

BRANCH 111 N.A.L.C.
"THE WASATCH BRANCH"

The Pavement Pounder

Magna - Midvale - Millcreek -Murray - Northwest - Orem - Sandy - South Salt Lake - Sugarhouse - Tooele - West Jordan - West Valley

July August — 2014

2014.4

NALC Branch 111 Steak Fry 2014



The steak fry is coming up folks, don't miss out on the drawings, the fun, and the great yearly get together.

Cost: \$10.00 Per Person

Date: August 23, 2014

Time: 6:00pm until 11:00pm

Where: Murray Park Pavilion #5 (296 east Murray Park Lane 5300 south)

For tickets contact your local steward or call the union hall.

The Nelson News

Jeff Nelson, President.



"Before you criticize someone, you should walk a mile in their shoes. That way, when you criticize them, you're a mile away, and you have their shoes." ~ Deep Thoughts by Jack Handey

If I was a betting man, I'd be willing to bet that each one of us has received criticism from management that was not deserved. Don't put up with management treating you poorly. I know more than a few supervisors who do this too often; trying to make you feel like you're not doing your share, even though you're constantly working hard throughout the day. Others try to take anything & everything away they can to get you to go faster; i.e. breaks, lunches, union time, restroom stops, medical appointments, etc. I don't doubt that some would even consider taking your shoes, if they thought it might actually make you go faster! Do not fall into the trap of caring what DOIS says. At no time, should you feel guilty if you cannot make DOIS "standards". DOIS has not carried your route. It is an inaccurate tool that can be manipulated. A previous postmaster of Salt Lake once said of carriers, "If they don't know what their rights are, they don't deserve to have them!" Although it can be draining, you need to **continue to fight for your rights!** If you feel those are being infringed upon, talk to your steward or alternate steward, or call me. If you're not sure what your rights are, come to union meeting (held on the 2nd Thursday of each month), get involved, and learn. Come to steward training (open to all members, held on the 3rd Wednesday of each month) and increase your knowledge.

The push in the district now is for all carriers to be done every day at 5 pm. There will be some days when that will not be possible for you, due to mail volume or other conditions. If management tells you something along the lines of, "I need you back by 5 today!", and this will not be possible, just tell them so. It is their job to manage the mail and the volume of it. Too often, supervisors try to bully carriers into earlier return times than they are comfortable with rather than doing **their** job. Every office has options with which to provide assistance (within the guidelines of Art. 8 of the contract). CCA employees & 12/60 ODL carriers can be utilized to work up to 12 hours if necessary, and bulk mail can be curtailed if it's a busy day. Fill out a PS 3996 with an estimate you are comfortable with, make a copy for yourself, and turn it in, daily if necessary.

Last of all, the APWU is fighting to Stop Staples. Talk to your steward to find out what you can do to help. We have postcards to fill out to send to the CEO of Staples to join with our union brothers & sisters in keeping the postal work where it belongs: in our post offices, run by trained postal employees. Ask your steward for a postcard to fill out, give it back to them, and we will mail them out together with all the others filled out in our area. We need to stand together and help to fight each other's battles. You all know we have many more ahead of us (i.e. 5 day delivery, pre-funding, etc.), and it is good to know that we have the support of the other postal unions going forward.

As always, if you have any questions, talk to your steward, alternate, or call me at the Hall. Thanks for the great job that each of you do.

In solidarity,
Jeff Nelson

<input type="checkbox"/>	<input type="checkbox"/>	Have something to say or	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	want to make others aware.....?	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Send in your ideas or articles to	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Jones255@xmission.net	<input type="checkbox"/>	<input type="checkbox"/>

Visit the Branch 111 Website
<http://branch111.com/index.htm>

The VP Speaks

Vice President Phil Rodriquez

Disputes, throughout our Branch, with our Supervisor's regarding Leave Time and requests for Overtime is an issue worth discussing. On a daily basis Letter Carriers are told their routes are "light" and the need for them to "pivot" is essential for the good of the service. Carriers are often cornered, by aggressive Supervisors, regarding their leave and return time that has resulted in confrontations and unprofessional behavior by Postal Supervisors.

Rules have been negotiated and agreed upon regarding Carriers daily workload. These rules are listed in the M-41 and M-39 handbooks and manuals, usually located in a folder in a Carriers case. We all should understand the NALC, nor the Contract recognize DOIS as the final arbiter of whether or not a Carrier needs auxiliary assistance. DOIS is a measurement program, which is exclusively for managements use. The programs computations are not binding on any Carrier with respect to performance or estimating the need or amount of auxiliary assistance. However, the violation of our Collective Bargaining Agreement has never been a concern by Postal Management therefore we all need to understand our rights regarding our daily estimates. The NALC has negotiated language via Memorandums regarding DOIS that protects the Letter Carrier from being disciplined for not "making" DOIS. What are the rules?

M-41 City Delivery Carriers Duties and Responsibilities

131.4 Reporting Requirements

It is your responsibility to verbally inform management when you are of the opinion that you will be unable to case all mail distributed to the route, perform other required duties, and leave on schedule or when you will be unable to complete delivery of all mail.

131.42

Inform management of this well in advance of the scheduled leaving time and not later than immediately following the final receipt of mail. **Management will instruct you what to do.**

131.43

Complete applicable items on Form 3996, Carrier Auxiliary Control, if overtime or auxiliary assistance is authorized in the office or on the street.

M-39 Management of Delivery Services

122.33

The employee, upon request, will be provided a Form 3996, Carrier Auxiliary Control, after the supervisor has been verbally informed as to the reason for the request. The employee shall not be denied the form and, upon request, a duplicate of the completed form will be provided the employee. The Carrier must inform management as soon as it is realized that overtime or aux help will be necessary to complete the assignment. The decision as to what to do rests solely with management and their instructions are to be followed as given.

The key for Letter Carriers is never get in a debate or get in a confrontation with a Supervisor. Stay calm, repeat your estimate and if necessary, if you feel the Supervisor is initiating an argument, ask for your Shop Steward. The instruction of "be back in eight hours" is not contractually acceptable. Management is paid to make decisions and they should instruct the Carrier how they should make eight hours after a request for OT is submitted. Management may not arbitrarily deny OT.

REASONS for OT

Route out of adjustment per	Sloppy mail (ADVO inserts, etc.)
Excessive change of address cards (#)	Stand-up talks (minutes)
Safety talk (minutes)	Window service (talk to customer)
Excessive parcels (#)	Excessive markup of parcels
Excessive carrier markups	Excessive review of CFS mail
Excessive hot case mail	Excessive accountable mail (#)
Inclement weather (rain, lightning, ice)	Feeling ill - under medication
Heat, humidity	Unfamiliar and/or new on route
Traffic construction or delays	Mail cased from previous afternoon
Medical restrictions	Thin mail/Thick mail
Utility bills	Samples
New case labels	Doctor appointment
Odd shaped mail	Full coverage
New deliveries	Deviation for delivery of Express Mail
Work on case labels.	Checking Form 3982's (Pink cards)
Meeting with management (minutes)	No vehicle
Vehicle breakdown	Delivering mail cased by others
Excessive hold mail	Marriage Mail
Time spent filling out Form 3996	Talking to Union steward
Instructed to report early - can't finish in 8	Delivery Confirmation Pieces (#)
Edit Sheets	S-999 Mail in DPS
Upside Down DPS	Full covers in DPS (#)
Delivering DPS Missorted Mail	

Phillip Rodriquez
Vice President



It's election time again; it seems we just got done voting for our chosen candidates. The people in congress are up to it again, trying to pass bills that will destroy the Postal Service. Congressman Issa has introduced a bill H.R. 4670, which has passed out of the House Oversight and Government Reform committee on a party line vote. This bill would eliminate door to door delivery as we now know it. Each fiscal year through 2024 the Post Office shall convert no less than 1.5 million of the door delivery points to centralized delivery. If you want to keep door delivery you can for a fee, in my opinion that goes against the 1902 Rural Free Act. This bill would inconvenience millions of Americans and small business.

It would weaken the personal contact between residents and letter carriers. It will cost \$1.1 billion in the first year to just install the CBU boxes. It will weaken our Customer Contact program that generates over \$2 billion a year. It will weaken our last and first mile delivery. There are some Questions that need to be answered. Who will maintain the CBU's and its locks, and what will that cost be? Who is willing to give up their private land to the Federal Government for the right-a-way for the CBU boxes?

It only gets worse from there, Eric Cantor has come up with an idea to cut Saturday mail in order to save what they think will be \$2 billion a year, which the OIG and the PRC disagree with. What makes this so wrong is that the so called saving would not go to the Post Office, but it would go to help bail out the Highway Trust Fund. The Post Office does not receive money from the Federal Government for its operation. The Post Office is paid for by the American public by the sales of stamps and its products. This is a back handed, back door way of taxing the American public for the government's short falls in the tax revenue from gasoline taxes. Rather than raise the gas tax at the pump they want the Post Office to be the cash cow for the government.

I have had meetings with Doug Owens and with Mia Love, both running for Jim Matheson's seat about these two issues. Phil Rodriguez has been talking with Chris Stewart's office. I will contact Rob Bishop's office to discuss both of these issues since they do nothing to help the Post Office. They only weaken what we have going on for us so far. This year we have posted over a \$1 billion operational profit, not too bad for a company that is going broke.

We all need to get the true information out about what is going on with the Post Office. Tell your neighbors; tell your friends and family. Get everyone to write and call their representatives in Washington. Tell them not to take away your Postal Service for government gains. Do not take away your delivery to your house; do not dismantle Americans Postal Service. Get involved. Help protect the service and your own job, give to COLCPE, join the E-Activist network, check out our Facebook page, and write the letters make the calls.

Chad Mortensen



NALC HEALTH BENEFIT PLAN

Jimmy Kerekes Jr

Time is going by quickly. Every year in NOV-DEC, open season takes place. That appears to be coming very soon to me. But it is the time to diligently learn about the health coverage that will start in January 2015.

CCA'S who sign up for health insurance will get some kind of confirmation number. Whatever means that they have used to sign up, the confirmation paper will be usable at any Medical Provider until they receive their new medical card.

I also, haven't heard anything about the ongoing grievance between the Post Office and the Union about the third option of health coverage for the CCA'S.

RETIREMENT CLASS

We had 2 retirement classes this past month and plan on having more in the near future please feel free to call me if you need any help or information or planning on retiring in the near future.

Director of Retirees Report

Pg. 5

This year marks my 14th year as Director of Retirees for Branch 111 NALC.

My job as Director of Retirees gives me the opportunity to serve the seniors of the branch and their families.

With 50 years of Union membership, a retired member qualifies for a Gold Card which means they no longer have to pay monthly dues. If you think you are eligible, please contact Branch Secretary Kim Mortensen.

The annual Retirees Dinner will be held the 18th of September 2014 at the "Golden Corral" in West Valley City (3399 W 3500 S, West Valley City, UT 84119). There will be a reminder posted in a later edition of the Pavement Pounder for RSVP.

The Branch has a progressive door prize the night of Union Meeting. Please come out and see if you can win.

If you have not yet signed up for COLCPE, please contact Eric Grotepas on how to sign up.

Last but not least, the Branch will be taking nominations for "Retired Carrier of the Year" awards. Any member in good standing, or their families, or active members may nominate someone. Nominations need to arrive at the Branch no later than August 7th, 2014. Please put "ATTN Retired Carrier of The Year Award Committee" on the outside of the envelope. The nominations should be addressed to:

ATTN Retired Carrier of the Year Award Committee

BRANCH 111 NALC

2261 So. Redwood Road

SUITE 14

Salt Lake City, UT 84119-1330

Yours Fraternally, Joe Zabriskie

Retired Carrier of The Year Award - Nomination Form

Name: _____

of Years as a Letter Carrier: _____, # of years as a Union Member: _____

Reason nominated: _____

_____.

NALC Branch 111 ANNUAL RETIREE'S DINNER

Place: Golden Corral Buffet and Grill

3399 w 3500 so, west valley city, Utah 84120.

Time: Thursday, Sept 18th, 2014 4:30 PM



Cost: Retiree & Spouse (or guest) Free.

(active Carriers "must" pay.)

RSVP: Joe Zabriskie by September 12th

801-968-4208 or 801-973-6705

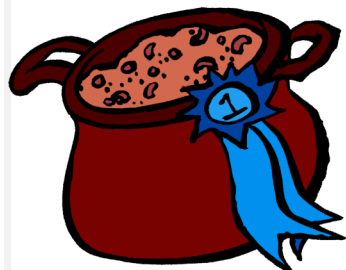
Need a Ride? Call Joe by September 5th.



National Association of Letter Carriers – Branch 111

presents

TEXAS HOLD 'EM CHILI COOK-OFF



A benefit for

Muscular Dystrophy

Aug 16th 2014



Union Hall at 2261 S. Redwood Rd.

Auxiliary Chili Cook-Off **6-7 pm** Vote for and then eat your favorite chili at a reasonable price

Texas Hold 'Em begins at **7 pm** **\$25** a hand with one time rebuy in option at \$10, \$20, \$25

Prizes for different hands Winner of each table wins a prize

Grand Prize to be announced Special drawing for players who **preregister** by Aug.1st

To preregister, endorse your check to MDA, and send to MDA Fundraiser c/o Lela Gardner 2261 S. Redwood Rd. Suite 14, SLC, UT 84119 or give to Lela Gardner of Branch 111 (801) 580-6060

Raffle: One night stay at the Silver Fork Lodge in Big Cottonwood Canyon (Includes dinner and breakfast) Raffle tickets sold by Lela Gardner

Many other great prizes will be raffled and auctioned at this event. Local supporters include: Brewvies, Hale Center Theatre, KRCL 90.9 Community Radio, Mestizo Coffeehouse, Red Iguana, Rose Park Golf Course, Salt Lake Acting Company, Silver Fork Lodge, Thai Gardens Restaurant, Utah State Fairpark and others to be announced.

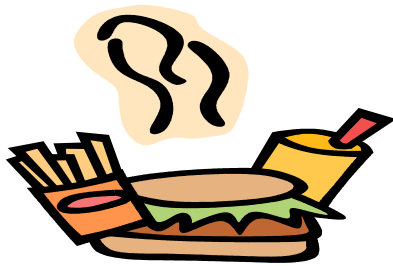
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Coupon good at all Scaddy's locations:

- 1557 W. 3500 s. SLC
- 5430 S. 900 E. Murray
- 1750 W. Main St. Lehi



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Retired Letter Carrier
Member Branch 111



Official notice:

If you are currently unsure about your status with the branch in regards to union dues please contact the President Jeff Nelson at the Union hall to avoid being found in the rears. Note If you are currently on Compensation your dues are not automatically paid. To avoid being a found in this situation please contact us as soon as possible.

National Association of Letter Carriers
2261 South Redwood Road, Suite 14
Salt Lake City, Utah 84119

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