

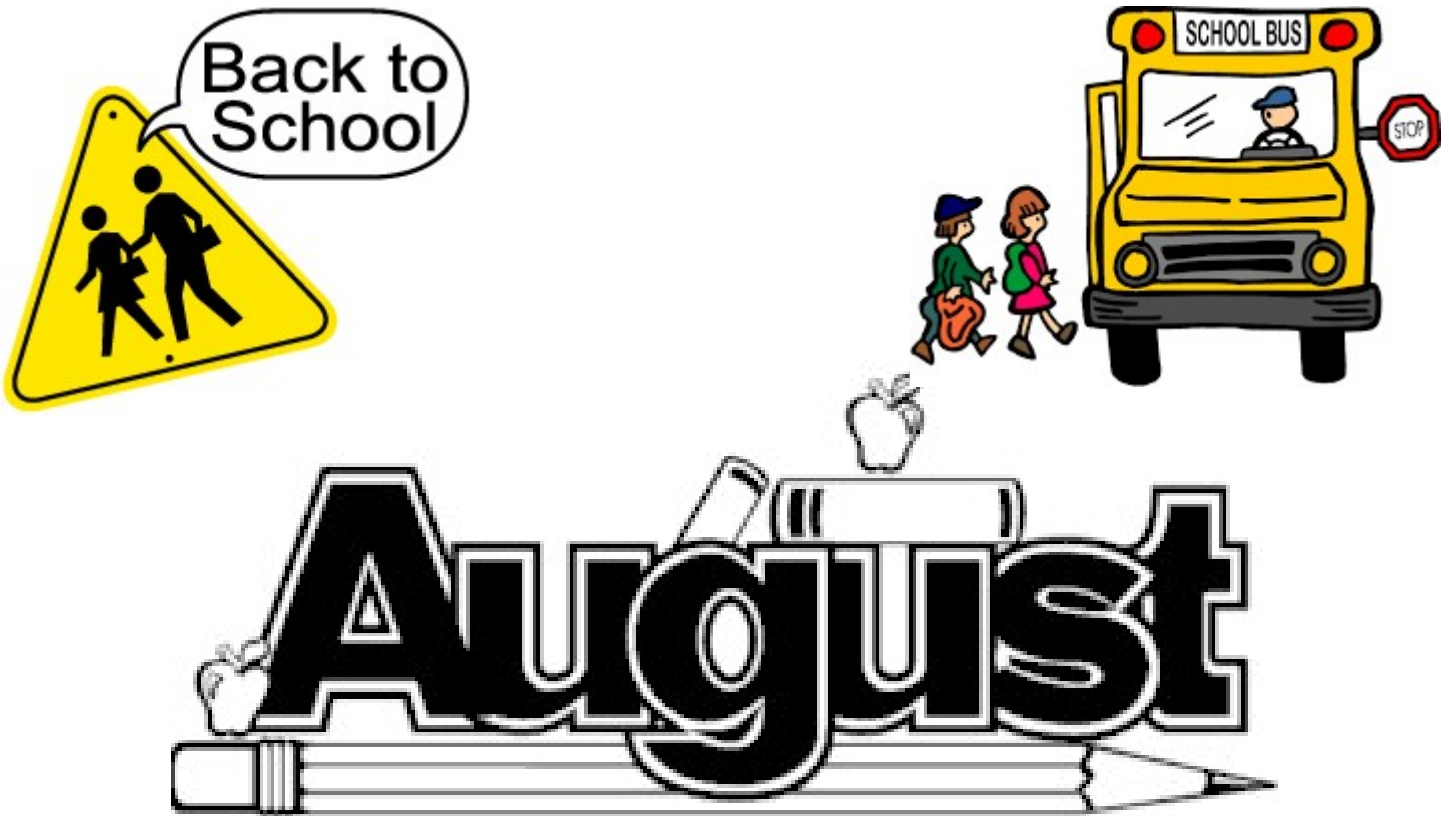
BRANCH 111 N.A.L.C.
"THE WASATCH BRANCH"

The Pavement Pounder

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

August 2017

2017.8



**School's back in session:
Be aware of children
crossing the street!!!**

REPORT OF THE PRESIDENT

Mike Wahlquist

Water, Water Every- where...But Not a Drop to Drink



I had to start this article off with a modernized quote from "The Rhyme of the Ancient Mariner" by Samuel Taylor Coleridge... my fa-

vorite poem. In 30 years, I have never heard of Management denying water to Letter Carriers. I have heard stand-up after stand-up where we were cautioned to avoid all symptoms of heat related illness. We were told that if we did feel any symptoms coming on, we were to immediately hydrate with water, seek shade or air-conditioning, and take an extra break if necessary for our safety and health. We were told to always make sure we had an adequate supply of water with us, and to drink copiously from it. We were told that if we ran out of water, or found ourselves without sufficient water, to immediately take the steps necessary to obtain water. Somehow, we made it through all of those years with never a grievance regarding water being filed in Branch 111... until now.

There is only one station (that I know of) where a dispute about drinking water became a grievance, and that is in the Downtown Office. There are many disputes, but the most exigent concern was whether a Letter Carrier, who found themselves without water for any reason, could obtain additional water. I don't need to go into the many reasons for which someone could find themselves without water, it has happened to me on many occasions, and I am sure it happens to all of us from time to time. The problem in the Downtown station arose because management was not giving straight answers to Carriers' questions regarding whether a Carrier could get water immediately if they found themselves without water. In the Downtown Station, management continually stated that Letter Carriers should never find themselves without water, so getting water should never be an issue. I find that kind of logic to be disingenuous and flawed, because running out of water does happen, and it will happen to everyone eventually. So, after several failed attempts to explain this to Management, and to get a definitive answer regarding whether a Carrier could deviate to get water when necessary, I wrote the following open letter to the District Manager:

*To: Salt Lake District Manager Darrell Stoke
I have had numerous conversations with you, the District Manager of the Salt Lake District, the Postmaster of Salt Lake, and myriad other Postal Officials, regard-*

ing safety and instructions for City Letter Carriers regarding obtaining water on their routes, specifically regarding the Downtown Office. I am now compelled to write you about the ongoing safety problem in the Downtown Office due to the fact that City Letter Carriers who work there have still not been properly instructed on what to do when they find themselves with insufficient water, or no water at all.

I have asked you and the numerous other EAS employees that I have encountered in the Downtown office to give the following instruction: "If you [Letter Carriers] find yourselves without water FOR ANY REASON, immediately procure water sufficient for your needs." I am not able to understand why this instruction has not yet been conveyed. Because this instruction has not been given, I am receiving statements from Carriers stating that they feel they have to "ration" their water because they don't believe they can get any more if they run out. This is an extremely dangerous situation, and we have filed numerous grievances and have ongoing OSHA complaints, as you well know. Without this instruction being given, the Postal Service will be responsible for any heat-related injuries sustained by Letter Carriers who felt that they could not obtain water if they needed additional water.

Since management has declined to give this instruction, I find that I must get the word out, so this open letter will be published in our branch newsletter, and I am saying to all Letter Carriers, "If you [Letter Carriers] find yourselves without water FOR ANY REASON, immediately procure water sufficient for your needs." The Union will be happy to defend any Letter Carrier who is disciplined for procuring water when it is necessary for their safety. I had the expectation that all parties would be reasonable about this issue, and I am saddened that it has not been the case. I used to say that the one thing that Management and the Union can always agree upon is that both sides want Letter Carriers to go home safe at the end of every shift. I hope that one day I will be able to say that again.

This letter was sent everywhere I could think of sending it, and is now being published. After this letter, the Union resolved a grievance with the following language [in part]: "Any management employees that have told employees that they cannot have water will be instructed to cease and desist. Management will be told employees in the heat cannot be denied water." While this settlement appears to state that Carriers can obtain water if they

find themselves without water for any reason, the battle rages on, and additional grievances have been filed.

I also met with the District Manager to discuss the issue, and he responded that Management was providing potable water in the Downtown office that was free for anyone who wanted or needed it. He also stated that management would continue to provide potable water in perpetuity. He stated that management was not instructing anyone to not get water if they found themselves in need of it. However, this also has not prevented additional grievances being filed about water. Management is still of the belief that they can order Carriers to show up with water sufficient for the day, and the Union is still of the belief that no such rule exists. I will publish any further results of grievances in regard to Management and our instructions regarding water, but for the record, if you find yourself without water for any reason, immediately take any steps necessary to procure water sufficient for your needs!

I also need to talk about an additional issue that came up at our last Branch Union Meeting. The issue that came up was whether the Salt Lake Installation should have one Formal A Representative, or whether Branch 111 should have several Formal A Representatives in the Salt Lake Installation. There was a bit of conversation about the issue, but the motion was deemed to be out of order because the NALC constitution clearly gives the Branch President the authority to assign Formal A Representatives. Thus, the assignment of one Formal A Representative in an Installation is within the purview of the Branch President.

However, that being said, I have had several members ask me why I have chosen to have just one Formal A Representative in the Salt Lake Installation, instead of many, as we used to have. Perhaps I should explain this issue, since the topic has been publicly broached at a Branch Meeting.

Portland (Oregon) and Seattle (Washington) installations have just one Formal A Representative instead of many. Both installations are larger than the Salt Lake City installation. Why would large Branches of the NALC have a single “full-time” Formal A Representative, when they could have many, as we used to have? I know the answer. It is because the win-rate goes up when the NALC has consistency and clarity in their grievances, and the resolutions get better because of the application of Progressive/Permissive remedies.

During the first six months of 2015, we had between 11 and 13 Formal A Representatives in the Salt Lake Installation. During that time period the following results were achieved; A 86.8% win rate at Formal A or higher in the Salt Lake Installation. These are not bad results, in the School System, 86.8 percent would be a Solid “B” aver-

age, or perhaps even a B+. During the first year of the new process, wherein Branch 111 had one Formal A Representative for the Salt Lake Installation, the win rate went up to a 94.5% win rate. During the second year of having one Formal A Representative, the win rate went to 96.1%. So, why are these figures important? Because at the Formal A level (the second step of the grievance procedure) grievance resolutions may set precedent, and at the B-Team level (the third step of the grievance procedure) grievance resolutions do set precedent, and they do so for the entire installation in which they are settled. Thus, if a grievance goes up from the Cottonwood Station, and is resolved at the B-Team level, that settlement now sets precedent in every other station in the Salt Lake Installation. Thus, it is absolutely vital that we win at the B-Team level, as a bad decision at the B-Team level affects many hundreds of Carriers in the Salt Lake Installation.

There will be those who might be tempted to argue that the win-rate is achieved by “withdrawing” bad cases and not appealing them to the B-Team. However, that is not the case in the Salt Lake Installation. During the first 6 months of 2015 Branch 111 withdrew 8 cases at the Formal A level or higher. During the first year of having just one Formal A representative, we withdrew just 9 (one more, but twice the length of time), and during the second year we withdrew just 10 cases at the Formal A level or higher levels, at least as of the writing of this article (the beginning of August), though we have now started the third year under the process.

Thus, the reason for making the decision to go with one full-time “Formal A” representative in the Salt Lake City installation was because it would benefit the Letter Carriers in the installation by having more precedent setting wins at the higher levels of the grievance procedure, and by making progress with every win towards having better contract compliance in the future, because every win gets the Union one step closer to enhanced remedies (for that same issue) in the future. In my experience, that is the only way to make headway towards contract compliance down the road. And while we have no entitlement to get more than the Contract affords, we certainly will not accept anything less than what was negotiated, and we will fight to enforce our rights under the National Agreement.

Michael Wahlquist – President
Branch 111, NALC

VICE PRESIDENT REPORT

Lance Henrie

The Postal Management Method and Five Key Differences Between Managers and Leaders.

Lately I have been spending my time observing managers and taking notes while they observe, instruct, follow, talk about and discipline carriers in the downtown station. These “observers” have denied carriers access to water, and restrooms, they have given instructions too numerous to be remembered. Flow charts are changed so frequently that no one knows which one is current. The Stewards in all 3 zones spend a lot of union time in management interviews each of these lead to both discipline of a carrier and a grievance. As of now 70 - 80 grievances need to be investigated and filed and the time to process them is being denied. In addition to the frequent discipline a number of carriers have gone to the emergency room with heat related illness. I have notes, written 3 ½ hours before one carrier’s trip to the hospital and diagnosis of heat exhaustion, of the supervisor telling the carrier that 3 bottles of water would be sufficient for the day. Carriers with obvious symptoms are told that they must bring medical documentation when they return.

I asked why they were flooding the station with managers, postmasters, and district management the reason given was that the amount of overtime used downtown was 1/3 of overtime in the district. I was shown the numbers on a graph. The graph did not indicate the number of carriers on injured leave, the number of deliveries made from the downtown station, the vacant CCA assignments, total routes split or any other contributing factors, just the numbers of overtime hours used. Postal management from the district manager, to the front line supervisors’ downtown are managing in a style that is outdated by at least 100 years. In the mining industry this method was summarized; “Kill a mule get another’n, Kill a man hire another’n.” Of course Postal Management would never say that. They say, “if carriers don’t like it they can bid out or retire.” When I suggested to higher-level management that perhaps there was a better way I was told that being nice to the carriers was the cause of the problem. In the same conversation however I was told that their method had been successful in West Valley. Then told that they would be going back to West Valley as the numbers slipped after the team left, thereby admitting that it takes 24 postal managers to effectively run an office the size of West Valley or Downtown. One good leader could replace all 24 managers.

5 Differences Between Managers and Leaders

1. A manager asks their self “How can I get my employees to do my will.” A leader “How can I help employees realize their potential.”
2. A manager makes very specific instructions to be followed without exception. A leader, recognizing that there will be unintended outcomes of ironclad procedures, focuses on open communication and a variety of methods to achieve goals.
3. A manager blames others for perceived lack of success. A leader looks inward.
4. A manager disciplines, bullies, and pushes. A leader rewards, encourages, and guides.
5. A manager takes credit for success. A leader gives credit where credit is due.

We have a complete lack of leaders in the Postal Service but we do have enough extra Managers in the Salt Lake District to fill the downtown station.

Lance Henrie– Vice President
Branch 111, NALC

NOTIFICATIONS:

- ⇒ SEPTEMBER 2017– NOMINATIONS FOR NATIONAL CONVENTION DELEGATES
- ⇒ OCTOBER 2017– ELECTION FOR NATIONAL CONVENTION DELEGATES
- ⇒ OCTOBER 12, 2017– NOMINATIONS FOR BRANCH OFFICERS
- ⇒ DECEMBER 2017– ELECTION FOR BRANCH OFFICERS
- ⇒ MARCH 2018– STEWARD ELECTIONS

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What are the Forms for OWCP (Office of Workers Compensation Program)

Q: What is a CA-1?

A: A claim CA-1 refers to a traumatic injury. The CA-1 notifies management of a traumatic injury and serves as the report to OWCP, when needed. The employee, or someone acting in his or her behalf, should submit the CA-1 to the supervisor as soon as possible following injury but no later than 30 days for COP entitlement. Statutory requirements will be met for FECA benefits if the CA-1 is filed within 3 years from the injury. The supervisor should submit this form to the Human Resources within 24 hours from receipt from the employee. The Human Resources must submit this form to OWCP within 10 working days from the date received by the supervisor (or other postal official) from the employee.

Q: What is a CA-2?

A: The CA-2 notifies management of an occupational illness or disease and serves as the report to OWCP, when needed. Statutory requirements will be met if filed within 3 years from date of awareness. The supervisor submits this form to the ICCO within 24 hours. The ICCO submits this form to OWCP within 10 working days from the date received by the supervisor or other postal official.

Q: What is COP?

A: COP stands for Continuation of Pay. It is a substitute for compensation benefits during the first 45 days of an employee's wage loss caused by a traumatic on-the-job injury. The Postal Service will continue to pay your salary up to 45 calendar days if you are eligible for COP.

Q: Does COP include the weekends and holidays?

A: Yes, COP includes weekends and holidays. COP is 45 calendar days.

Q: What do I do when my COP ends and I have not returned to duty?

A: When disability is expected to extend beyond the COP period in traumatic injury cases, the injury compensation office provides the employee with a CA-7 10 days before the end of the COP period. The employee is instructed to complete his or her portion, have the attending physician complete the CA-20. If you are not working due to management not providing you with work within your medical restrictions, you need to fill out your 3971 and indi-

cate in the remark section that you are being sent home due to management stating they have no work available in your medical restrictions. The injury compensation office submits the completed CA-7 to OWCP not less than 5 working days before termination of COP.

Q: How long will it take me to get paid once I file my CA-7?

A: It could take 20 days or longer before you receive your check.

Q: What is a CA-16?

A: This form authorizes medical treatment and it provides an initial medical report. Its front is completed and signed by postal management and guarantees payment by the Office of Workers' Compensation Programs (OWCP) to the attending physician for treatment up to 60 days. The reverse is completed by the treating physician and helps ensure that OWCP immediately receives an initial medical report. Form CA-16 is used for traumatic injuries. It is rarely used for occupational disease or injury. It must be issued by management in most cases where a CA-1 is submitted and the employee seeks medical attention. The CA-16 must be promptly issued within 4 hours in traumatic injuries requiring medical attention, except first-aid injuries where the employee has elected treatment by a contract medical provider. You have the right to seek medical attention from the physician of your choice. You are not obligated to seek treatment from the Postal Service contract doctor. You should always request a CA-16 to see your own choice of physician.

Q: What is a CA-17?

A: The CA-17 provides management and OWCP with an interim medical report containing information as to the employee's ability to return to any type of work. The employee is responsible for having the attending physician complete the CA-17 at each visit when there is a change in medical condition and for its prompt return to the Human Resources or control point. Management is responsible for providing you with a CA-17. The injury compensation department submits the completed form to OWCP within 10 days from date of receipt.

Q: How long will it take before my claim gets accepted?

A: It could take 3 months or longer.

Q: What happens if my claim is denied?

A: You can appeal your decision. Please contact Terry C Ehlers to get assistance with appealing your claim.

Q: How do I get paid for being off work due to my on the job injury.

A: If you lose time from work due to your injury, you may be entitled to compensation from OWCP. You will have to request LWOP from the Postal Service and fill out the appropriate documentation to request compensation from OWCP. Please do the following if you would like OWCP to pay you:

1. Fill out your 3971 and mark LWOP.
2. Get a completed copy of your 3971 from your supervisor.
3. Have documentation to support your absence.
4. Fill out a CA-7. If the period claimed on the CA-7 is intermittent, you need also to complete a CA-7a "Time Analysis Form".
5. Submit all the above to injury compensation or to your local supervisor. Please keep copies of all documentation.

Q Management paid me sick leave when I requested LWOP what should I do?

A: You should always fill out a 3971 to indicate what type of leave you wish to have. Make and keep a copy of your 3971 indicating you wish to receive LWOP. File a grievance for management paying you sick leave when you requested LWOP. The remedy would include that management switch your sick leave to LWOP.

Q: Management does not have any OWCP forms, what should I do?

A: You should inform your shop steward so that a grievance can be filed.

Q: I have a medical restriction and my supervisor keeps forcing me to violate it. What should I do?

A: Be sure to have a copy of your medical restrictions. Inform your supervisor that you are not able to perform the duty because it is outside of your medical restrictions. You should also file a grievance for the improper instruction.

Q: How do I receive my compensation payment via direct deposit?

A: To receive compensation payments via Electronic Funds Transfer (EFT), please complete form SF-1199a "Direct Deposit Form" and mail it to U.S. Department of Labor, DFEC Central Mailroom, and P.O. Box 8300, London, KY, 40742-8300. You must ensure your case file number is on the form. The SF-1199a is available on a variety of websites.

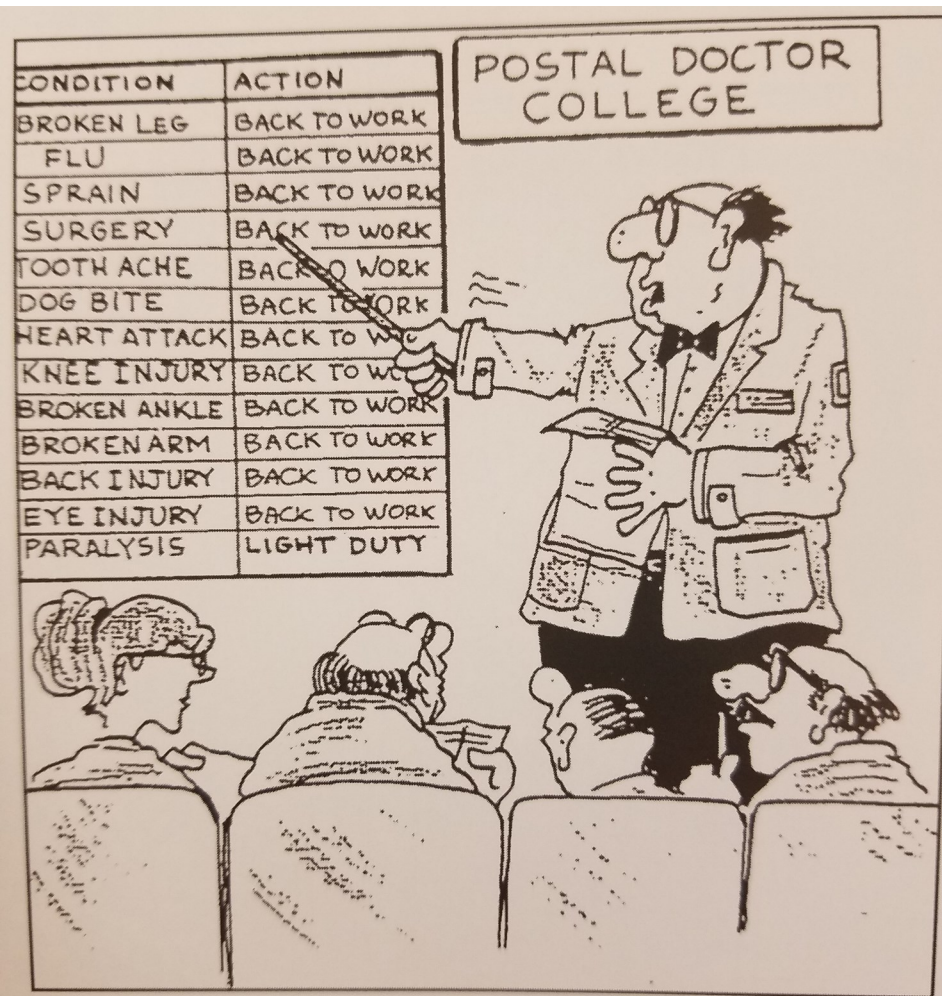
Q: How do I request a change of physician?

A: To request a change of physician, put the request in writing, detail the reason why you wish to change physicians, include the new physician's name, specialty, and contact information, and sign the request. This needs to be mailed to U.S. Department of Labor, DFEC Central Mailroom, and P.O. Box 8300, London, KY, 40742-8300. Your claims examiner will review the request and advise you whether the change is approved. As is always the case, please be sure to include your claim number on every page you send. You will receive written notice of the approval of your request.

If I can be of further assistance please contact me at 801-694-0558.

As Always and Forever in Solidarity,

Terry C Ehlers— Branch OWCP Rep
Branch 111, NALC





AS A MEMBER OF NALC LOCAL #111, YOU WILL RECEIVE EXTRA DISCOUNTS AT MONARCH DENTAL

(ADA CODE) PROCEDURE	FEES AT MOST UTAH DENTISTS*	MEMBER FEES BEFORE INSURANCE AT ANY MONARCH DENTAL OFFICE
150-Complete Oral Exam	\$71	\$33
210-Complete X-ray Series	\$116	\$57
1110-Teeth Cleaning	\$84	\$39
2331-2 Surface Composite Filling	\$202	\$87
3330-Root Canal (molar)	\$1,030	\$468
2750-Porcelain/High Noble Metal Crown	\$920	\$462
5120-Full Lower Denture	\$1,320	\$594

*Source: 2014 Fair Health Data. Subject to the limitations of your plan. Other exclusions may include and are not limited to implants, implant crowns, crowns with gold, specialty services and crowns/onlays/inlays that are all porcelain. This is a voluntary option and is not an insurance plan. There are no restrictions, no sign-ups and no fees. You save whether you have dental benefits or not! Take a look at some examples above of your savings if you choose to go to a Bright Now! Dental office.

Have questions?
Contact your Union Account Representative,
Jodi Miller | jodi.miller@smilebrands.com | 303.590.4369

American Fork
476 N 900 W, Ste. A
801.756.5522

Bountiful
24 S 500 W, Ste. D
801.296.1606

Layton
1492 W Antelope Dr., Ste. 201
801.776.6566

Ogden
140 W Riverdale Rd., Ste. D
801.917.1502

South Ogden
5974 S Fashion Pointe Dr., Ste. 210
801.475.6121

Orem
575 E University Pkwy., Ste A-24
801.225.3300

Salt Lake City
370 E South Temple, Ste. 350
801.320.9810

Sandy
10011 S Centennial Pkwy., Ste. 300
801.256.3700

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Continue to stay hydrated. Protect yourself from the sun. Take your breaks. Take your lunch.

Remember drive with your door closed. Wear your seatbelt. Curb your wheels. Put vehicle in park. Set hand brake. Turn off the truck and have the key with you. Secure your vehicle.

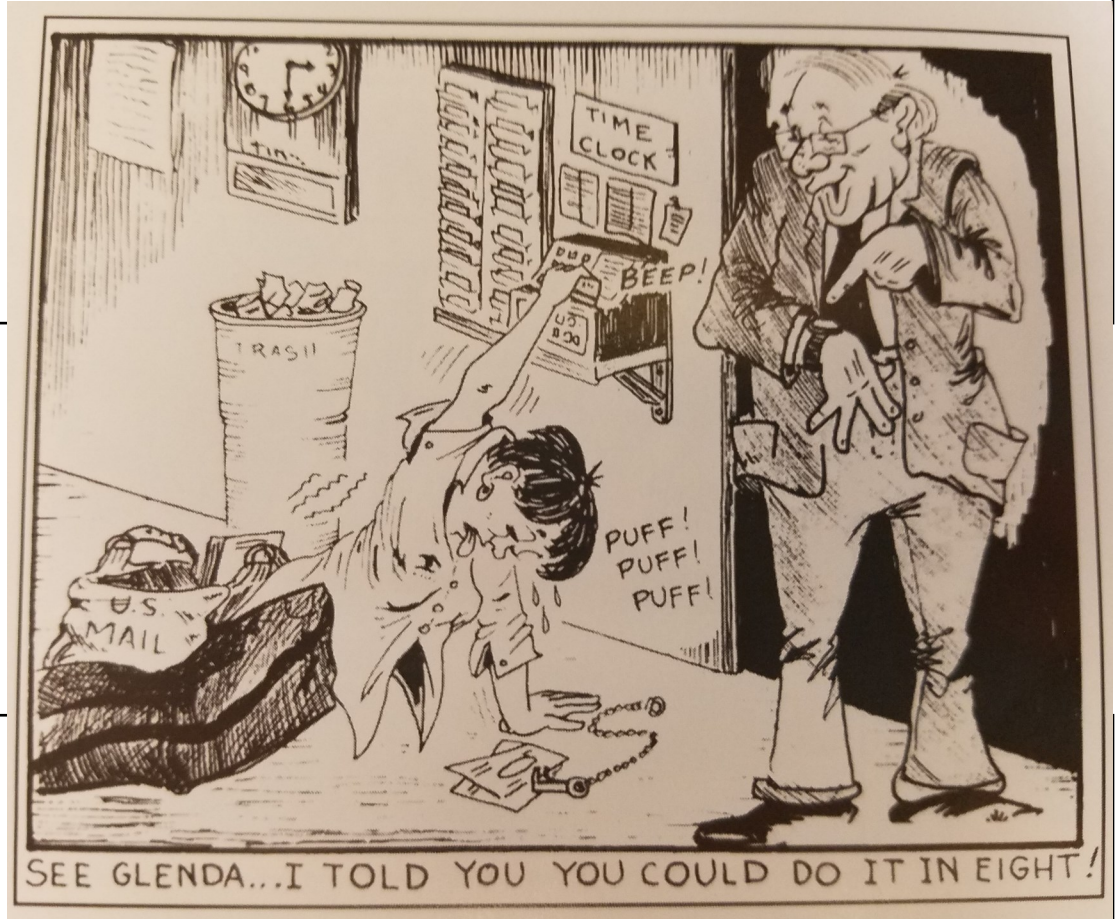
The reason you keep hearing this is because there could be at least one person not doing this and the consequences = YOUR FIRED!!!! Never leave your truck running this is happening WAY TO MUCH, this should never happen this NEEDS to stop!!! There will always be a boss out on the street watching us, waiting for us to do something wrong. Don't be that one person. We get in a hurry. We forgot to do something. This may lead into leaving the vehicle running. DON'T DO IT!!!

We all know CCA's are overworked, overwhelmed and underpaid and unappreciated for all you do. Thank you for everything.

Continue to help our CCA's.

**REMEMBER SAFETY IS
ALWAYS # 1!!!**

Rick Watson
Safety and Health



NALC Health Benefit Plan

Jimmy Kerekes

In the postal record, our national magazine, the post office pays a percentage share of premiums. Each contract has been that way. This current contract has percentages paid by the post office each year of the contract. There is in the June issue of the postal record, a health benefits section on page 7.

Each year of the new contract the percentage paid by the post office will change. OPM who sets the total cost of premiums, with different variables and weighted average will do that and then we will know what our premiums will be each year of the contract.

The health coverage information in the new contract is different for career letter carriers than it is for the cca's. For cca's the post office non-career plan has some changes for receiving by-weekly contributions and there is a bi-weekly percentage contribution one of which takes place the cca's first year and a percentage change during the second year.

This is not word for word from the contract language so please read it when you get a copy. I too will read and elaborate on it more.

I will probably get more at my national health seminar this year before open season.

MUTUAL BENEFITS ASSOCIATION

The MBA Retirement Savings Plan is a plan designed to supplement your pension. You make small payments to the plan while you're young, so you can receive a lifetime of monthly payments after you retire—even if you live to be 200! Under the Retirement Savings Plan, you can also request a guaranteed number of monthly payments. You choose the amount you want to contribute to your Retirement Savings Plan. It can be as little as \$15 per pay period (the minimum amount allowed). You may also select your method of payment: MBA can deduct payments automatically from your paycheck, or bill you monthly or annually. * As your Retirement Savings Plan grows, you can expect to earn competitive interest rates. The plan is tax-deferred, which means you do not pay taxes on any of your interest until you draw on it—further improving your yield.

When you're ready to retire, MBA offers a choice of four ways to collect monthly benefits: Life Annuity With Period Certain. Receive a lifetime of monthly payments. You're guaranteed this income for as long as you live. If you die during a specified period (5, 10, 15, or 20 years), payments go to your beneficiary until the end of the period. Life Annuity. Receive monthly payments through your lifetime. No further benefits will be paid after your death.

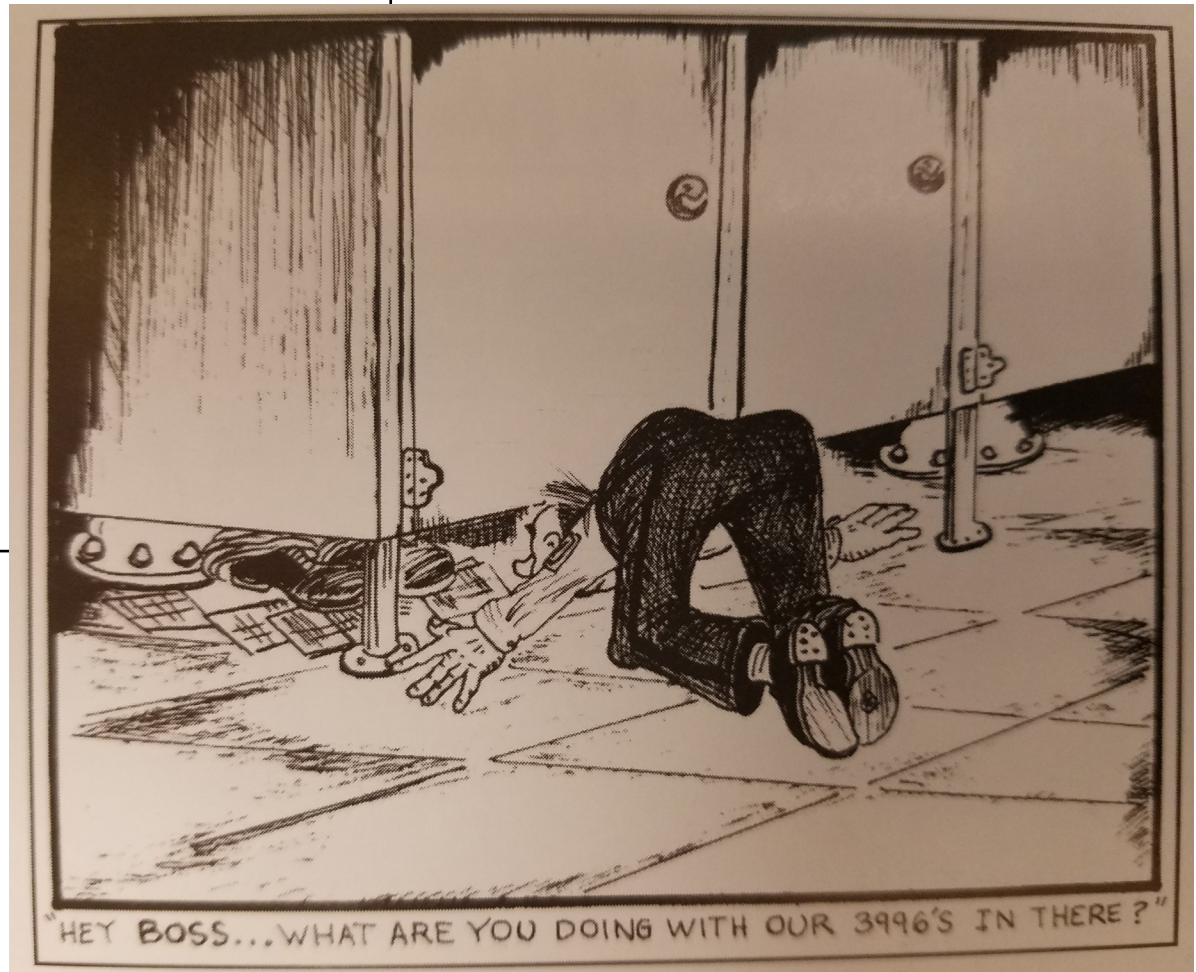
Joint Life Annuity - You or your beneficiary receive monthly payments as long as either of you live. Full Cash Refund - Receive monthly payments as long as you are alive. When you die, the MBA will pay any money in your account to your beneficiary.

For more information contact your local branch office or call Terry C Ehlers 801-694-0558.

In Memory of:

*Ron Frasier
Norman Corsten
LeRoy Flitton*

*"To live in hearts we leave
behind, is not to die."
Thomas Campbell*



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801-376-2709
adamwills@gmail.com

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Chris Cooper
801-352-0114
ccooper@utahdiversified.com



NALC Branch 111

Minutes of the regular Union Meeting

July 13, 2017

Convened at 6:37

Pledge of Allegiance by Phillip Rodriquez

Roll by Kimberly Mortensen

Minutes of the June meeting have been prepared, distributed and posted filed for future reference-called by the chair

Reading of the Correspondence by Kimberly Mortensen, filed for future reference

Application for Membership by Lance Henrie

Special Guest; Robert Comstock candidate for US Senate, to run against Orrin Hatch. Comstock is a former letter carrier

Trustees none present

Food Drive by Sherrie Mehl not present

LCPF by Monte Jones not present

Legislative by Chad Mortensen, excused

MBA Compensation by Terry Ehlers

- Everything is going as always, questions regarding the banquet at little America were answered.

Health Benefits by Jimmy Kerekes

- The new contract includes health benefits with a percentage aid by the Post Office, premium rates and percentages will change.

MDA by Macy Chapman not present

- An award was presented to Cassandra Last for her work in the last year my Chapman and a guest from MDA

Safety and Health by Rick Watson

- It's hot out there, water is not enough, take precautions, avoid heat stroke, water is not enough. Management is not sympathetic.

Retirees

- Mike Miller resigned, Jeff Asay has been appointed, neither was present

Treasurer by Mike Madsen no report

Vice President by Lance Henrie

- We are at 441 grievances, year to date, today was a busy grievance day. We are at 13 removal so far this year. The year we had the most we have ever had was 14 in 2014.
- One of the phone calls received is management limiting PM office time to 10 minutes. Use a Form 1571 for any mail not delivered, management is required to return a copy.
- Management is attempting to enforce extreme condition or emergency led to missing commitment. Stay consistent on your estimate, management is documenting unauthorized overtime, we can grieve. Notify management if you won't make their estimate and make them instruct.

President by Michael Wahlquist excused

Special Orders none

Unfinished Business none

New Business none

Good of the Association

- **Phillip Rodriquez:** The downtown station has been the subject of increased attention, the branch was put on notice that this would occur as reported at last month's meeting. The Downtown Station is 100% organized and unified. OSHA and NALC National Safety and Health Officer Manuel Peralta are involved in the problems Downtown including unsafe practices with heat abatement. Andrea Gunnarson and Kay Skola are leading a team

assigned downtown, Andrea Gunnarson specifically stated that she would be “targeting” Kimberly Mortensen and Jennifer Ogden prior to her detail Downtown. Andrea Gunnarson stated that she had received two years’ worth of the grievance files from Branch 111, filed downtown. It is asked that our leadership follow up, at best this is bad judgement and at worst those responsible should face expulsion from the union if Branch 111 is in collusion with management. The members Downtown deserve confirmation as to whether this is true. Injured carriers have been specifically targeted, their protected information could have been part of the grievances shared. Phillip asked that Lance Henrie and Mike Wahlquist look into this and report whether it’s true. **Lance Henrie** I will investigate. **Amie Gallo**, Mike Wahlquist authorized all grievance material that was provided to management.

- **Mike Madsen** steward paychecks are downstairs
Be careful on social media, especially with those that are friends with these managers
- **Kimberly Mortensen** \$639 was given to the Thurman family, this includes the money collected at last month’s meeting as well as money collected downtown. The family made a beautiful thank you, management downtown disposed of the thank you from the Thurman Family before it could be shared with a everyone at the union meeting who contributed towards the funeral expenses.

Improvement of the Service none

Adjourned 7:53

- \$25 Door Prizes Stan Neering and Tracie Butler
- Retirees \$200 Keith Coleman (not present) next month \$225
- Progressive A \$575 Don Taylor (not present) next month \$600
- Progressive B \$475 Jeff Bodily (not present) next month \$500

Note: The body moved to accept the July minutes with the following corrections:

- Macy Chapman was present at the meeting and presented an award to Cassandra Last
- Amie Gallo stated that 8190s and settlements were given to management. There was no other “material” provided by the union.

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Retiree Round Up

First, for those of you who do not know me, I am Jeff Asay, I retired last October. I served for many years as a shop steward in Murray Over the years I have also served in several other Branch 111 positions. When Mike Miller decide to resign from the position of Director of Retirees, Branch President Wahlquist asked me to step in. While I hold the position I will endeavor to serve the retired members of the Branch to the best of my ability. If you have a question or concern feel free to contact me. I may not know the answer but I will research and contact those with more knowledge to get the correct answer.

On a lighter note, the annual retirees dinner is was at the end of August. It was a fun evening of good food, great conversation, some entertainment and to cap it off Bob Jewell's wonderful Dutch Oven Cobblers. We were joined by the National Director of Retired Members, Ron Watson, who gave us an update on the N.A.L.C.'s efforts to protect our retirement benefits. We also gave away some nice prizes. The only complaint I heard was that it turned out to be an extremely warm evening. If you missed it then you missed a good party! Thank you for coming!

Unfortunately I must report that since assuming this office in July, three of our fellow retired members have passed away. Please contact me if you know of any that haven't been reported, so that we can provide assistance to the families, and render honor to our departed friends.

Jeffrey D. Asay
Director of Retired Members
Branch 111, N.A.L.C.
(801)597-2380
jeffrey.asay@gmail.com



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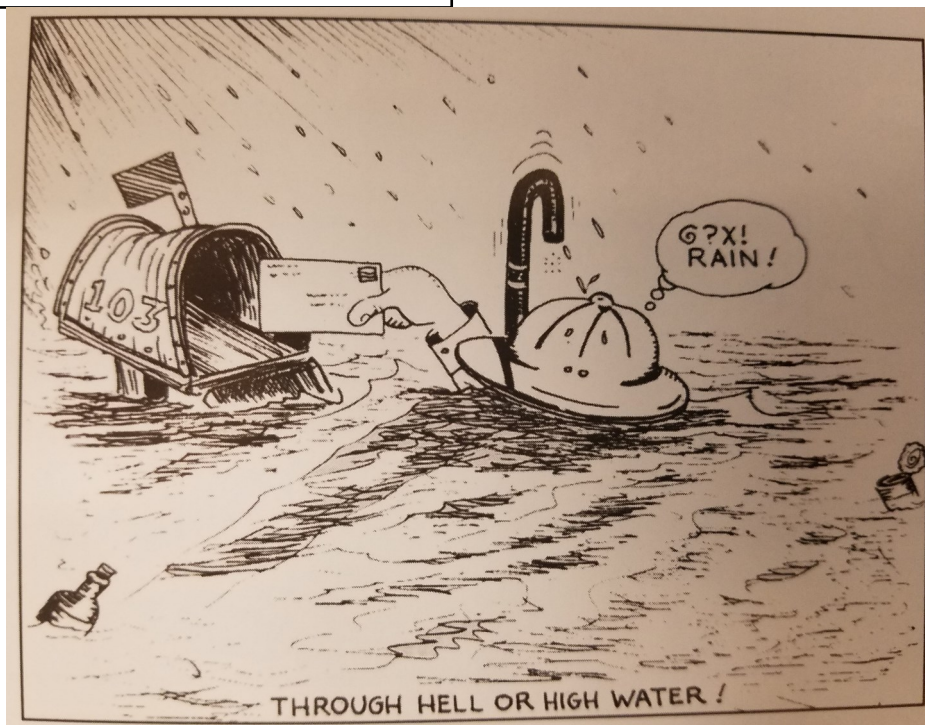
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