurate*?

## **Presidents Corner**

By Al Floyd

October is coming and with it cold weather, rain and the worst thing of all, the daylight going away earlier and earlier. Everyone needs to take extra care of him or her self. Get your rest, eat well and believe it or not, drink plenty of fluids. You can get dehydrated during the cold weather season just as you can during the summer. Also, just because you don't want to work in the dark, please don't sacrifice safety and start running. Only bad things can come from that.

I also understand the concern that if we are working these long hours now, how is it going to be during those months when it gets dark early? By the time this article comes out we will have had a Labor/Management meeting. One of the things on the agenda will be staffing. I will get back to you, in the next newsletter, with whatever information I find out.

A lot of comments and ill-gotten feelings were made pretty clear over the "Find the Scabs" word search in last month's newsletter. It was submitted by a Union member, in our Union newsletter, for union members. All those who did not like what they read and expressed it, that is your prerogative. What about those members who do not like that non-members get the same benefits as members without paying any dues? A portion of every member's dues pays the wages of our National Officers who negotiate for the wages and benefits we get to enjoy.

The problem is that those non-members are enjoying those very same benefits without paying. They are receiving everything for free. I understand that some of those non-members work next to you or close by you. I know some of them you might like, some you might be afraid of and some you just don't want anything to do with. But, the main thing is, they are non-members. The word search called them 'scabs'. It's a term that the law allows them to be called without liability. It's a term found in the dictionary, which describes them as a workman who refuses to join the union.

I remember one member telling a supervisor, a few years ago, don't worry, when the Teamsters take over, he (talking about me) will be out of a job. I thought about that comment for a while, then it came to me. If the Teamsters did take over, it would not be so bad. If you wanted to work as a carrier you would have to be in the Union. Imagine that, that member was trying to be smart and kiss his supervisor on the butt, but as it turned out, his statement would make the non-members put up or get out. So ironically, who would be the one out of a job?

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## **Main Office Steward Report:**

By Al Floyd

3 Grievances filed and resolved for not getting steward time.

Grievance filed and resolved for carrier not assuming assignment.

Grievance filed and resolved for improper bid posting.

2 Grievances filed and resolved for Out of Schedule.

Investigating 5 issues of Big Mando.

Investigating 12 issues of carriers taken off their OPT's.

Investigating an issue of disparate treatment.

Investigating an issue of a Modified carrier being worked outside of the specific duties of their job offer.



## Answers to September's Issue!

M	U	R	E	K	C	E	N	G	N	O	L
Z	E	H	U	Y	H	A	T	C	N	U	J
I	X	A	C	J	E	C	A	L	I	C	A
C	E	R	T	U	O	P	I	Y	F	A	U
E	N	A	X	E	U	A	R	E	N	X	H
R	A	F	L	F	Y	E	A	Y	A	R	G
R	C	A	H	I	D	S	F	G	C	Q	S
A	B	Q	S	N	E	J	H	X	V	I	L
K	W	K	E	N	A	L	O	V	Z	P	W
H	O	L	I	D	A	Y	A	N	M	P	E
X	O	P	G	H	C	N	U	B	F	E	O
B	F	D	A	T	R	A	H	R	E	B	E

BUNCH

POUTRE

FINN

LONGNECKER

L. ZVOLANEK

FARAH

CALICA

GRAY

PRY

BOLENDER

KARRECI

EBERHART

HOLIDAY

K. RIAT

Submitted by "Mean Dean" Peterson

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

119 1/2 Capitol Way  
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(360) 754-8600

branch351@hotmail.com

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

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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## Union Stewards / Alternates and Phone Numbers

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<b>Alt. Chief Steward - Al Floyd</b> Cell # 628-3319	
<b>Main Office Shop Steward - Al Floyd</b>	<b>357-0222</b>
<b>Main Office Alt. Steward - Debbie Dixon 923-9197</b>	
<b>Westside Station Shop Steward - Al Floyd</b>	<b>352-0222 or</b>
<b>Westside Station Alt. Steward - Debbie Dixon 923-9197</b>	<b>455-1120</b>
<b>Lacey Station Shop Steward - Debbie Dixon 923-9197</b>	<b>459-8988 or</b>
<b>Lacey Station Alt. Steward - Vincent Corsi 493-1622</b>	<b>455-1120</b>
<b>Shelton Office Shop Steward - George Vocke 426-5928</b>	<b>426-4291</b>
<b>Tumwater Shop Steward - Debbie Dixon 923-9197</b>	<b>455-1120</b>

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**HBR Representative - Vacant**  
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