

CLARK V. SAVIDGE

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

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APRIL 2008

PRESIDENTS CORNER: April

By Al Floyd

UNITED

Union

The action of joining or uniting on thing to another or others,
so as to form one whole or complete body. The uniting together
of the different sections, parties, or individuals of a nation, people,
or other body so as to produce general agreement or concord;
absence of dissension, discord or difference on opinion or doctrine.

I read this and it made me think about all of us members and non-members. We all need to put fourth the best effort we can to help the Union protect our jobs. Just sitting back on the sidelines watching and criticizing is not going to help. Being a member is one step in the right direction but we can do more. Contributing to COLCPE, signing on e-Activist, and joining the Carrier Corp are also ways of helping. There are some that have issues with where the COLCPE contributions go. Understand, it is not just being thrown up in the air and hoped that it lands on someone with the working people in mind. No, the Union knows and tries to support those in congress who have the working class in mind. Then being an e-Activist allows the Union to get in touch with you immediately when the need for action is now. And joining the Carrier Corp is that extra effort that allows the members we want in congress, to get over that last hurdle.

Also, there are positions within the Union that are available. All you need to do is step up and say you will take on that challenge. Also, how do you feel about non-members reaping the benefits of your unions negotiated agreement? If you know a non-member, talk to him or her about why they got out or when they will rejoin. You don't have to hound them, but you do need to be persistent. United we stand.

Remedies

Everyone that should be signing or has signed for a pay adjustment from a grievance settlement please keep watch for it. The stewards don't know if or when you signed the pay adjustment nor do they/we know if you were paid. That is why the stewards make a copy of the grievance and of the settlement, if it is an attachment, so you will know to expect something. So if after 2,3 or 4 pay periods go by and no pay adjustment shows up on your pay stub, let your steward know. Our time-keeper is very good about getting the pay adjustment form to you for you to sign, but if nothing happens for a few pay periods the fault still falls on management not the time-keeper.

Con't on page 5

Minutes of Meeting: March

The meeting was called to order at 7:04 PM, on March 6th, 2008, at the Labor Temple, on 119 ½ Capital Way N. Olympia.

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

Roll Call of Officers: All members were present with these exceptions; Sergeant of Arms Kevin Hageman, Trustee Karen Colpo and Trustee Ryan Troy (excused). The MBA and HBR positions are vacant.

Minutes of the Previous Month: . Under Good of the Association, Cliff Phillips needs to be changed to Cliff *Darnell* and penalty pay needs to be changed to *less* penalty pay. A motion was made to accept the January minutes as printed with the two changes, seconded and carried.

Applications for Membership: Joel Walker’s application still hasn’t got back yet.

Communications: The 14th National Labor-Management Conference is going to be held at the Hilton Washington, Washington, DC June 9-11, 2008. The conference will feature approximately 60 workshops for labor relations professionals. Key speakers will include MSNBC commentator Chris Matthews, Dr. William Ury and Economist William Rose. Early registration before March 10th is \$545, after March 10th it will be \$595. “Mean Dean” has the advance registration form.

We received a letter from Connie Wigle from Branch 79. The Seattle Mariners have presented us with the opportunity to participate in “Mail Carrier Day” at a Mariners game at Safeco Field on Sunday, April 27th, 2008. The Mariners will be playing the Oakland A’s starting at 1:10pm. Discounted for View Reserved Seats are available to letter carriers for \$11 plus a \$1 service charge per ticket. The normal price is usually \$20. Bring your family and friends and join fellow letter carriers for a fun afternoon at the Safe, and watch for a special welcome for our group on the video board after the 4th inning! Please visit Mariners.com/MailCarriers for more information, or to order tickets send an email to groupmanager@mariners.com and specify that you are with the mail carriers group. Ichiro is going to be the youngest player to get 3,000 hits.

Received card from Jennie Holland thanking the branch for the gift.

Committees: The Food Drive this year is Saturday, May 10th. It benefits the Thurston County Food Bank. Brown is the scheduled day off for the food drive. The Letter Carrier Food Drive used to be the second largest annual contributor to the food bank, the first being the Holiday food drive that the schools have. We surpassed them in dollar value last year. We need volunteers such as friends and family members to sweep routes and bring the food in early. We got authorization to deliver bags this year. Funding is coming from the food bank through sponsorship. We have a commitment of 40,000 bags. Bags will cost \$1,000 dollars for 40,000 bags. 40,000 bags will only cover about half of the active delivery. Any suggestions on what routes will receive the bags? A big clip can be attached to the tray in the truck for mounted routes. The clip can also be attached to satchels for walking routes. Post cards will still go out to all of the active delivery. POCs for the food drive are Dave Carufel (Tumwater), Rick Zassenhaus (Main), Debbie Dixon (Lacey), George Vocke (Shelton) and the trio of Debbie Nicklaus, Cliff Darnell and Karen Colpo (Westside).

Picnic Committee: The Picnic will be on August 17th at Burfoot Park. You can bring anything you want as far as side

dishes or any special meats you might want. Al has the grill, Debbie has the games, and Dean has the music and the beer. Let Lisa know if you want to help out with setup and/or cleanup.

MBA: No Report.

HBR: The more people that signed up with the NALC health plan the cheaper it will be and the more choices they will have.

Unfinished Business: Vincent Corsi and Dave Beck still need to get together. It sounds like a copy of Windows XP will be around \$100. Didn't Dave Beck upgrade the computer? Can we install Windows XP on it as is?

Branch Charge Cards: Al, Sam and Debbie currently have cards. Debbie needs to be removed and Vince needs to be added. The letter needs to come from Al.

Was Cliff Darnell's regular status backdated to the 17th of January? Cliff thinks his regular status didn't start until March 1st. Are we within the grievance deadline?

New Business: Currall family update: They really appreciate all the donations that the branch gave them. They are back in New York. Steven had his surgery and it was successful. Joe has his cancelled because of a life threatening heart condition. Mary's surgery at the end of last year was successful. She still needs her spinal cord fused but is only 13 years old and is still growing. Lisa, the mother, was told this last trip that one of disks in her back slipped and is riding on her spinal cord. If she was to trip, slip or fall, she could be paralyzed from the waist down. She won't set up her surgery until all of her children have had their surgeries. The article in the Washington state newsletter helped tremendously. We paid for their last trip, this trip and still have enough money for their next trip which isn't set up yet. The good news is that the Currall Family could receive funding for the rest of their life.

The State will pay for Debbie to go to the state convention.

Good of the Association: Safety inspection: The black mold at the Lacey office is gone. They replaced the entire wall. They are trying to phase out the springers and are being replaced by the orange pumpkins which are not designed for carriers. If you get any type of an injury, no matter how small it is, fill out a 1767. You have to use the lift. If a springer leaves the facility, it's not coming back. Ergonomics class teaches not lifting anything out of the orange pumpkins. That is what the lift is for!

Cases with the lead-based paint, was also brought up. They are ordering new cases and will be replaced one at a time. The darker the color, the more lead there is in the paint.

Anyone interested in being an OJI? Al will be submitting names so they can receive update training.

Is working at the Lacey office a fire hazard? It was at Shelton! They had to expand their back dock.

More driving observations are going to be performed. They can't just go out and watch you for no reason. The form must be completed and given to you immediately after the observation. If you see a supervisor out there on your route and an official driving observation was not performed let us know.

Washington State is at 10.12% in COLCPE contributors. Branch 351 is at 7.5% in COLCPE contributors. E-Activists are at 64% statewide and 44% for the branch. Branch 351 is 91% organized, despite 13 non-members (scabs). We need to start putting their names of non-members in the newsletter on a regular basis. Washington State is at 2.9% in Carrier Corp volunteers.

Long discussion on how non-members directly and indirectly take money from our pockets.

Treasurer's Report: A motion was made to move \$85 from Elections to Donations and Gifts, seconded, discussed and withdrawn. A motion was made to move \$85 from Meeting Expense to Donation and Gifts, seconded and carried. A motion was made to accept the Treasurer's report as printed with the approved motion, seconded, and carried.

50/50 COLCPE Drawing: The winning ticket was drawn by "Mean Dean." He won three pairs of presort scissors and \$11. He donated his \$11 to COLCPE for a total of \$22.

MDA Drawing: The winning ticker was drawn by Al Floyd. He won \$6.50 and the CDs; Celtic Woman, Celtic Tale, and Celtic Mystique. He donated his \$6.50 to COLCPE for a total of \$13.

Food for next month's meeting: It's potluck again! The theme is All-American Barbecue.

Adjournment: A motion was made to adjourn, seconded and carried. The meeting adjourned at approximately 8:45 PM (1:40:57).

Submitted by "Mean Dean" Peterson

Movin' On Up - To the Westside

E-Activists

Kevin Rohr

Jim Roberts

Carl Rice

Deborah Nicklaus

Karen Colpo

Maxine Clark

Donna Merz

Claude Jaycox

Wanda McCown

Raymond Maeda

COLCPE Contributors

Dean Peterson

Non-members

Patrick Stoddard

Jerry Poutre

David Farah

Joseph Karreci

Carrier Corp

Karen Colpo

Dean Peterson

TE's

Transitional Employees (TE) are starting to show up in our area. The difference between them and the casuals is that TE's are a protected (bargaining unit) workforce. They have the right to join the union and they should. They get paid at higher rate than did the casuals. But as Article 7.B.3 states; over the course of a pay period, the Employer will make every effort to ensure that qualified and available part-time flexible employees are utilized at the straight-time rate prior to assigning such work to transitional employees working in the same work location and on the same tour, provided that the reporting guarantee for transitional employees is met. So PTFs, you still need to keep track of your straight time hours and let your stewards know when you do not receive 8 straight time hours in a day or 40 straight time hours in a week.

Brain Tease: April

By Al Floyd

1. A Work Assignment carrier may be required to work up to 12 hours on any given day.
 - A. True
 - B. False

2. If an ODL carrier asks to have their name removed from the ODL, does management have to honor that request that day?
 - A. Yes
 - B. No

3. An employee is on the ODL. Can management excuse the ODL carrier from overtime?

Answers to last months questions?

1. B Overtime hours

2. D All of the above

3. C Total overtime hours worked

CHIEF SHOP STEWARD REPORT

Some important dates to remember for this year:

March 27 - March 30 – Statewide Training

April 27 – NALC Seattle Mariners Game

May 10 – Food Drive

May 15 - May 18 – State Convention

June or July – Planning a Tacoma Rainier's Game – TBA

August 17 – Branch 351 Union Picnic

Contract information:

Second contract COLA of \$458; 22 cents per hour or \$17.60 per pay period

COLA will be reflected in your April 4th paycheck

The 6 month moratorium on Contract Routes is extended to July 31st 2008

Grievances Activity at the Formal A level:

Grievance filed on a Notice of Removal that was given to a disabled veteran with OWCP accepted on the job injuries

Two ODL equitability grievances

Grievance filed for a Disabled Retiree who has yet to receive a DRT settlement from November which entitled him to 11 months of pay

Information to all injured Carriers; Now or in the Future; So that means EVERYONE!

Management believes your work restrictions apply to your at home restrictions!

Example: Your work restriction is no pushing, pulling or lifting more than 10 pounds. At home you take out your garbage that weighs 20 pounds once a week for the 60 seconds that it takes to take it to the curb. Management now says that you have violated your work restrictions!

Solution to this problem; if you have a work restriction that can interfere with your at home everyday living and household duties, go back to your doctor to have the differences put in your files!

In Unionism,

Debbie Dixon

LACEY SHOP STEWARD REPORT

Well, well, Lacey! Another month has gone by and we now have a new Manager, Chuck Roberts. After having four 'managers' in the last several months, it is refreshing to know that what we have is what we got. Here's to hoping for some stability!

Management is currently re-enforcing a safety issue that has been around forever. Safety is safety and should be the top priority of all of our performances. Our standup held on Sat. March 15th revealed that if management sees you out of your vehicle while it is running, (this includes morning vehicle checks) management will bring you back to the office for an investigative interview on the spot. Investigative Interview means the possibility and probability, in this situation, of discipline. Don't expect this to be a casual conversation! As I said at the stand up, if you are pulled into the office for this situation, invoke your Weingarten Rights immediately. Do not say *anything* except to request a steward. As Vince said at the stand up, if you have been cutting corners to save time in the past, add that time to your commitment to make it accurate. Be safe! Every carrier in this office is an excellent carrier! Lets make sure we are excellent safe carriers!

I am currently filing two grievances on behalf of your Alternate Shop Steward, Vincent Corsi. Seems that management wants to have their own rules as to what grievances he does and when he does them. I have a few choice words that I could spew out at this moment, but I will refrain and let the grievance procedure take its course. When things are finalized is when I will give my opinion about these situations.

Management continually does not want to do their job of posting OPTs properly...or at all for that matter. I will be seeking to rectify this for the Lacey Office. In the past, I have verbally reminded management to post the vacated routes or I have spent an hour or more fixing what they did wrong because they didn't post a route properly. This has happened many times and I am done. If the situation is a grievance, well then, it is a grievance and I will seek monetary payment with progressive payments every time it happens. Don't get me wrong...I will still remind them when I notice a route is not being posted. Why? It is my duty to *try* to resolve issues before they become grievances but it is not my duty to *make* management do their jobs properly.

Best wishes to Willie in his recovery from surgery. Best wishes also to Rural Carriers Pete and Vicky Tuttle on their son's recovery from a car accident. Whitener, we want you to stay...SPECIAL! Sparks, never known you to be so sick...get well. And of course Mr. Currall, we are happy to be helping you and your family.

In Unionism,

Debbie Dixon

A recent survey of 830 local food bank clients revealed:

70% reported they have had to skip or cut meals in
in the past year.

62% reported they have cut or skipped meals each
month of the last 12 months.

65% of all respondents receive other kinds of food
assistance.

86% said they (Often or Sometimes) couldn't afford to
eat balanced meals.

88% of respondents said they (Often or Sometimes)
did not have money to buy more food when it ran out.

Source: Thurston Co. Food Bank, 2007

SUPPORT YOUR LOCAL FOOD BANK

***16TH ANNUAL
LETTER CARRIERS' FOOD DRIVE
SATURDAY, MAY 10***

Submitted: Ruth Milroy

Postal Service revenue dips with economy's downturn

By GREGG CARLSTROM

January 30, 2008

The U.S. Postal Service is delivering its best service ever, but the slowing economy kept the agency short of its expected revenue by almost a half-billion dollars last quarter.

A new pricing structure was expected to boost revenues, but the nation's slowing economy has meant less mail. The Postal Service's first-quarter volume dropped by 1.7 billion pieces, almost 3 percent, from the same period in 2007. The first quarter runs from October through December. The decrease affected virtually all categories of mail. The steepest decline was in Express Mail, which lost nearly 11 percent of its volume.

Periodicals were the only category to post an increase, a modest 1.2 percent.

"We've had some leakage in revenue due to the fee increases," Glen Walker, chief financial officer for the Postal Service, said at the Jan. 30 meeting of the postal Board of Governors. "And when you look at the national economy, it's not doing well, and businesses aren't mailing as much."

Despite the drop, the Postal Service managed to post \$689 million in increased revenue over the first quarter of 2007, mostly attributable to the increased fees. But that figure was \$500 million short of expectations: The higher prices couldn't fully offset lost revenue.

Performance reviews, on the other hand, were overwhelmingly positive. The first quarter is typically the most difficult, because of holiday shipping and unpredictable weather. But national service was at all-time highs, with 96 percent of overnight mail and 93 percent of two-day mail reaching its destination on time. And a national poll found 92 percent of residential customers were pleased with the Postal Service.

The numbers were especially good for Chicago, which last year ranked as the worst mail market in the nation. Ninety-four percent of Chicago's overnight mail and 92 percent of its two-day mail arrived on time in the first quarter, increases of 5 and 11 percent over 2007.

Join Carrier Corps and pledge 10 hours

Help NALC build on the momentum of the highly successful 2006 election season by joining Carrier Corps, an initiative designed to help friends of letter carriers in Congress and drive the anti-worker crowd out of the White House. To join Carrier Corps, active and retired letter carriers must pledge at least 10 hours of personal time to walk precincts, hand out flyers and leaflets, make phone calls, or help out in other ways when NALC's leaders call. For more information you may visit the NALC web page at www.nalc.org

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 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

	Station Numbers
Chief Shop Steward - Debbie Dixon 923-9197	
Alt. Chief Steward - Al Floyd	
Main Office Shop Steward - Al Floyd	357-0222
Main Office Alt. Steward - Debbie Dixon 923-9197	
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
Shelton Office Shop Steward - George Vocke 426-5928	426-4291
Tumwater Shop Steward - Debbie Dixon 923-9197	455-1120

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HBR Representative - Vacant
Sergeant of Arms - Kevin Hageman
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Karen Colpo (07-08)
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