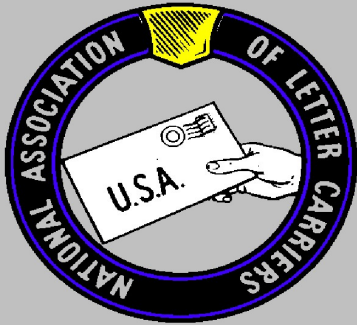


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October 2017

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A Look Into the Rabbit Hole

REPORT OF THE PRESIDENT

Mike Wahlquist



Dignity and Respect

Over the years, I have seen stress come into the workplace more times than I can remember. The current situation in the Downtown Office is the worst case I have seen in the Salt Lake Installation. In the Downtown Office,

management has tried to overload a single Station with sheer numbers and a Tsunami of nit-picky instructions. Speaking of Tsunamis, with all the Station Managers, Postmasters, and Higher-Level Managers, it was a veritable Title Wave... (Higher level Managers flooding in with their fancy titles, hence a "Title Wave" rather than a tidal wave). My thanks goes out to all the Carriers, the Stewards, the Formal A Representative, and all the other Branch Officers who stood up to fight for our member's rights under the contract!

The M-39 states: "...it is the front-line manager who controls management's attempt to maintain an atmosphere between employer and employee which assures mutual respect for each other's rights and responsibilities". So what can we do when we are not treated with dignity and respect? Whether the lack of dignity and respect is perpetuated by a Supervisor, a Station manager, or a fellow employee, it should be quickly dealt with by the USPS and by the Union in an appropriate manner. Many people have heard of the "Joint Statement on Violence and Behavior in the Workplace" (M-01242), yet few know what it really says. The following is an exact quote:

"We openly acknowledge that in some places or units there is an unacceptable level of stress in the workplace; that there is no excuse for and will be no tolerance of violence or any threats of violence by anyone at any level of the Postal Service; and that there is no excuse for and will be no tolerance of harassment, intimidation, threats or bullying by anyone."

We also affirm that every employee at every level of the Postal Service should be treated at all times with dignity, respect and fairness. The need for the USPS to serve the public efficiently and productively and the need for all employees to be committed to giving a fair day's work for a fair day's pay, does not justify actions that are abusive or intolerant. "Making the numbers" is not an excuse for the abuse of anyone. Those who do not treat others with dignity and respect will not be rewarded or promoted. Those whose unacceptable behavior continues will be removed from their positions.

We obviously cannot ensure that however seriously intentioned our words may be, they will not be treated with winks and nods, or skepticism, by some of our over 700,000 employees. But let there be no mistake that we mean what we say and we will enforce our commitment to a workplace where dignity respect and fairness are basic human rights, and where those who do not respect those rights are not tolerated.

Our intention is to make the workroom floor a safer, more harmonious, as well as a more productive workplace. We pledge our efforts to these objectives."

Our staffing is once again at a low level, and more people will want to be off during the upcoming Holiday Season to spend time with their families. We have and will have heavier volumes of mail, most of it in the form of packages. And of course, we will have supervisors trying to micro-manage us so severely that they might as well be physically riding on our backs instead of figuratively doing so. But we need to remember that we have the contractual and legal right to work in an environment free from disrespect and abuse. If we are not treated with dignity and respect, or if we see someone else who is not treated with dignity and respect, we need to be proactive and do something about it.

If a Supervisor or a Station Manager is not treating people with dignity and respect, we need to let the local Shop Steward know about it. People often assume that Shop Stewards know everything that happens in a zone. While we do have some of the most experienced Stewards in the nation, and I'm sure that they are as observant as they can be, they simply can't see and hear everything that goes on in the workplace, so we need to inform them of problems that we see. Does our involvement end there? No, we should also be ready to back up the Steward with support, which will include, at the very least, writing a statement as to what was witnessed. We will only have a decent place to work if we unite and strive to get it.

One thing to remember is that the Joint Statement was a pact made by two parties, the NALC and the USPS. That means every one of us is responsible and liable to do all that we can to make sure that people are being treated fairly. Does this mean that a Supervisor cannot disagree with a Carrier about his or her estimate? Of course not, but in disagreeing they should treat the employee with dignity and respect. If you have any questions about whether your Supervisor/Manager has violated the Joint Statement, inform your Steward about what happened, and they will let you know if Management's behavior was "over the line".

Closely related to dignity and respect is the problem with management barking out orders and Carriers wondering if they have to obey them. Every week (it seems) I am asked by at least one Letter Carrier if they have to obey the direct order they received from management. For example, a Letter Carrier will call and tell me, "My Supervisor just ordered me to immediately stop cleaning up, end my tour, and go home. Do I have to obey his order?" or, "My Station Manager just ordered me to quit talking and go back to my case, but I desperately need to talk to a fellow Carrier about a job-related issue. What should I do?" These types of scenarios beg the question: When must Letter Carriers follow direct orders? And, when may Letter Carriers ignore them? Hopefully, by the end of this article, we will have a pretty good idea of what we can and can't do when our Supervisor or Manager says those dreaded words "I am ordering you..."

Insubordination is a very serious offense, when manage-

ment can prove it. In fact, it is one of the seven deadly offenses specifically written as examples at the beginning of Article 16 (the “Discipline Procedure”) for which an employee may be disciplined or removed from the Postal Service. Usually, by the time a direct order is given, the Letter Carrier has disagreed with or failed to follow an instruction, and is willfully refusing to comply with what management wants. Though, in rare cases, managers with limited “people skills” will start out with a direct order.

The best policy regarding direct orders (with some exceptions that I will talk about a bit later) is to “obey now and grieve later”, also known as the “smile and file” approach. Arbitrator James T. Barker stated in arbitration #w7N-5L-D 17809:

“It has long been accepted, in arbitration and shop or work floor management, that an employee who has doubts about the propriety of an order given him or her by supervision should honor that order and grieve later.”

Remember that management cannot deny a Letter Carrier access to his or her Shop Steward “unreasonably”. Which means that a Letter Carrier always has access to his or her Shop Steward immediately if possible, but no later than the end of his or her shift (According to the Postal Service’s own instruction #M-00458). So, ask for time to consult with your Steward, and do not disobey the direct order unless it falls into one of the exceptions that we will now address.

When may you disobey a direct order? If the direct order were to “require an illegal or immoral act, or place the employee in immediate danger of loss of life or serious injury” – Arbitrator Carlton Snow in case #W1N-5H-D 10755. Now, it becomes the employee’s burden of proof to show that the danger was imminent and real, or that the act was immoral or illegal. We should always use the “reasonable person” test to determine if these reasons will allow us to ignore a direct order. In other words, would a reasonable person agree that the direct order is placing you in real danger, which is threatening now? Would a reasonable person agree that the direct order is immoral or illegal? If you know that either one of these exceptions applies to the direct order, then you may choose to ignore the direct order, with the understanding that you will be asked to validate your claim later.

If these exceptions do not apply, you should do your best to obey the direct order and seek to grieve it later when necessary. Arbitrator Irvin Sobel listed four parts to a direct order, which are mandatory when the Postal Service argues insubordination. The Union will argue the impropriety of any direct order that fails to meet these four tests. The Union will also use these criteria to argue mitigation for someone who has failed to follow a direct order, but it is still better to “smile and

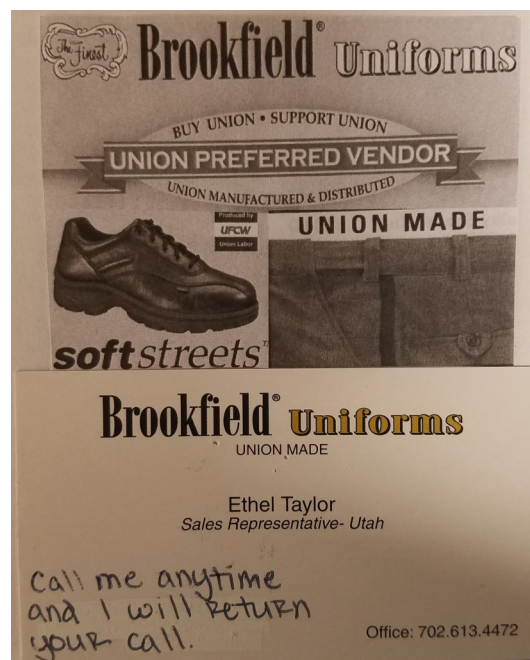
file”. The four criteria from Sobel are:

“1) The request must clearly specify what is desired and what action(s) is (are) consistent with compliance: 2) The order must be within the jurisdictional authority of the individual Supervisor to make it: 3) The action desired both must be within the competence of the employee to perform, and be relevant to his work assignment(s); and 4) The consequences of failure to comply must be stated.”

So, what this means is that the direct order must be clearly conveyed and understood. It means that someone with the proper authority must give it. (If another Supervisor gives you a direct order, you may go to your immediate Supervisor or Manager and ask what his or her orders are). It means that you must be able to perform the order. (It is inappropriate to simply order a Letter Carrier to be done by 5:00 p.m. the day after a holiday). And finally, management must state the consequences for failing to comply with the order. (Many Letter Carriers have no idea how serious management is taking an issue until they are issued the Notice of Removal).

Remember, if you obey a direct order and then grieve it, then you have done nothing wrong, but management may have. You will continue to work while the Union files a grievance on your behalf for precedent and damages. However, if you refuse to follow a direct order, it is possible that you could be fired for insubordination, and then the Union will be grieving to get your job back, hoping that both you and the arbitrator are “reasonable” people. The whole reason for the grievance procedure is so you don’t have to take things into your own hands to obtain your contractual rights. When we fight, we should always fight as a Union.

Michael Wahlquist – President
Branch 111, NALC



VICE PRESIDENT REPORT

Lance Henrie

VICE PRESIDENT REPORT

Lance Henrie

***Somewhere in time Alice asked the queen
“Do I curtsy in this dimension?”***

I have always, and I mean always, been fascinated by time travel. I look for tourists from the future in every crowd. Once I thought I was witnessing travelers from the future when a 1952 Volkswagen bus landed in front of my wife and myself in Colorado.

Inside were the most authentic hippies you can imagine, not a detail was missed, peace signs and flowers, illicit smoke and body odor, piety in the air. I pointed them out to my wife. She looked casually their direction laughed and said, “They are not from the past, this is Boulder the town is stuck there” missing the point entirely. The future, I argued weakly, isn’t it too perfect, too staged, I trailed off knowing I was wrong. A lesser man might have become cynical, but I continue to look for time tourists. I also collect hypothetical time travel quotes like... “His older self-had taught his younger self a language which the older self knew because the younger self, after being taught, grew up to be the older self and was, therefore, capable of teaching.” I have been contemplating that perhaps the Postal Service, like Boulder Colorado, is stuck in the past. Management’s attitude on the rights of labor, mirrors the days of the sweatshop. Now that letter carriers, with the help of OSHA, have access to potable water, they are now being monitored while in the restroom, sometimes timed, other times the frequency of visits is noted, even covertly watched, listened too, or smelled by a supervisor in the next stall. Are we traveling backwards in time? Or are we in a new dimension, more like Alice’s rabbit hole, than a time machine? Like Alice we are

seeing some strange things, to be sure. Stories that you are afraid to tell anyone outside, they wouldn't believe you, and you could find yourself being fitted for a strait jacket. I recently read a Letter of Warning in which the Carrier was being disciplined for insisting on a Steward being present before answering the very questions that were used to issue the letter of warning. (If you need to take a minute to stare incredulously into the distance now is the time). Could I have, after eons of searching, found my time traveler? Either the carrier who knew in advance that discipline would be issued, and requested a steward because of that knowledge, or the supervisor who knew to push ahead and conduct the interview with no idea at all what the carrier would be disciplined for? Never mind, business as usual at the postal service.

"But I don't want to go among mad people,"
Alice remarked.
"Oh, you can't help that,"
said the Cheshire Cat:
"we're all mad here. I'm mad. You're mad."

"How do you know I'm mad?"
asked Alice.
"You must be," said the Cat,
"or you wouldn't have come here."

"But I don't want to go among mad people,"
Alice remarked.
"Oh, you can't help that,"
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"we're all mad here. I'm mad. You're mad."

"How do you know I'm mad?"
asked Alice.
"You must be," said the Cat,
"or you wouldn't have come here."

from Alice in Wonderland



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How to Claim for Compensation and Leave Buy Back

Compensation

Payable by OWCP to injured employees who have an accepted on-the-job injury. If you are a limited duty employee you can file for compensation by filling out form CA-7. You are entitled to compensation if you are receiving therapy, have a doctor's appointment (due to an on the job injury), are totally disabled (or partially disabled and the Postal Service does not provide suitable limited duty work).

To receive compensation from Department of Labor (DOL) after your claim has been accepted, you will have to be in a LWOP status. If you have filed a CA1 and are receiving COP, you will have to be in LWOP for disability status after your 45 days of COP, to claim compensation.

The following forms will have to be submitted to receive compensation:

- *Form CA-7 "Claim for Compensation"
- *Form CA7a "Time Analysis"
- *Medical documentation supporting that you are incapable to work or work only within your medical restrictions.
- *Employee's Clock rings
- *Form 3971 showing that you are off work or you have done all the work you can do within your medical restrictions, or there is no more work available within your medical restrictions for you to do and the Postal Service is sending you home.

Lack of acceptable medical documentation will preclude the acceptance of your claim for compensation. Medical documentation must cover all hours for which the claim is made.

You should submit all your documentation for compensation to your local Human Resource Injury Compensation Office or to the supervisor/manager in your Post Office. You should also sign your forms on the day that you submit your claim for compensation.

Medical documentation can be submitted to the Post Office or you can send directly to OWCP by mail, but the better and faster way would be to upload the documentation through the ECOMP portal. Uploading medical documents is the fastest way to get it into your file, it will be in your file within 4

hours. You will be provided a Document Control Number (DCN) the date and time upon the completion of the upload.

Leave Buy Back

If you missed work prior to your claim being accepted due to your work-related condition, you may be entitled to "Leave Buy Back." An employee who suffers a compensable job-related injury that necessitates an absence from work may use annual and/or sick leave to avoid an interruption of pay while awaiting adjudication of your claim. You can no longer buy back leave after your claim has been accepted. For example, if your claim were accepted on 1/29/09, and you have a doctor appointment on 2/1/2009 and use sick leave, you cannot buy back your sick leave for 2/1/09.

The forms need to buy back your leave are the following:

- *Form CA-7 "Claim for Compensation"
- *Form CA7a "Time Analysis"
- *Form CA-7b "Leave Buy Back work sheet/certification and Election"
- *Medical documentation supporting that you are incapable to work or work only within your medical restrictions. Medical documentation must cover all hours for which you are claiming.
- *Employee's Clock rings
- *Form 3971 showing that you are off work or you have done all the work you can do within your medical restrictions, or there is no more work available within your medical restrictions for you to do and the Postal Service is sending you home.

Claims for leave buy back must be made within 1 year of the date the OWCP approves the claim for compensation, or 1 year from the date of return to work, whichever is later.

Please be advised that OWCP determines entitlement to compensation benefits and they will also determine if you have an acceptable claim for leave buy back. If your claim for leave buy back is accepted, OWCP will forward the compensation rate of leave period to the USPS Accounting Service in Eagan, MN. You will then be responsible for payment of the difference between the compensation rate (66 2/3% or 75%) and the gross amount.

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

In Solidarity; Terry C Ehlers



I know you've heard this before. And will hear it again and again. NEVER leave your drivers seat with vehicle on and no keys in your hand!!! ALWAYS drive with your door closed and your lap and shoulder belt on!!! Managers and/or supervisors are out there watching.

When doing parcel delivery

or accountables always remember:

- ALWAYS CURB YOUR WHEELS.
- PUT VEHICLE IN PARK.
- SET YOUR EMERGENCY BRAKE (be sure it is working correctly)
- TURN OFF VEHICLE AND HAVE KEYS WITH YOU.

By doing this you will not have a runaway or rollaway.

My fellow letter carriers. Do not be fooled by bosses/managers/supervisors.

Ex: When you are on the street and you see somebody running toward you shouting out mailman, mailman. You are trying to help and forget to turn off your truck. When you see that person you find out it's a boss and you are busted. Or if you see a staff car and you dismount, forgetting to turn off your vehicle. BUSTED!! Darn it to heck, stop it!!

At the downtown station since July 13, 2017 we have had 15- 20 extra EAS. If you're instructed to do something unsafe it's best to get a letter of warning. If you do something unsafe like deliver mounted mail going fast from box to box like you are instructed. You could hit a child or a fixed object then it's your fault. You are adding problems to the problems our delivery trucks already have. Use extra

gas and quick stop messing with the brakes.

REMEMBER
SAFETY
ALWAYS
COMES
1st.

Continue to help our CCA's.

Thank you. Have a good day.

Rick Watson
Safety and Health

The hurrier I go,
the behinder I get.



New Whole Life Insurance Plan offered by the MBA

The new Whole Life Plan is very affordable and it is backed by the NALC. Whole Life Insurance provides a way to give your family financial security both during your lifetime and beyond. In the event of your death, survivors receive the full benefit amount of the policy. While you are alive, you are setting aside money you can use as a nest egg for your family. To keep your premiums low as possible, premiums are paid throughout the insured's lifetime, and your premiums will never go up, they stay the same amount your whole life.

In times of need, you can borrow against the cash value at a low interest rate and keep your policy in force. Your nest egg or the "cash value": is a portion of your premiums that is set aside to grow as you earn Tax Deferred Interest at above market rates.

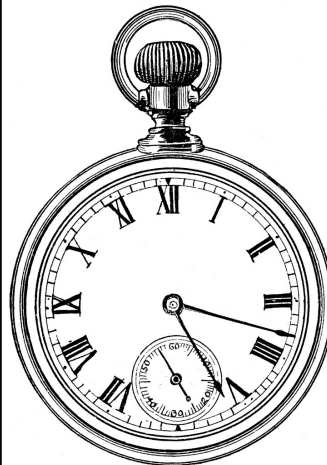
Every year, the MBA determines whether your policy will share in the divisible surplus that builds from all the participating policies in the way of dividends. You may choose to receive your dividends as a cash payment each year, to buy additional insurance coverage, or keep them on deposit with the MBA to earn more interest.

If you have life insurance with Postal Service, you should know that it is a term insurance plan where your premiums go up every five years, and if you have Option B where you can contribute five times your base, it will be extremely expensive to keep it when you retire.

With the MBA's Whole Life Plan, you can choose the amount of protection up to \$100,000. You can decide how often you want to pay your premiums. Monthly, annually or bi-weekly. The MBA gives its members 30 days to review the policy with a full refund of all the premiums paid if you decide not to keep the policy. Now is the time to lock in your cheaper premiums at an early age with you Union plan through the MBA.

If you should have any further questions are just want to talk, please call me at 801-694-0558.

In Solidarity;
Terry C Ehlers





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

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801.756.5522

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801.296.1606

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801.917.1502

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801.475.6121

Orem
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801.225.3300

Salt Lake City
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NALC HEALTH BENEFIT PLAN

JIMMY KEREKES

CCA Information has just been sent to me from our national health plan director.

A new agreement has been reached between NALC and USPS; therefore, in 2018 City Carrier Assistants will no longer be eligible to receive the \$125 contribution toward their NALC Health Benefit Plan Self Plus One and Self and Family Premiums.

A special enrollment period will be offered to City Carrier Assistants from September 4 to October 19, 2017. During this time, CCA's will be eligible to enroll in or change their enrollment in the United States Postal Service Health Benefit Plan.

Don't forget the deadline to make your decision. If the change or enrollment is completed during the special enrollment period, the coverage will be effective October 28, 2017. The next opportunity to make a change or enroll is during Open Season, which is November 13, 2017 – December 11, 2017. Elections made during open season will take effect January 6, 2018.

During the special enrollment period, you may use PostalEASE employee self-service to enroll in the USPS HEALTH BENEFIT PLAN or change your enrollment. If you are unable to use PostalEASE, you may complete the PostalEASE Worksheet (available on LiteBlue) and mail it to the HR Shared Service Center at:

HRSSC
Compensation/Benefits
PO BOX970400
Greensboro, NC 27497-0400

Plan information for the USPS HEALTH BENEFITS PLAN is available on LITEBLUE at <http://liteblue.usps.gov/USPSHBP>, or you can contact the HRSSC at 1-877-477-3273, option 5, TTY 1-866-260-7507.

Also from me to you, the premiums for 2018 maybe available in early October at www.opm.gov/insure and plan information by first week of November at the same web site.

There are also web sites for Flexible Spending, FEDVIP-Dental and Vision.

Scaddy's Diner

Coupon

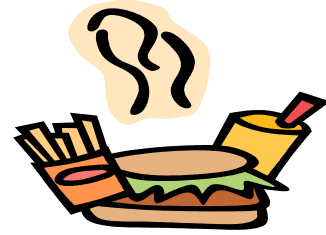
Buy any one item and receive one item of equal or lesser value free!

(Up to \$6 item. No fish)

Coupon good at all Scaddy's locations:

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

Must present coupon at time of order



NOTIFICATIONS:

- ⇒ DECEMBER 2017– ELECTION FOR BRANCH OFFICERS
- ⇒ MARCH 2018– STEWARD ELECTIONS

In Memory of:

*Clyde Felsted
Christopher Quinonez*

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



ments and evidence. Long story short, these people have absolutely no accountability, no integrity and are rarely, if ever, honest. This is through all of the ranks within the Queen's army.

Curioser and Curioser!
—Lewis Carroll, *Alice in Wonderland*
MCHM

A Look Into the Rabbit Hole

In early July, a team of management officials swarmed the Downtown Station. They call themselves the "Elite Team". I prefer to think of them as the Queen's army. In *Alice in Wonderland*, the Queen sends her army in to fight off Alice and the Hatter. Alice challenged the Queen and no one dares to do so, without her yelling "off with their heads". You see, the Queen is so small and insecure that she can't handle fighting fairly. The Queen already had her deck of cards in formation, the supervisors...but they have proven not to be sufficient at arms. Being desperate to overthrow the union, the Queen sends in her biggest asset, the jabberwocky. Except in this story, she sends in 15 jabberwockies from all across the Salt Lake District. Initially, the Queen acted as if she was coming in peace and only in an attempt to make the station better. Little did we know, she had an attack plan in place and ready to go. It started out small, but little by little grew into an all out battle, at times a war.

The Queen's army started by following carriers on a daily basis, giving improper and unsafe instructions multiple times throughout the day. From there, it slowly progressed to two jabberwockies on the street, barking orders and intimidating the carrier they chose to harass that day. As the story goes, the Queen realized more and more how ill equipped her deck of cards were and ended up removing one of the members of her army (off with his head). The deck of cards now needed a new leader, so in comes one. Additionally, the deck of cards were no longer allowed any authority to make decisions as they saw fit.

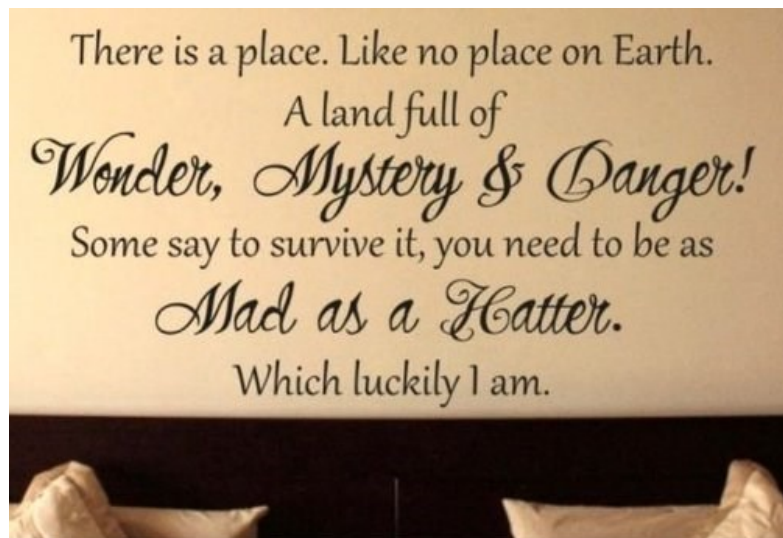


Now, the jabberwockies are completely running the show. But see, the jabberwockies are also inexperienced and unable to keep up with the union. Rather than retreat or attempt to work with the union and the carriers, they come up with a new battle plan.

Now, the jabberwockies are writing the management investigative interview questions, completing the top portion of the S2 (request for discipline) and leaving it for the deck of cards to sign, ordering and submitting the disciplinary packet, writing the narrative for the discipline...all while the deck of cards sit and watch. When the deck of cards are asked who is doing all the work, they lie in order to protect the jabberwockies and the queen. Not only do they do this, but they also fabricate state-

cards going to be able to manage the Downtown Station when the jabberwockies and queen are gone? How will the deck of cards rebuild the bridges that have been burned? They have followed the Queens and jabberwockies' orders and issued numerous pieces of discipline, with rarely any sticking at any level of the DRP. They have attempted to conduct route adjustments, without any sight of knowing how to do so within the confines of the contract. These grievances are still being filed. They have caused numerous cases of heat exhaustion by attempting to limit the amount of water the carriers can drink. They have held carriers hostage in a room for long periods of time while one of the jabberwockies writes investigative interview questions for the deck of cards. They have caused numerous employees to seek counseling and treatment for anxiety related to a hostile work environment. They have invaded the carrier's personal space to the point that the carrier can smell their stale breath. They have heightened the level of distrust between management and union by refusing to be honest with their intent. They have issued discipline to carriers for invoking their Weingarten rights, following the contract, smiling, and heaven forbid, anyone curtsy and say thank you! They have attempted to weaken the union by forcing them apart, using one representative's words against another and attempting to infiltrate our sacred circle. In an attempt to break the union and divide the carriers, they have done the exact opposite— they have actually forced us to be more united. For this, I am thankful. They have shown us not only who we were before, but who we can be as a team. Now, rather than just being an Alice, or a Mad Hatter alone, we are a force to be reckoned with.



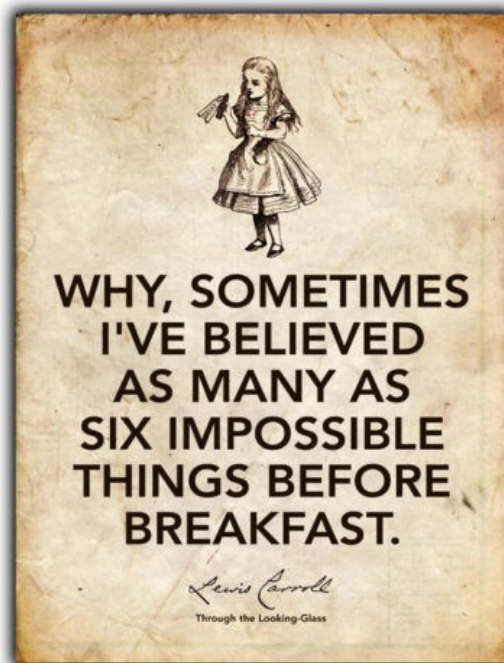


So, with coffee in hand, we report to the battle grounds, unified and with a clear goal in mind. We stand together and we fight, for our contract, for one another and for what's right. We utilize all of the resources available to us, and we stand tall, proud and strong. The jabberwockies have slowly begun to pull out of the Downtown Station, only a third remain, and are being dispersed to the West Valley Station in a small group. But we knew, when they come back in full force, we will be ready. Unlike them, we learn, we adapt and we change as we need to. Like Alice who can shrink or grow depending on what she bites in to, we also can shrink or grow depending on the needs of the carriers and what we are faced with. Unlike the jabberwockies, we have only one job and one goal, to protect the National Agreement to the best of our ability. The amount of money that has been spent on the Downtown Station with regard to the jabberwockies is immeasurable at this point in time. While they have taken fifteen jabberwockies in to corrupt the deck of cards and attempt to overthrow the Alices and Hatters, we have only had to use an additional three people. While it has cost the branch a significant amount of money, it is money well spent and a show of what we are capable of doing when faced with adversity. We are the union, and united we stand, no matter what we face. While at first, the task seemed daunting and impossible, we have survived the first meeting on the battle field. I just want to say how proud I am of the team on the ground, how proud I am of the carriers who have gotten involved and started to become educated and aware. I am proud of the strength that has been shown over the last three months and the team efforts that have been put into this battle. We have put long hours at the drawing board and late nights in to the fight-our efforts are showing successful. That being said, the team will be

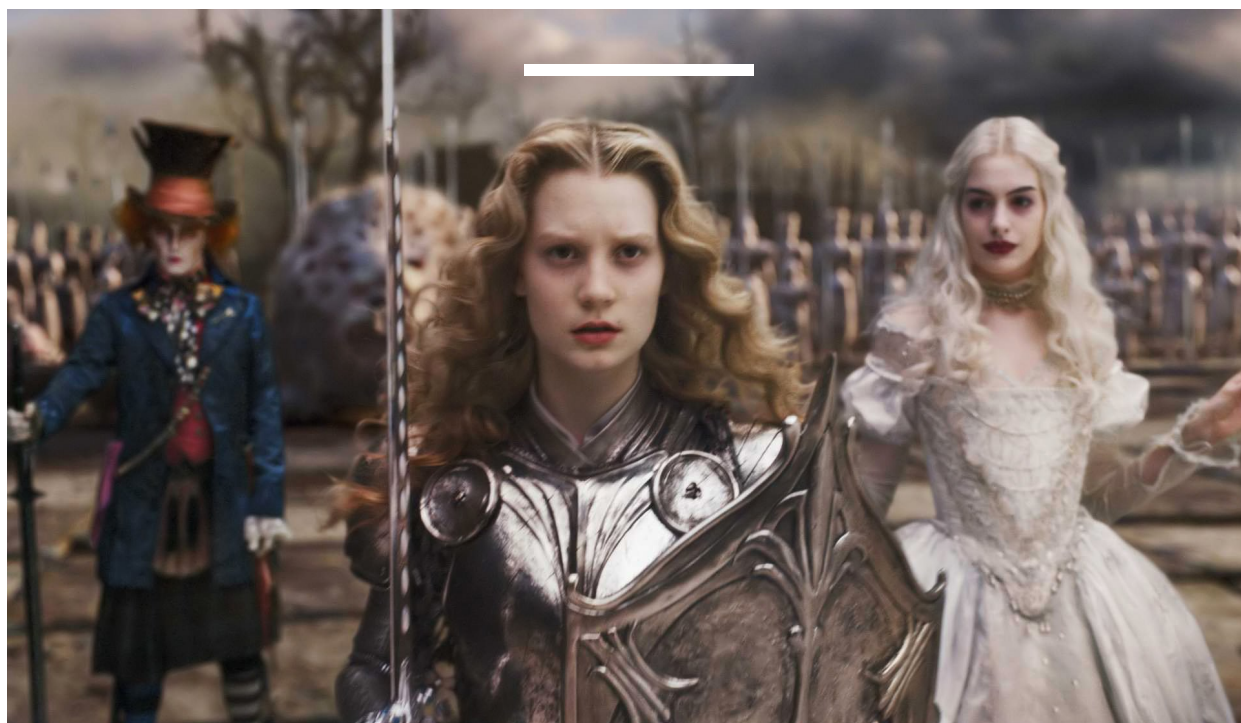
back, whether in the same station or another, and we will be prepared. We are united, and each and every one of us are the union.

The following two pages are a conservative break down of the costs associated with the Downtown "Elite Team". Prepare to see through the looking glass, but I must warn you:

It is full of madness, of the likes we have never seen before. It will change the way you think, the way you perceive things and it will be as memorable as Alice in Wonderland. Hurry white rabbits, there are things to see!



metal-plaques-uk



The E-TEAM

July 6, 2017 through October 6, 2017

<u>Name</u>	<u>Occupation</u>	<u>Location</u>	<u>Grade</u>	<u>Salary</u>	<u>HR</u>	<u>EHS</u>	<u>(MLPD*D)</u>	<u>Est. \$ spent</u>
Darrell L Stoke	District Man-	UT-SLC	V-1	\$174,841	\$84.06	163		\$13,702
Steven G	Postmaster	UT-SLC	26	\$127,983	\$61.53	195		\$11,998
Kaye Skola**	MOPs	UT-SLC	24	\$113,338	\$54.49	520		\$28,335
Jenifer M Bertolina	Manager Cust Svcs	UT-SLC	22	\$100,832	\$48.48	520		\$25,210
Karen H Higgs	Manager Cust Svcs	UT-SLC	22	\$100,547	\$48.34	50		\$2,417
Nancy D Oman	Manager Labor Rel	UT-SLC	22	\$100,450	\$48.29	65		\$3,139
Haidee C Schouten*	Manager Hrm (Dist)	UT-SLC	20	\$92,326	\$44.34	160		\$7,094
Scott E Smith**	Manager Cust Svcs Ops	UT-SLC	23	\$90,187	\$43.36	520		\$22,547
Elizabeth W Pace	Labor Relation Spcl	UT-SLC	19	\$87,595	\$42.11	40		\$1,684
Jill L Smith**	Postmaster	ID-Rigby	20	\$87,588	\$42.11	520	\$14,274	\$36,171
Jose R Bolanos**	Manager Cust Svcs	UT-SLC	20	\$83,980	\$40.38	520		\$20,998
Michael K Maxfield**	Manager Cust Svcs	UT-SLC	20	\$83,688	\$40.23	520		\$20,920
Cheri A	Postmaster	UT-Grantsville	18	\$83,631	\$40.21	520		\$20,909
William H Gans**	Manager Cust Svcs	ID-Boise	21	\$83,006	\$39.97	520	\$14,274	\$35,058
Sjohn H Johnson**	Postmaster	UT-Hurricane	20	\$81,165	\$39.02	520	\$14,274	\$34,564
Michael A Pappas*	Manager Cust Svcs	UT-SLC	22	\$77,147	\$37.09	160		\$5,934
Andrea Gunnarson*	Postmaster	UT-Bountiful	22	\$75,884	\$36.48	360		\$13,132
Travis L Twelves**	Postmaster	UT-Enterprise	18	\$74,228	\$35.69	520	\$14,274	\$32,833
Curtis R Poll	Labor Relations Spcl	UT-SLC	19	\$72,120	\$34.67	65		\$2,253
Richard Heaton*	Manager Cust Svcs	UT-SLC	20	\$70,797	\$34.04	80		\$2,723
Robert D Huffman**	Manager Cust Svcs	UT-SLC	20	\$70,466	\$33.88	520		\$17,618
Shaun E Gerstl**	Postmaster	ID-Kimberly	18	\$69,351	\$33.34	520	\$14,274	\$31,611
Jason L	Postmaster	UT-Dugway	18	\$69,201	\$33.27	520		\$17,300
Ashley E Bodily**	Supervisor Cust Svcs	UT-SLC	17	\$63,879	\$30.71	520		\$15,969
Nathan A Doult**	Supervisor Cust Svcs	UT-SLC	17	\$63,171	\$30.37	520		\$15,792
Leroy Eyler**	Supervisor Cust Svcs	ID-Nampa	17	\$62,818	\$30.20	520	\$14,274	\$29,978
Ruben F Alvarez**	Supervisor Cust Svcs	UT-Ogden	17	\$62,350	\$29.98	520		\$15,590
Jeanette Long**	Supervisor Cust Svcs	UT-SLC	17	\$61,837	\$29.73	520		\$15,460
Kristen	Ops Prog Spec	UT-SLC	17	\$60,917	\$29.29	160		\$4,686
Sherri L Peterson	Data Conv Opr	UT-SLC	5	\$57,459	\$27.63	160		\$4,420
Jamaal R Adams**	Carrier Tech (204B)	UT-SLC	2	\$44,295	\$21.30	520		\$11,076
www.fedsdatacenter.com		NOTE: THESE ARE VERY CONSERVATIVE ESTIMATES					Total	\$521,121

*In Downtown Station office every day approximately 1 month
**In Downtown Station office every day for approximately 3 months

HR=Hourly Rate
EHS=Estimated Hours Spent Downtown Station/Issues

MLPD*D=Average Meal Per Diem \$59 + Average Lodging \$124 * Days lodged in SLC

NUMBERS BASED ON- 13 weeks/5 Day work weeks (65 days/520 hours)

MLPD-13 Weeks Sun-Sat



I often have people ask me questions to try and make sense of the USPS. My answer always seems to come down to; they only hire you so they can try and fire you. People find this funny and think I'm joking. Well now we can give you numbers and examples to show how true this statement really is. Below is a list of Postal Management sent in to, or assigned to, focus on the Downtown Station in Salt Lake City, Utah. As ridiculous and absurd as the numbers above are, they only scratch the surface. Three downtown stewards have been on the clock full time as well as the Formal A Rep, which is an additional \$60,000.

NOT CALCULATED IN:-

- **Started 6 months prior**
Rumors have it that management started organizing the team and plan, six months before they came into the Downtown Station.
- **6-day weeks/Bonus/% Increase**
How much were the E-Team members promised to be on the team and how much are they getting rewarded for doing it?
- **Stewards/\$45,000-\$60,000**
About a week after the E-Team arrived the Downtown Station has had 3 stewards on full time steward time. Shortly there-after, the Formal A was working predominantly on Downtown issues
- **Union Official/Branch and Region (PT=Part Time)**
Mike Wahlquist (PT)
Lance Henrie**
Eric Grotepas*
Debbie Dixon (PT)
Nick Vafiades (PT)
- **Replacement Detail**
Who knows how many management officials had replacements while they were on this team
- **EEO**
Several EEOs have been filed due to the harassment. There is no way to access how much this process has cost or could cost at this time
- **OSHA**
This has affected OSHA on the local and National level. There were fights over heat and water which resulted in management agreeing to purchase bottles of water, indefinitely, and a new fridge for the Downtown Station.
- **Grievance Settlements/Admin Leave/Buying water/Refrigerator**
6 people on administrative leave, for a period of time each, during the 3 months the team has been here (5 got their jobs back, 1 resigned). Numerous pay outs for steward right violations, stewards working off the clock, administrative leave, back pay, reimbursement of leave
- **Vehicle Expenses and Office Expenses/paper/batteries**
This would include mileage paid to management officials at \$0.55 per mile to and from home (Idaho people)
- **CCA's/Vehicles/Staff Cars/Supervisors-Used in Downtown Station**
Additional vehicles were brought in for carriers, staff cars were brought in for the management officials, additional CCAs were assigned Downtown. Who knows the true costs for these additional items. Additional management officials, not included on the E Team, were brought in during the weeks of inspection to conduct 4584s.
- **Health-Stress/Leave**
Numerous carriers had heat related illnesses and other on the job injuries and side effects. It is reasonable to assume that some of the management officials suffered health issues during this time as well.



Bye, call us!
Eric Grotepas and Amie Gallo

Preparing for the end.

"I want to talk to you about something you don't want to hear: your death," Jim Edgemon said. That's how Edgemon, a retired member of Eugene, OR Branch 916 and former national director of city delivery, began an Oregon State Association convention seminar in April on preparing for death. At age 80, Edgemon approaches the uncomfortable subject of his own death with clarity and courage, and he urges his fellow carriers to do the same. Planning, making choices and informing loved ones about your preferences will go a long way toward making the inevitable event of your departure from this life easier for everyone, he said. "I think people owe their families some decisions made before the time comes that they have to be made," he said. "Most people delay any discussions on their own burial plans because it's not comfortable to do so." Decisions on details such as burial or cremation, where to be interred or what kind of memorial service to have shouldn't be left to family members who may not know your preferences and may even argue over them, Edgemon said. "In the past two years, I've been aware of three families who were torn apart after the death of a loved one because the deceased never discussed with them what would happen after their death," he said. "It's my strong suggestion that you write down how you want your death handled...and make sure your family is aware of your views." Other details to consider include possible organ donation (see side-bar); whether to have a funeral with a casket or remains or simply a memorial service; the location city of the service; whether to have a ceremony in a church, synagogue or other religious setting, a funeral home or elsewhere; what, if any, religious rituals will be involved; and where to publish death notices and what they should say. These details may sound simple, but life is complicated and sometimes death is as well. Here are some items to think about.

Death Notices.

Friends and co-workers may learn of a death only through a death notice published in a newspaper. Many people have lived in more than one area and may want to publish death notices in multiple cities or towns. "What kind of newspaper ads are you going to have covering your death?" Edgemon asked. "Some people say, 'Well, I've lived in three or four different places, so I want each place to have notification.' Well, that's OK, but that's going to be pretty expensive." Edgemon recalled a recent dispute within a family of a deceased acquaintance: "You cannot imagine the fight that occurred over someone's obituary." Some members of the family wanted religious views and activities mentioned but others did not. "It tore the family up deciding how the obituary was going to be worded," he said. The deceased person could have settled the matter by talking about it with family beforehand. Some experts suggest delegating various roles to the family members who are best suited to handle them. For instance, one person could deal with financial matters, another with spiritual or religious issues.

Living wills.

Another matter that many don't talk about, but would benefit from planning, relates to end-of-life considerations. Some people who are near the end of their life want medical intervention to extend it as long as possible; others prefer not to be resuscitated or kept alive with artificial means. Writing a "living will," also known as an advanced directive or directive to physicians, is a good way to share your preferences with your family and doctor if you are no longer able to speak for yourself. If you want to donate your organs after death, you also will need written authorization. "At minimum, you should lay out a plan," Edgemon said, "so your family isn't left in the dark." Some people hire an attorney to help them draft a living will; others do it on their own. Living wills often are crafted along with other documents such as wills or trusts. Another important document to consider is a power of attorney, which gives someone else you choose the legal ability to make decisions for you if you become incapacitated—including, if you specify, decisions not covered in your living will.

Funeral expenses.

The most pressing financial need in the days after your death, Edgemon said, is leaving enough available cash to handle funeral expenses and other immediate concerns. A family cannot depend only on life insurance to cover those costs because insurance claims may take several weeks to be settled. Edgemon recalled the death of his father in 1959, when his mother had to take out a bank loan just to pay for funeral expenses because the family had no cash immediately available. "Most people have life insurance policies," Edgemon said. "But there's usually a delay of three to four weeks for payment. It's a good reason to plan in advance and obtain the necessary funding." Many funeral homes offer prepayment plans that allow you to identify your preferences and pay for them before your death. This gives you a chance to make choices about your funeral, leaving your loved ones without the burden of payment, and also to lock in current prices. Life insurance policies also may offer supplemental burial insurance that pays a small amount immediately after your death either to your family or directly to a funeral home of your choosing to cover expenses. At a minimum, you should consider saving some cash to pay for these expenses.

Wills.

Everyone should have a will to direct how their property is distributed after they die. Passing away without having a will in place can cause family turmoil and delay the distribution of your property by throwing the decisions into a courtroom. In addition to bequeathing your assets directly to family members, be sure to specify who should receive personal property you don't want sold off, and consider other ways of giving your money to loved ones, such as toward college savings funds. If you want to give money to charities or other organizations, either specify them or let your loved ones know what types of charities to pick. But there is more to consider than the contents of your will. An executor of the will—the person who will have the power to oversee the distribution of your property—should be specified. It could be a family member, a friend or an attorney. Creating a trust in addition to crafting a will may make it quicker and easier for loved ones to receive your property and avoid legal or tax problems. A trust allows someone else (a trustee, or more than one trustee) to handle your money on your behalf. There are several kinds of trusts, so if you create one, be sure it meets your needs. None of these documents is of any use, though, if they can't be located. Be sure to either give copies to loved ones or tell them where they can be located when the time comes, along with other financial and medical records, including information on how to obtain survivor benefits from the federal government for a letter carrier's service. "The documents ought to be somewhere where your family can find them immediately," Edgemon said. In addition to wills, trusts and the like, consider putting other vital documents in the file, such as birth certificates, marriage licenses, divorce decrees, adoption papers, asset and debt records, military records or insurance policies.

Your virtual remains.

Don't forget another legacy people leave behind in the modern world—their internet presence. Someone will need your account names and passwords for social media and financial accounts to make announcements or to close the accounts. The internet can also help you organize all these tasks and records; for instance, Everplans (everplans.com) is one online tool

organize all these tasks and records; for instance, Everplans (everplans.com) is one online tool that, for a fee, allows you to store documents in one place. Edgemon urged letter carriers to face these uncomfortable issues for the benefit of their loved ones: "If you care about your family, then you make it far easier for them when you pass away than if you do nothing and just allow things to happen." Experts recommend that everyone plan end-of-life wishes and their estates early and review them often. Take another look at your plans whenever you experience a major life event, such as a marriage, divorce or birth of a child. Changes in laws or tax code; the death or illness of someone you've named as an executor or beneficiary and other similar events also might trigger changes to your plans. Of course, a serious medical diagnosis, especially one that could bring cognitive impairment, is an urgent reason to assure that your plans are in order. "Estate planning and preparing for your own departure are smart ways to assure that your inevitable death does not result in unnecessary problems for your loved ones," NALC Director of Retirees Ron Watson said. "Taking a little time to think about the future can bring comfort to your loved ones."

Postal Record



Jeff Asay
-Director of Retirees

Back Pay

Many carriers have been inquiring about when their back pay from the new contract is anticipated. According to the October edition of the Postal Record:

"Applicable back pay and other adjustments relative to the effective dates of the various increas-



es/benefits will be processed and paid as soon as practicable. Preliminary information from the Postal Service indicates that career back pay/adjustments will likely be included in a regular paycheck sometime in December, while CCA back pay/adjustments will likely be included in a regular paycheck sometime in late January/early February. The delay is anticipated due to the necessary programming involved in the new CCA wage structure."

Amie B. Gallo

NALC Branch 111

Minutes of the regular Union Meeting

September 14, 2017

Convened at 6:35

Pledge of Allegiance by Phillip Rodriquez

Moment of Silence for Ron Frasier, Clyde Felsted, Norm Corsten, Leroy Flitton

Roll by Kimberly Mortensen

Minutes of the August 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

- Megan Ware, Lennie Mahler, Steve Jensen, Singh Sandeep, Elizabeth Zinck, Craig Rinderte, Chase Stephens, Brandon Russel

There will be a blood drive here at the union hall, a sign sheet will be passed around for anyone interested

LCPF by Monte Jones not present

Organizer by Jay Reupena

- We have gotten 100% of new CCAs hired in the last month. In the last two months, since the beginning of July as the steward in the 84103 zone, 80% of the discipline issued has been to CCAs. We need to all band together. We had one CCA removed twice, he is back working.

Legislative by Chad Mortensen

- USPS bills are at a standstill. Carriers from Ogden and Logan met with Congressman Bishop, he was receptive.
- The letter carrier political fund (LCPF) is our voice to talk to congress and senators, Senator Hatch is trying to do away with worker's rights, we need our PAC it is job insurance, \$5 per check, \$2.50 per week is all it takes. They are trying to legislate away our COLAs from FERS and CSRS.

Trustees by Chad Mortensen

- The trustees met last night, got lost in the banquet, need some help. The mileage is all being accounted for.

Food Drive by Sherrie Mehl not present

Health Benefits by Jimmy Kerekes

- It's almost open season again between the dates of November 13 and December 11, four weeks, brochures are online,
- To teach a seminar on retirement the third week in October with Jeff Asay.

MDA

- There is no final total on Labor Day, but it was so busy and at least \$2,500 was raised, Lance Henrie, Mike Wahlquist and Chad Mortensen came to help. A TV was raffled at the steak fry which raised \$340, would like to raise \$4000 for the year.

MBA & Compensation

- LoEne is working on a bunch of stuff, Coby Jones is working on our heat related injuries.
- MBA offers insurance and IRAs

Safety and Health by Rick Watson

- We are still not getting 1767s, make sure you get a copy, then fax to the hall.
- Watch for children, take the time to follow all policies, curb your wheels and make sure your brake works.

Retirees by Jeff Asay

- Frank Senteno, newly retired, got his watch
- About 115 attended the retirees' dinner it was a great party, thanked Jimmy Kerekes, Bob Jewell and Mike Wahlquist.
- Retirement seminar with Jimmy Kerekes on October 24 or 25, there is a lot of information.

Treasurer by Mike Madsen no report

Vice President by Lance Henrie

- We are at 750 grievances for the year so far, with 300 since July 18, 2017, mandating grievances West Valley City, Murray and correspond with the changes downtown.
- We have been working hard at organizing
- Management is on the other team, their goals are not the same, ours are unity. Even if you don't like getting sent out, we don't know why somebody isn't here, our goals have each other's back. Know your enemy sometimes they are wearing a smile

President by Michael Wahlquist

- Would like a motion to raise bounty to \$100 from this meeting until the next regular meeting. Jimmy Kerekes moved to amend for thirty days from today; so moved. Amended motion carries with voice vote.
- Amazon flex is now in Salt Lake City, they re hiring drivers at \$18 per hour, it is faster than the post office, it works with an app on the phone much like uber, they are delivering in our neighborhoods.
- An email has been sent to stewards, we are under withholding for 28 positions, regular routes, President Rolando says not under withholding, it

is being investigated at an area level. The positions withheld are optable, the routes will remain vacant and force maximization. CCA conversions

are at a rate of zero at a national level which will force us to exceed the cap which will force us out of withholding and a mass conversions to meet or cap, 7.3.C applies to CCA. We have received no notice of any CCA conversions

- Salt Lake management has made a huge force since July to try and identify time wasting practices and are screwing up route inspections, they have not done 6 day route count and inspections since 2006-2007, since then we have had joint processes. They are doing this all on their own. On day on carriers were getting instruction on the street on their day of inspection. Two supervisors at a time are going out with carriers
- Would like a motion to increase the 120 days by \$5000, we have burned through
- Postmaster Chaus; bargained in bad faith and overwhelmed the one formal A rep, we threatened to pull out of the agreement, the district manager and postmaster have allowed us to activate a back up formal A

Special Orders

- Nominations for 2018 national Convention in Detroit; Spencer Heinz, Chad Mortensen, Jimmy Kerekes, Alan Nagata, Christopher Zambos, Mike Simonsen, Heather Harrison, Trey Terry, Kimberly Mortensen, Jennifer Ogden, Amie Gallo, Brent Console, Stan Hawker, Rachel Burton, Jay Reupena, LoEne Simpson, Robert Cottrell, Phillip Rodriguez, Beverly Arnason, Tom Lamont (declined) Steve Warren, Keith Warner, Veronica Rodriguez, Leticia Hernandez, Frank Senteno (declined) Ryan Johnson, Lance Henrie (declined), Tracie Butler, Eric Grotepas, Sam Hubble, Adam Wilden, Cassandra Last

Unfinished Business none

New Business

- **Stan Hawker** moved to increase the 120 days fund by \$5000. Point of Information, does the executive board recommend? Point of Information Mike Madsen; treasurer we have not yet exhausted the 120 days. Out of order, called by the chair.
- **The following proposed bylaw change was read:** Article 5 Section 9. Any member asking for expenditures of Branch funds in excess of one hundred (\$100) dollars shall present to the Executive Board his/her proposal. The Executive Board will only make recommendations on requests. Proposals must be submitted at a regularly scheduled Executive Board meeting. **(to read)** Section 9. Any member asking for expenditures of Branch funds in excess of one hundred (\$100) dollars **may** present to the Executive Board his/her proposal. The Executive Board will only make recommendations on requests. ~~Proposals must be submitted at a regularly scheduled Executive Board meeting.~~

Good of the Association

- **Phillip Rodriguez** would like to give credit to the shop stewards, has never seen the aggression as against the stewards, especially the female stewards, would like to thank them for staying strong even when being demeaned. The carriers downtown have stayed strong, nobody has bid out. The carriers have been denied water and the restroom. I am proud of the workforce, proud of the stewards, and proud to be a downtown carrier. The stewards have been threatened with arrest, issued discipline, but have stayed strong.
- **Rachel Burton** never in 20 years, never seen anything like this, thank God we are 100% union, can't imagine the other stations
- **LoEne Simpson** tell the carriers that you work with that if you notice a package with a USPS tracking number but you didn't deliver it, get the number and email it to the regional office, both fed ex and ups are delivering sure post and smart post.
- **Kim Mortensen** LoEne is doing an amazing job as State OWCP officer, she helped me get a CA 2 approved and then when management controverted my CA 1 for heat exhaustion after I was denied access to drinking water, she helped me get that approved also.
- **Lance Henrie** the committee formed at the last meeting met and discussed the following ideas: 3999 training for carriers, route inspection training, carrier rights, human rights, notebooks to every carrier, steward packs like those that Jennifer Ogden provided.

Improvement of the Service none

Adjourned 8:15

\$25 Door Prizes Steve Franz and Trey Terry

Retirees \$250 Lee Mortensen (not present) next month \$275

Progressive A \$625 Dan McCampbell (not present) next month \$650

Progressive B \$525 Jiang Yingzi (not present) next month \$550



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