

# CLARK V. SAVIDGE

---

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

VOLUME 32, ISSUE 2

FEBRUARY 2008

---

## NALC MEMBER IN NEED OF HELP

Ed Currall is a NALC Branch 351, Olympia, WA member in need of help. Ed has been in the Postal Service for 22 years and currently works the Lacey Post Office; Olympia Installation.

Ed's **wife** and **eight** children (ages 22 to 7) have **all** been diagnosed 2 years ago with multiple Rare Disorders/ Diseases. They have a total of **seven** disorders listed on the **National Organization of Rare Disorders List**.

Ed has handled all of the family's medical issues and expenses on his own for years without any of his fellow workers knowing the severity of what his family endures on a daily basis. Ed is a proud family man with amazing character, tremendous work ethics, positive thinking, willing to help others and has radiant faith. He has never asked for a hand out or for sympathy or pity.

The list below is a brief description of what his children have been diagnosed with:

- \*2 are **Diabetics** on insulin pumps and continuous internal glucose monitoring.
- \*2 have **Congenital Heart Disease** due to Ehlers-Danlos Syndrome. One has had heart surgery and will soon need an aorta and valve transplant and is scheduled for a spinal cord surgery due to a Tethered Spinal Cord; **Scheduled for February, 2008**. Two other children have already had this surgery.
- \*4 have **Dysautonomia** due to the rare disorders/diseases of **Arnold Chiari Malformation (ACM), Ehlers-Danlos Syndrome (EDS) and Tethered Spinal Cord (TSC)**.
- \*1 has stage 1 **Kidney Disease**.
- \*1 has a very rare (1 of 60 Worldwide) metabolic disorder called **3-Beta-Ketothiolase Deficiency**. He also has ACM, EDS and TSC. He has an additional spinal cord issue called **Syringomyelia**. He is scheduled for TSC **surgery in March, 2008**.
- \*1 has **Asperger's Syndrome**.
- \***All 8** have **EDS**, a connective tissue disease.
- \*5 have **ACM**, a brain malformation.
- \***7 of 8** children have **TSC** and the 8<sup>th</sup> is suspected of having the symptoms.
- \*7 have **Tourette's Syndrome**. One of which is also scheduled for TSC **surgery in February, 2008**.
- \*\***Mom**-Lisa Currall has **ACM, EDS** and **TSC** also.

This family has amazingly committed to 6 different studies in order to help others to be diagnosed quicker and to help others become healthier. They are being studied at The National Institute for Health, Seattle Children's Hospital, UC Irvine in CA, University of Washington, The Chiari Institute and Yale University.

Con't on page 6

## 2008 WSALC SCHOLARSHIP PROGRAM

### ELIGIBILITY CRITERIA:

Applicant must be a son, daughter, grandchild or dependent of an active, retired or deceased Letter Carrier.

Applicant must be a high school senior or graduate when making application and must submit the form provided in the Washington State Letter Carrier (or photocopy thereof).

### REQUIREMENTS:

Applicants must have maintained a 2.5 grade point average in their last full year of school prior to application. Or submit a copy of SAT or ACT scores which reflect that the applicant meets the national average.

Applicants must be postmarked by April 1<sup>st</sup>, 2008. Please sent by certified mail.

Applicants must receive the endorsement of the President or Secretary of the Branch in which they claim eligibility.

### THE FOLLOWING ITEMS MUST ACCOMPANY THE APPLICATION:

A copy of most recent grade transcript to support a claim of 2.5 grade point average (cumulative), or a copy of SAT or ACT scores which reflect that the applicant meets the National average.

A separate statement of career goal or intent.

Two letters of recommendation which reflect the applicant's involvement in the community. There letters may include, but are not limited to, one from a school official and one from a member of the community in which they reside.

A brief personal resume.

### REGULATIONS:

THIS AWARD IS NON-RENEWABLE, PAST RECIPIENTS ARE INELIGIBLE TO APPLY FOR FUTURE AWARDS.

There will be two or more scholarships in the amount or \$1,000 each to be awarded at the 2008 WSALC Convention at Wenatchee, Washington.

All funds shall be awarded after acceptance to the school of the applicant's choice in conjunction with the WSALC by-laws. The funds shall be made payable to both the student and the school

The scholarship Committee shall review all applications to assure that all eligibility criteria and requirements have been followed and met. Failure on the part of the applicant to meet the rules may be subject to disqualification by the Committee. If disqualified, the decision of the Committee shall be final.

The Scholarship Committee shall award the scholarships by random draw of all eligible applicants. This drawing shall be held during the Convention, at such time as selected by the Committee.

An appropriate notification will be presented to the winners by an Officer of the Washington State Association of Letter Carriers.

# 2008 WSALC SCHOLARSHIP APPLICATION

Fill out and mail by April 1<sup>st</sup>, 2008 to:

**WSALC SCHOLARSHIP COMMITTEE**

**C/o Colleen Fowler**

**P.O. Box 282**

**Tacoma, WA 98401**

**Please Print Clearly**

Please accept my application for a WSALC Scholarship.

I am a senior in the school year of 2007-08, or a high school graduate. Year of graduation \_\_\_\_\_.

I am the son, daughter, grandchild, dependent of (Please circle what applies.)

Active Retired Deceased

Letter Carrier \_\_\_\_\_

(name)

of NALC Branch # \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_

My Name \_\_\_\_\_

My home address \_\_\_\_\_

City, State, Zip \_\_\_\_\_

*This to certify that all rules and regulations are understood and agreed to in the submission of this application.*

\_\_\_\_\_ Date \_\_\_\_\_

(Signature of WSALC Member parent, or spouse (if deceased))

This is to certify that the above named WSALC parent is/was a member in good standing in NALC Br # \_\_\_\_\_.

\_\_\_\_\_ Date \_\_\_\_\_

(Signature of Branch President or Secretary)

**I certify that the foregoing information is correct to the best of my knowledge and that I have included all required items with this application.**

\_\_\_\_\_ Date \_\_\_\_\_

(Signature of Applicant)

## Minutes of Meeting: January 2008

The meeting was called to order at 7:03 PM, on January 3<sup>rd</sup>, 2008 at the Labor Temple, on 119 ½ Capital Way N. Olympia.

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

**Roll Call of Officers:** All officers were present with these exceptions; Sergeant of Arms Kevin Hageman, and Trustees Karen Colpo and Ryan Troy.

**Minutes of the Previous Month:** A motion was made to accept the December minutes as printed, seconded, discussed and carried with the following changes; Under New Business, the effective dates are to be changed from January 1<sup>st</sup>, 1998 to January 1<sup>st</sup>, 2008.

**Applications for Membership:** None.

**Communications:** The **Labor Law and Arbitration Conference** will be held on April 25<sup>th</sup>, 2008 in Seattle. Tuition is \$245 before January 15<sup>th</sup>, \$295 after January 15<sup>th</sup>. Contact “Mean Dean” for more info.

**The Thurston/Lewis/Mason Labor Council and the Washington State Labor Council** will be hosting training open to all union members and focuses on building grassroots labor networks, developing your local’s internal political program, methods and strategies to keep people engaged and energized, without burning out, upcoming legislative priorities for Labor in 2008 and precinct caucus training. Lunch will be provided so RSVP at your earliest convenience. Saturday, January 19<sup>th</sup> from 10am-2pm here at Labor Hall – 119 ½ Capital Way, Olympia.

We received a letter from the **Postal Employees’ Relief Fund** asking us if we would like to support them in providing grants to active and retired postal employees who suffer significant damage from natural disasters and home fires. Contributions are tax-deductible. Contact “Mean Dean” for more info. Vincent Corsi asked if we were doing anything for the people hit by the flood. Not that anyone was aware of!

The deadline for **Basic Steward College** is January 11<sup>th</sup>. Vincent Corsi is the only one from our branch that will be attending. Ryan Troy opted out.

We received a letter from Bill Young thanking us for a wonderful year of hard work and dedication to the **NALC’s charity – MDA**. Enclosed with the letter was another blank branch activity report. Final 2007 donations need to be submitted by December 31, 2007. “Mean Dean” sent a report dated 9/16/07 along with a cashiers check for \$113 in donations.

**MBA:** No Report.

**HBR:** No Report.

**Unfinished Business:** **Trustees audit of the books.** “Mean Dean” made an attempt with no luck. He suffered

major drain damage as a result. Karen Colpo got together with Jill Loveshe and balanced the books. A "Big Thanks" goes out Karen and Jill for getting that done before December 31<sup>st</sup>!

**New Business:** Need to get **Branch credit card** to Steve Ambeau so he can pay for the newsletter. Is he authorized according to the By-Laws? The bank needs a letter from the Branch President deauthorizing old and authorizing new card holders.

Vincent Corsi will be changing **from QuickBooks to Microsoft Money**. Vincent will need at least Windows 98 on the branch computer. What other updating is needed?

Steve Ambeau suggested that **calendars be included in the newsletter** next year, saving the branch over \$500. Maybe a motion sometime around July?

Steve is looking at other sources to cut down on **newsletter costs**. Capital City Press has raised their rates again. The Tacoma Branch purchased a high speed copier. The cheapest place to get the newsletters done is Office Depot who can do them for \$130 per issue. Steve might be able to set up a corporate account there also.

**Good of the Association:** The Branch made \$185 for MDA at the Retiree's Banquet/Holiday Party. Dean also plans on organizing a MDA bowling event during the Regional Assembly here in Olympia in October. Is there is anyone else out there who knows how to propagate plants? Dean would also like to organize a plant sale for sometime in the spring.

**Treasurer's Report:** Tabled until next month.

**50/50 COLCPE Drawing:** **Daniel Cotto** won \$5.50 and a wood Korean Mommasan and Papasan set. He donated his \$5.50 to COLCPE for a total of \$11.

**MDA Drawing:** **"Mean Dean"** won \$10.00 and his 40 year old bottle of Ginseng Liquor back. He donated his \$10 for a total of \$20.

**Food for next month's meeting:** Potluck! It will be a **Cajun/Mardi-Gras Theme!** So fo'get 'bout dat der Foos-ba'

**Adjournment:** A motion was excitedly made to adjourn, seconded and carried. The meeting adjourned at 8:04 PM (1:00:44) **"A NEW BRANCH RECORD UNDER PRESIDENT FLOYD!"**

Submitted by "Mean Dean" Peterson

Yale has recently found groundbreaking genetic information in *their* blood!

The Currall family spends more on medical expenses in one month than they do on their mortgage. They are financially tapped and need our help to get their two children to New York next month for surgery and yet another in March! Please consider contributing any amount you can afford. It will be greatly appreciated! There is strength in numbers!!

A Benevolent Fund for this family has been set up. If you have **any** questions please contact Debbie at 360-455-1120 or 360-923-9197. Thank you!

Checks can be made out to: **The Currall Family Fund**

And sent to: **The Currall Family Fund**

**P.O. Box 5453**

**Lacey, WA 98509-5453**

---

### Chief Shop Steward Report-by Debbie Dixon

Due to the rise in medical costs; co-pays, medicine, etc. it is important to understand your rights when using sick leave. A common misinterpretation of the contract is that if you are absent for a **third** day you **must** bring in medical documentation. This is **false!** As you will read from the Joint Contract below, it is **more** than three days; which would then be the **fourth** day. To further that, it is **scheduled workdays**; a Sunday, a Holiday, a N/S is not included in calculating the days!

If your rights are violated, contact your Steward and a grievance will be filed on your behalf if management wrongfully required medical documentation. If it is proved that management did so, you may receive money for your co-pay, mileage and time spent at the appointment as a resolution to the grievance.

*NALC-USPS Joint Contract Administration Manual - November 2005 Page 10-11*

*Medical Certification. ELM Section 513.361 and 362 establish three rules:*

*a. For absences of more than three days, an employee must submit "medical documentation or other acceptable evidence" in support of an application for sick leave ("three days" means three scheduled workdays; see Step 4 H1N- 5B-C 3428, November 3, 1983, M-00489); and*

*b. For absences of three days or less a supervisor may accept an employee's application for sick leave without requiring verification of the employee's illness (unless the employee has been placed in restricted sick leave status, in which case verification is required for every absence related to illness regardless of the number of days involved); however*

*c. For absences of three days or less a supervisor may require an employee to submit documentation of the employee's illness "when the supervisor deems documentation desirable for the protection of the interests of the Postal Service."*

*Numerous disputes have arisen over situations in which a supervisor has required an employee not in restricted sick leave status to provide medical documentation for an illness of three days or less. Generally, to challenge such a decision successfully the union should demonstrate that the supervisor acted arbitrarily, capriciously or unreasonably in requiring the employee to obtain medical documentation. The union should be prepared to show that the grievant has a good overall sick leave record and no record of abuse.*

## **Stewards Report: Feb.**

**By Al Floyd**

### **Tumwater**

- Grievance filed and resolved for carrier working over 12 / 60 hour limits.
- Grievance filed and resolved for carrier not working assignment as posted.
- Grievance filed and resolved for Work-Assignment carrier being worked off assignment while ODLers and PTF's had not been utilized to the fullest extent.
- Grievance filed and resolved for management requiring medical documentation after one day of sick leave.

### **Westside**

- Three grievances filed and resolved for carriers worked over 12 hour limits.
- Grievance filed and resolved for carrier being worked off scheduled assignment.

### **Main**

- Past Practice grievance filed and resolved. Management will rescind the instruction that carriers cannot leave the premises while on break.
- Grievance filed and resolved for Reserve position not being posted.
- Grievance filed and resolved for ODL and PTF's not being worked to their maximum extents before working holiday volunteers.
- Grievance filed and resolved for two carriers being worked over their 12 hour limits.
- Grievance filed and resolved for PTF on an Opt not receiving Sick Leave-Dependent Care.



*A new logo was recently unveiled for the 16th year of the Letter Carriers' Food Drive. To be held on Saturday, May 10, 2008*

# PIZZA PARTY

HOSTED BY NALC STATE  
ASSOCIATION

\*ALL UNION AND NON-UNION  
MEMBERS ARE INVITED!\*

JOIN US FOR FREE PIZZA AND PASTA!

DO YOU HAVE QUESTIONS ABOUT YOUR  
JOB AT THE USPS?

PAUL PRICE, REGIONAL BUSINESS AGENT AND  
BOB JAMES, STATE ASSOC. PRESIDENT WILL BE IN ATTENDANCE TO ANSWER YOUR QUESTIONS AND GIVE YOU SOME INFORMATION!

\*WHEN: SATURDAY, FEBRUARY 2<sup>ND</sup>

\*WHERE: APOLLO'S PIZZA AND PASTA





## NALC Carrier Corps Pledge Form

*I, \_\_\_\_\_, understand the need to become a political and legislative activist in support of the NALC. To show my dedication, I pledge to join the Carrier Corps for a minimum of **10 hours** to help with the NALC's legislative agenda and/or political campaigns. I will receive an NALC Campaign Shirt to wear during these duties as a symbol of my solidarity.*

Name: \_\_\_\_\_

First Last

Branch: \_\_\_\_\_

Number Name

Address: \_\_\_\_\_

Street

\_\_\_\_\_

City State Zip

Cell Phone: \_\_\_\_\_

Home Phone: \_\_\_\_\_

Email: \_\_\_\_\_

Shirt Size: \_\_\_\_\_ I have received my T-Shirt:  yes  no

*Activities that count towards this pledge:*

*Phone banks, Labor Walks, Labor 2007/2008 campaign events, town halls, and any other NALC-approved legislative and political activism*

*Please note: If you did not receive your campaign shirt, it will be mailed to you at the home address provided.*

**Please mail this form to: NALC Legislative Department, 100 Indiana Avenue NW, Washington, DC, 20001**

## Presidents Conner: Feb

By Al Floyd

### Retirement dinner:

The Retirement / installment dinner went well. Over 65 people showed and had a good time. After we got through the fact that Little Creek switched us from the hall we were scheduled to be in without letting us know, everything flowed pretty well. I would like to thank all those who helped to make it as good as it was. Thanks Gary Leonard again for reserving the hall and making all the arrangements. That was a huge help. Also, a huge thank you to Jill Loveshe, the raffle / door prize queen. She was not able to make it due to sickness but she made sure the prizes were there. Talk about shopping for door prizes. Again, I say if anyone needs someone to shop for door prizes I **HIGHLY** recommend Jill. Thank you to Dan Gary for the music. Thanks Debbie for coordinating the event. And to add, because of the mis-hap with where we were located and Debbie not being happy at all, she used some of her Chief Steward skills and received an addition to the raffle, a free one nights stay at the Little Creek Casino from the manager. Also, I'd like to thank Mr. and Mrs. Peterson for not only handling a raffle for MDA but also for their thoughtfulness in buying flowers for Mr. and Mrs. Sam Samuels for their 56th year anniversary and Mrs. Gary for her birthday. Good job you two.

### Health

Ergonomics has always been real with our jobs. The one bundle system, since its implementation has caused many problems with wrist and elbows and forearms. When Congress voted down the Bill requiring companies to make work areas ergonomically correct, this placed the hazards squarely on us as individuals and as a unit. When casing, you suddenly feel a pain in your hand, wrist, elbow or forearm, you should stop right then and take some time to stretch. This might help to fend off anymore pain. If not, go to the doctor and have them check it out. It would be better to have nipped this in the bud now than to need to have surgery later. That also goes for those plastic hampers that the service is trying to force on us. I, personally, will not use one because it is not designed for use by letter carriers. The use of those things require frequent bending, extended reaching and forceful lifting from below the knee's. They are not designed for loading of parcels and trays. Those things are for mail handlers use at the plant. When emptying the hampers, a container tilter lifts the hampers so that the mail handlers can do their job with less bending and reaching. I will be talking to the postmaster about these hampers, but in the mean time, I would not use them.

### Wal-Mart

I know, you always here some union person talking about not shopping at that store and you ignore it because you can save \$1, \$2 and sometimes even \$5 dollars on items. But did you know Washington taxpayers paid \$18.6 million in 2006 to subsidize cost of their health care.

Wal-Mart tops the State Health care subsidy list. They are the largest beneficiary from state health care programs even though they are not the largest employer in the state. Boeing, Microsoft, Safeway and Kroger each have more employees, but all four combined have fewer employees using public health care programs than Wal-Mart.

Senator Jeanne Kohl-Welles, D-Seattle, and other lawmakers are trying to build momentum for a "Fair Share" bill to require the state's biggest companies- those with 5,000 or more workers- to spend at least 9% of their payroll on health care. Companies that don't would have to contribute to a state health fund.

Wal-Mart: 3,180 employees, costing the state an annual \$11 million

Safeway: 1,539 employees, costing the state an annual \$5.4 million

Fred Meyer: 1,035 employees, costing the state an annual \$3.6 million

Target: 814 employees, costing the state an annual \$2.8 million

April 20 - Wal-Mart Vice President Susan Chambers announced minor changes in the company's Associates Health Care plan, following six months of criticism of the company's offerings.

Reduced waiting period for part-time workers (defined as less than 34 hours per week) from 2 years to 1 year to become eligible for benefits.

Will allow coverage of dependents of part-time workers

Reduced co-pays for certain prescription drugs

Company critics say they are basically expanding health care coverage to workers who can't afford it because their pay is so poor and the health care deductibles are so high, commented Chris Kofinis, of Wakeup Wal-Mart, a group backed by the United Food and Commercial Workers.

About 90% of Wal-Mart employees have healthcare coverage, but 43% do not receive it from the retailer, relying instead on benefits from a spouse, federal programs or even their parents, according to an internal survey the company made public.

## Wal-Mart reports its chief was paid \$29.7 million in 2006.

(All information was obtained through [www.wslc.org](http://www.wslc.org), [www.cfcw.org](http://www.cfcw.org), [www.nytimes.com/2007/04/20/business/20walmart](http://www.nytimes.com/2007/04/20/business/20walmart))

### Brain Tease: Feb.

By Al Floyd

- How many hours of work or pay is a bargaining unit employee guaranteed when called back to work on a day when they have completed their assignment and clocked out.
  - 2
  - 4
  - 8
  - None, they don't work, they do not get paid
- A PTF on an Opt calls in sick and has not yet reached 40 straight time hours. How many hours should that PTF be charged?
  - 2
  - 4
  - 8
  - None, if he does not work, he does not get paid.
- Which are violations: Y-Yes / N - No
  - PTF's are scheduled to work holiday instead of regulars. --- \_\_\_\_
  - Regulars are scheduled to work holiday instead of PTF's. \_\_\_\_
  - Two PTF's are worked 4 hours while a regular works 9 hours on his \_\_\_\_\_ designated holiday. \_\_\_\_

Answers to Decembers' Brain Tease:

- B Article 11.4.B; An employee required to work on Christmas shall be paid one and one-half (1 ½) times the base hourly straight time rate for each hour worked in addition to the holiday pay to which the employee is entitled.
- B Article 13.4.J; When a full-time regular employee who has been awarded a permanent light duty assignment within the employee's own craft is declared recovered, on medical review, the employee shall become an unassigned full-time regular employee.
- A Article 6.A.3.A; A non-protected employee achieves protected status upon completion of six years of continuous service in their regular work force.

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

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

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

All items published in the Clark V. Savidge Sentinel are the property of Branch 351. Reprint permission is granted to trade union and labor publications, providing appropriate credit is given. Material submitted for publication must be received by the Editor no later than the 15th of the month. This is a monthly newsletter. Opinions expressed by contributors are their own and not necessarily those of NALC Branch 351 or it's editor

### Union Stewards / Alternates and Phone Numbers

	Station Numbers
<b>Chief Shop Steward - Debbie Dixon 923-9197</b>	
<b>Alt. Chief Steward - Al Floyd</b>	
<b>Main Office Shop Steward - Al Floyd</b>	<b>357-0222 or 8548</b>
<b>Main Office Alt. Steward - Marty Burdick 456-8201</b>	
<b>Westside Station Shop Steward - Al Floyd 459-4469</b>	<b>352-9731 or 0910</b>
<b>Westside Station Alt. Steward - Vacant</b>	
<b>Lacey Station Shop Steward - Debbie Dixon 923-9197</b>	<b>459-8988 or 1120</b>
<b>Lacey Station Alt. Steward - Vincent Corsi 493-1622</b>	
<b>Shelton Office Shop Steward - George Vocke 426-5928</b>	<b>426-4291</b>
<b>Tumwater Shop Steward - Al Floyd 459-4469</b>	<b>352-6200</b>

### BRANCH OFFICERS AND PHONE NUMBERS

**President - Al Floyd 459-4469**  
**Vice President - Sam Samuels 352-2912**  
**Secretary/Treasurer - Vincent Corsi 493-1622**  
**Recording Secretary - Dean Peterson 491-2468**  
**Editor - Stephen Ambeau 870-7807 Email: [stamper9@comcast.net](mailto:stamper9@comcast.net)**  
**Assistant Editor - Christopher Glidden 870-7807**  
**Director of Retirees - Sam Samuels 352-2912**  
**MBA Representative - Vacant**  
**HBR Representative - Vacant**  
**Sergeant of Arms - Kevin Hageman**  
**Trustees - Ryan Troy (08-09)**  
**Karen Colpo (07-08)**  
**Cliff Darnell 431-6599 (07-08)**

NALC Branch 351  
P.O. BOX 7715  
OLYMPIA, WA 98507-7715

NON-PROFIT ORGANIZATION  
U.S. POSTAGE PAID  
Olympia, WA  
PERMIT NO. 298