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February 2018

Publication 2018.2

**I'M HERE BECAUSE
I WAS TOLD
THERE WOULD BE
EARLY SPRING**



President

Mike Wahlquist

Steward Elections Are Nearly Here!

In May of 2001, I took over as the temporary Shop Steward in the Cottonwood Office, replacing Sherrie Blossch while she was acting as the Branch 111 Food Drive Coordinator for that year. Afterwards, I acted as her Alternate Shop Steward for several months, and later that year I was asked to take over as the appointed Shop Steward. In those days, Irwin Thompson was the Station Manager, and I found myself filing numerous grievances for numerous contractual violations. I learned the contract as quickly as I could, but I didn't have a cell phone, and our National Union didn't have a website. There were times where I was filing grievances on contractual violations and learning about those issues at the exact same time! I was very fortunate to have a cadre of seasoned Union Officers in our Branch to show me where to look for knowledge... people like Steve McNees, Mike Miller, Kirk McLaughlin, Tom McPartland, Rich Doucette, Bob Jewell, and Bob Gunn. These Branch 111 Officers took me under their collective wing and taught me how to stand up for Letter Carriers' rights under the contract, how to file a grievance, and how to win a grievance with fact-based contentions. I will be forever in their debt for the knowledge they passed on to me.

I don't remember filing my first grievance, but I do have some really comical memories of that first year, like my Supervisor running out of the front of the Post Office and driving away while I was waiting to meet with him, just so he wouldn't have to meet with me (he apparently didn't know that I could appeal the grievance even without a meeting). I remember a Supervisor pretending to be in a conversation on a telephone just so he wouldn't have to talk to me, which was awkward when I finally realized that he was faking a conversation, and even more awkward when he finally realized that I knew he was faking the conversation. He was so embarrassed (I guess), and he continued the fake conversation for so long, that I finally had to walk away just so that he could end the fake conversation with the tiny bit of dignity he had left.

The amazing thing that happened to me by becoming the Shop Steward was that I began to love being a Letter Carrier. It's not that I didn't love carrying mail before that; I have always loved being outdoors and working, and I love the autonomy of setting up a route and then carrying that route. But prior to being a Shop Steward, I felt that I was always in conflict with the bosses when they had unreasonable expectations, and I felt that there was little or no appreciation for a job-well-done. I also had felt that there was an inherent unfairness in regards to the Postal Service. I knew that Letter Carriers worked at different speeds, with different levels of competence, and I saw management play favorites, and use divide-and-

conquer techniques to demoralize Letter Carriers, so that they could "lean" on Carriers of their choosing. In short, before I knew the rules, I was very frustrated at work with much of what I saw.

But, after learning what Letter Carriers' rights were, and what rights management had, I began to see everything in a different light. The contract became a measuring stick that I could use to judge all actions at work, and the best part about it was that if things didn't measure up, I could file a grievance to enforce the rules that both sides had agreed to through collective bargaining. Suddenly, I was able to correct some of the problems that were happening around me at work. I'm not saying that things became perfect, they never do. I am also not saying that I was able to obtain perfect contract compliance, which is equally impossible, just as being a perfect Letter Carrier is impossible. But I was able to begin to know when a rule was being violated, and what to do about it, and that made me feel that unreasonable expectations were not something I had to worry about any more. And as far as getting appreciation from management, it no longer mattered to me. I finally saw my Supervisor and Station Manager as my fellow employees with a different job-descriptions... as long as they abide by the contract, and as long as I abide by the contract, we get along perfectly, and neither side needs to give the other a pat on the back. Of course, I still say thank you when someone goes the extra mile for me, and occasionally I am still thanked, but it is not something that must happen for me to have satisfaction in my job.

Ok, so what does all this mean? I am encouraging Letter Carriers step up and become Shop Stewards during the elections that we will be having at the end of March! I promise to pass along knowledge just as it was passed along to me! I commit to giving new Stewards all the tools that they need to be successful (and we now have cell phones, a National Website, and many tools that we didn't have in the "good-old-days", which weren't really that good... it is just a trick of memory.

I found the following on the internet, from another Union, but I think it bears repeating here. It was from an article entitled "What is a Shop Steward?", and I reprint it here, taking out parts that wouldn't apply to the NALC:

An effective steward is someone who is:

- *Able to resolve conflict and be recognized as a good problem solver;*
- *Seen as an honest and credible person with high integrity;*
- *Assertive (not aggressive) and decisive with the ability to deliver difficult (even if unpopular) news;*

- *Recognized and respected for possessing a strong work ethic and excellent job skills;*
- *Committed to the principles of justice, equality, security, fairness, and democracy;*
- *Compassionate and is able to develop a rapport with the member;*
- *Able to make members feel comfortable and provide them with supportive encouragement;*
- *A good communicator with the ability and willingness to give undivided attention;*
- *Thorough and well organized;*
- *Positive, motivated, enthusiastic, and an energized supporter (and promoter) of [their Union] ...*


As a shop steward, key responsibilities include:

- *Building solidarity and promoting harmonious relationships among the members and discourage factional bickering in the workplace;*
- *Ensuring that all members are abiding by the rules set forth in the Constitution and Local Union bylaws;*
- *Ensuring that the employer is satisfying the obligations defined by the collective agreement and/or any applicable legislation;*
- *Attending and actively participate in union meetings;*
- *Promoting and maintaining a positive, professional, and proactive relationship within the union and management;*
- *Investigating and responding to members' concerns in a timely fashion;*
- *Maintaining open lines of communication with other stewards, union officers, members, and the union office*

I invite all Branch 111 Union Members who wish to become a Shop Steward to participate in the upcoming elections at the end of March. Please do not be afraid to put your name in for nomination, as Branch 111 is always looking for people who are interested in serving, and even if you do not win the election, you may end up serving as an alternate or in another position in the Branch.

Fraternally,

Michael Wahlquist – President
Branch 111, NALC



LETTER CARRIER POLITICAL FUND

By making a contribution to the Letter Carrier Political Fund, you are donating so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation and name of employer of individuals whose contributions exceed \$200 per calendar year. Any guideline amount is merely a suggestion, and an individual is free to contribute more or less than the guideline suggests and the Union will not favor or disadvantage anyone by reason of the amount of their contribution or their decision not to contribute.

Safety & Health

Christopher Zambos

NEVER USE ABSOLUTES! ALWAYS USE CONDITIONAL WORDS! UNLESS YOU ARE TALKING ABOUT SAFETY! THE FOLLOWING ARE STRAIGHT OUTTA THE EL-814 (Postal Employee's Guide to Safety Handbook)

- Never work under the influence of intoxicants.
- Never sell, possess, or use illegal drugs on postal premises.
- Never drive or work around moving equipment while under the influence of drugs.
- Never engage in horseplay, scuffling, fighting, or playing practical jokes on postal premises.
- Never jump off the docks.
- Never operate defective machinery or equipment.
- Never finger mail while driving, walking up and down steps or curbs, crossing streets, or at any other time the practice could create a safety hazard to you or the public.
- Never stand in the street when loading or emptying mailboxes. Do not place mail in or collect mail from any boxes that require you to stand in the street. Use Form 1767 to report such boxes to your supervisor so that corrective action can be taken.
- When shoulder belts prevent you from reaching to deliver or collect from curbside mailboxes, you may unfasten the shoulder belt, but never the lap belt.
- Never finger mail or hold it in your hands while you drive.
- Never wear headphones or headsets or any other device that can diminish your hearing while you are operating a motor vehicle.
- Always drive at a safe speed. Never exceed the speed limit, but keep in mind that under certain conditions the posted speed limit may not be the safe one.

ALWAYS BE SAFE! I'M ALWAYS ON CALL (WHEN I'M AVAILABLE)

-Christopher T Zambos
801-913-5916



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Vice President

Lance Henrie

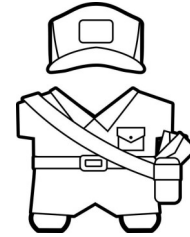
Thanks for Accepting My Estimated Return Time Without Further Explanation

Time, the Postal Service is obsessed with time. We are not given work we are given time, i.e. "I'm giving you an hour and a half on 3 today." Response "You call that an hour and a half?" Push back, "Just try to make your times."

Insignificant amounts of time can become huge issues. The first question in a management investigation I recently read was, "You were instructed to be off the clock at 7:00 and did not clock out until 7:03. Why did you fail to follow my instructions?" During the daily aggravation, estimation, the boss goes all DOIS on you, haggling about 15 minutes. You must remember that we live on a planet traveling 1.6 million miles a day at 66,627 miles per hour just to orbit the sun. At the same time, our little blue planet is spinning approximately 733 miles per hour, our solar system is also on the move, traveling at 515,000 miles an hour around the Milky Way. Andromeda is moving fast, straight towards the Milky Way, as we move toward that galaxy in some kind of cosmetic game of chicken. The universe itself is expanding in all directions. The distances involved are so vast that they must be measured in light years. A light year is, of course, the distance light can travel in a year. Our Milky Way, one of an estimated 2 trillion galaxies in the universe, is 100,000 light years wide. So, in order for light to cross the Milky Way traveling at 186,000 miles per second, it would take 100,000 years. The observable universe measures 13.8 billion light years in all directions. Right now, in some observatory, a lonely scientist is looking at the light of stars emitted 13.8 billion years ago. What appears to be empty space, is not empty; in addition to the stars and planets, you've got dark matter electrons, neutrons quarks, all sorts of energy, photons atoms, etc. The photon is the elementary particle responsible for electromagnetic phenomena. The photon has zero wave mass; therefore, it travels at the speed of light. Albert Einstein postulated, and sound scientific evidence now supports, the fact that the faster you go, the slower time goes. At the speed of light, 186,000 miles a second, time does not exist. Relativity rolls space and time into one dimension knows as the fourth dimension. This means two things; first, if I were able to travel at the

speed of light, I could cross the universe and arrive at the exact time I departed. Second, traveling at speeds much slower than 186,000 miles per second, I will be unable to deliver my route in the time projected by DOIS.

-Lance Henrie



Uniforms Needed!

Please bring any uniforms you may have that you'd be willing to donate.

We accept any uniforms in new or used condition, but please none in bad condition.

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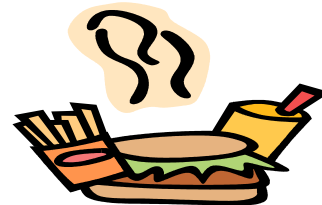
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Terry Ehlers

Medical Authorizations and Expenses

When you receive your acceptance, letter is will describe the medical condition OWCP accepted as the on the job injury, only treatment for the accepted condition should be billed to OWCP. You should put your case number in the upper right-hand corner of all bills and correspondence.

Authorizations: OWCP must approve in advance any surgery or procedures other than emergency surgery (that is surgery that must be performed right away to preserve life or the function of an organ or body part). You or your doctor should contact OWCP for authorization at least 30 days before the date of your procedure. OWCP will advise of any further information that may be needed to determine their authorization for the procedure or surgery.

Medications: OWCP must approve in advance any compound medication that is prescribed by your doctor. Your doctor should submit Form CA-26 (Letter of Medical Necessity) which is available only to enrolled medical providers by the website <http://owcp.dol.acs-inc.com>. The authorization will be up to 90 days for the compound medication. After that your doctor will need to resubmit again.

Hospitals: These specific bills must be submitted on Form UB-04 (OWCP-04). The bill must be fully itemized and the admission and discharge medical summaries should also be sent.

Pharmacies: Bills should be submitted electronically at the time of sale. If needed the bills can be submitted on the Universal Claim form or equivalent. Pharmacy should include the following; case number, nine-digit tax ID, prescribing doctor, date of purchase, NDC number, prescription number, quantity of medication. They also must complete the following additional field 403-D3 (Fill number), 405-D5 (Days Supply), 408-D8 (Dispense as Written), 415-DF (Number of Refills Authorized) and 442-E7 (Quantity Dispensed). The doctor's notes or reports should show that the medications prescribed were needed to treat you work-related injury. Pharmacies can obtain decisions on coverage of medications by calling 1-866-335-8319.

Medication (Schedule II Narcotics): There is a limitation as to the day's supply (limited to only a 30-day supply and only 4 refills within a 90-day period) of any Schedule II narcotic medication. Claimants with an accepted cancer condition will not be affected by this limitation.

Chiropractors: Will only be paid for treatment consisting of manual manipulation of the spine to correct an accepted work-related spinal subluxation demonstrated by x-ray, or if your doctor has prescribed physical therapy to be administered by a chiropractor.

Reimbursements: Any medical expenses you have paid must be requested by reimbursement Form CA-915, or similar form, on the same required billing forms (such as HCFA-1500 or UB-04). The medical provider's tax identification number (EIN) and proof of payment (cancelled check or receipt) must be provided.

If I can be of further assistance, please feel free to contact me 801-694-0558.

In Solidarity,
Terry C Ehlers

Health Benefits

Jimmy Kerekes

Open season was, as usual, last year. It's usually a 4 week period, which was Nov - Dec. This time of year is difficult for trying to sign up for health care or make a change. Everyone was, or seems like a lot of employee's were, working long hours. This made it difficult for some to try to sign up. I've had a few calls from some, mainly CCA's, that didn't get the time to sign up. Other than open season period, here are some of the other times to sign up for health insurance.

If you are not a career employee, you can sign up when you become a career employee. Many of the other times are found in an Event Code List called Qualifying Life Events (QLE'S). * NOTE these have sign up time limits, so be aware of them.

Some examples are the following:

1A Initial Opportunity to Enroll:

- New Employee

1C Changes in family status (which is usually an increase or decrease of family members.

- Marriage, divorce, annulment
- Birth, adoption, foster or step child, court orders.
- Death of spouse or dependent

There are a few other potential ones on the list, but you must check with the employer or with the government to make sure that all options are permissible.

-Jimmy Kerekes



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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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
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NALC Branch 111
Minutes of the regular Union Meeting
January 11, 2018

Prior to the beginning of the meeting Regional Administrative Assistant, Debbie Dixon, installed the newly elected officers of Branch 111. She commented that our membership is up.

Convened at 6:56pm

Pledge of Allegiance by Mike Simonsen

Roll Call by Sharla Groves for Steve McNees (excused)

Minutes of the December meeting have been prepared, distributed and posted. A motion to file for future reference passed.

Reading of the Correspondence by Sharla Groves. A motion to file for future reference passed.

Application for Membership - none

REPORTS OF STANDING AND SPECIAL COMMITTEES

LCPF by Monte Jones not present

Organizer by Jay Reupena. Happy New Year. Jay reported that 13 of 14 new employees attending class this month joined.

Legislative by Chad Mortensen. Met with new AFL-CIO president. It is a record year for legislation. There are 15 bills regarding who can vote, where, and how to get on the ballot. There are 14 bills on licensing. There are 17 candidates running for Orin Hatch's seat. There is a big race between Mia Love and Ben McAdams. The Ogden branch is doing a fun bus to Wendover on Columbus Day for MDA.

OFFICERS REPORTS

Trustees Report by Chad Mortensen. The Trustees reviewed the financial records yesterday. Missing Costco receipts were found and a deposit receipt issue was resolved. Joan Larsen requested that people holding checks from the branch to please cash them.

MBA & Compensation by Terry Ehlers. There are MDA events coming up.

Health Benefits by Jimmy Kerekes. Hopes everyone is in good health. Please call Jimmy if you have any questions. You should compare the billing codes to the plan codes for accuracy.

Safety and Health by Chris Zambos. Forms 1767 are still not being turned in. Please send a total to Chris so that he can follow up on this problem. Most accident: Hitting fixed objects by carriers with 2 years or less of service and trips and falls by carriers with over 20 years of service.

Retirees by Jeff Asay. Calendars were made available on the back table.

Treasurer by Mike Madsen. 33 copies of the budget were made available. The report shows the President's 60 days account and the election committee expenses were over budget. Still, the branch was under budget overall for last year. The budget will be discussed next month.

Vice President by Lance Henrie. There were 4 less grievances last year than the year before. 2016 had 1100 grievances while 2017 had 1096. There have been 73 grievances filed so far this year.

President by Michael Wahlquist. Locks have been changed and the new keys to the office are available from Mike. Thanks for having the faith to do one more term.

Special Guest – Jim Edgemon, former NBA and National Director of City Delivery. Members of Branch 111 are important. He gave a brief history of the NALC. In 1956 there was no collective bargaining. We had to go to Congress to ask for a raise. There was no grievance procedure like today. They had nothing. In 1974 Jim ran for National Business Agent and won by 25 votes. Branch 111 put him over the top and he wanted to thank the members of Branch 111. Jim started RAP sessions to train local leaders in Region 2.

Unfinished Business none

New Business none

Good of the Association none

Improvement of the Service none

Adjourned 8:25pm

\$25 Door Prizes- Hector Hernandez and Terry Ehlers

Retirees – Shelia Young (not present)

NOTIFICATIONS:

- ⇒ MARCH 8, 2018– UNION MEETING
- ⇒ MARCH 2018– STEWARD ELECTIONS
- ⇒ NOVEMBER 2018– NOMINATIONS FOR STATE CONVENTION
- ⇒ DECEMBER 2018– VOTE FOR STATE COVNENTION DELEGATES

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Bylaw Proposal Changes

Proposed changes will be discussed and voted on during the March, 2018 Branch Meeting

Article 4, Section 2 reads:

Elected offices to be filled are: President, Vice President, Secretary, Secretary-Treasurer, Sergeant-at-Arms, Health Benefits Representative, MBA & Compensation Specialist, Safety and Health Representative, Director of Retirees and three (3) Trustees. The Trustees will choose the Chairperson of the Board of Trustees. Elected offices are for a term of three (3) years.

Proposed change:

Elected offices to be filled are: President, **Executive Vice President**, Vice President, Secretary, Secretary-Treasurer, Sergeant-at-Arms, Health Benefits Representative, MBA & Compensation Specialist, Safety and Health Representative, Director of Retirees and three (3) Trustees. The Trustees will choose the Chairperson of the Board of Trustees. Elected offices are for a term of three (3) years.

Article 4 reads:

Section 7. The Secretary shall also be the Secretary of the Executive Board and such other Committees as directed by the President.

Section 8. The Board of Trustees shall keep a record of all Branch 111 property, and shall check this property and audit all books and financial records at least every six (6) months. The Trustees shall also be tellers when a vote count is taken.

Section 9. The Secretary-Treasurer, in addition to his/her other duties, shall handle all taxes for the Branch. Before the Treasurer can issue a voucher for payment he/she must be given an itemized statement of services rendered, purchases made, or incurred expenses. Two authorized bonded union officers must sign all checks and withdrawals from savings.

Section 10. The Secretary and Secretary-Treasurer shall preserve all official papers for the period required by law.

Section 11. All officers and shop stewards shall be bonded in accordance with the requirements of the Labor-Management Reporting and Disclosure Act of 1959.

Section 12. The Director of Retirees shall be a retired member of Branch 111.

Section 13. The office hours of Branch 111 will be established and posted, National and State holidays exempted. If the President cannot be at the office during the designated hours, he/she will ensure that a telephone-recording device will be in place or he/she will designate (in this order) the Vice President, a bonded officer, or steward to take his/her place.

Section 14. If any Branch office, except that of the President (Refer to Article 6 Section 2 of Subordinate and Federal Branches of the National Constitution), becomes vacant the Branch President will, within thirty (30) days and in accordance with applicable rules specified within the NALC Constitution, appoint a member in good standing to fill the vacancy until the end of the office's term.

Section 15. The Shop Steward shall represent the Branch and perform such other duties as may be assigned them.

Section 16. The Shop Steward may assign such duties to alternates as will further the welfare of the Branch. Alternate stewards must meet the same NALC Constitutional requirements as any shop steward.

Section 17. The Branch President shall appoint other officers as necessary.

Proposed Change: (Add the following for sections 7 and 8, renumber from former section 7 down)

Section 7. The Executive Vice President shall work in the Branch 111 Office two days each month during the normal operating hours of Branch 111. These days

will not be in the same week and not in conjunction with the Vice President's designated days. The Executive Vice President will take Branch 111 phone calls on Saturdays. In the event that the Executive Vice President is not available on a Saturday, the phone calls will be delegated to the Vice President. The Executive Vice President will coordinate training with the Vice President. The Executive Vice President will perform such other duties as may be assigned to him/her.

Section 8.

The Vice President shall work in the Branch 111 Office two days each month during the normal operating hours of Branch 111. These days will not be in the same week and not in conjunction with the Executive Vice President's designated days. In the event that the Executive Vice President is not available on Saturdays, the Vice President will take Branch 111 phone calls. The Vice President will coordinate training with the Executive Vice President. The Vice President will be responsible for ensuring that the grievance files are entered in the Branch 111 log and filed in their appropriate locations. The Vice President will perform such other duties as may be assigned to him/her.

Section 9.

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The Board of Trustees shall keep a record of all Branch 111 property, and shall check this property and audit all books and financial records at least every six (6) months. The Trustees shall also be tellers when a vote count is taken.

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Section 18.

The Shop Steward may assign such duties to alternates as will further the welfare of the Branch. Alternate stewards must meet the same NALC Constitutional requirements as any shop steward.

Section 19.

The Branch President shall appoint other officers as necessary.

Article 5, Section 7 reads:

For the purpose of convention eligibility, non-attendance of meetings will be excused for valid reasons (official NALC duties, vacation, military duty or illness). The member will submit the reasons to the President or Vice President who will report in writing, the member's attendance status to the Secretary,

Proposed change:

For the purpose of convention eligibility, non-attendance of meetings will be excused for valid reasons (official NALC duties, vacation, military duty or illness). The member will submit the reasons to the President, **Executive Vice President** or Vice President who will report in writing, the member's attendance status to the Secretary.

Article 5, Section 11 reads:

The Vice President will schedule a regular monthly Shop Stewards Training Meeting. Up to two meetings per year may be cancelled. The Vice President or his/her designee will conduct this training.

Proposed change:

The **Executive Vice President and/or Vice President will schedule a regular monthly Training Meeting.** Up to two meetings per year may be cancelled. **The Executive Vice President and/or Vice President** or **their** designee will conduct this training.

Article 7, Section 3 reads:

The Branch President is an automatic delegate to all National, State and AFL-CIO conventions. In the event that the President cannot attend the Vice President shall be the automatic delegate.

Proposed change:

The Branch President is an automatic delegate to all National, State and AFL-CIO conventions. In the event that the President cannot attend the **Executive Vice President** shall be the automatic delegate. **In the event that the President and Executive Vice President cannot attend, the Vice President shall be the automatic delegate.**

Article 8, Section 6.J reads:

Compensation for time spent outside regular duties and expense monies shall be paid to any officer(s) or member(s) on official business incurred in conducting the business affairs of Branch 111. Proof of expenses will be turned in monthly for reimbursement. Expenses will be paid in full for: all union business, meals, room, travel, and daily expense monies. The President or Vice President must give prior approval for the above-mentioned expenses.

Proposed change:

Compensation for time spent outside regular duties and expense monies shall be paid to any officer(s) or member(s) on official business incurred in conducting the business affairs of Branch 111. Proof of expenses will be turned in monthly for reimbursement. Expenses will be paid in full for: all union business, meals, room, travel, and daily expense monies. The President **or Executive Vice President** or Vice President must give prior approval for the above-mentioned expenses.

Article 8, Section 6.K reads:

The Branch President, as an automatic delegate to all National, State and AFL-CIO conventions shall be fully funded for these conventions. A separate budget category is to be maintained for this purpose. In the event the President cannot attend the Vice President shall, as automatic delegate, be fully funded.

Proposed change:

The Branch President, as an automatic delegate to all National, State and AFL-CIO conventions shall be fully funded for these conventions. A separate budget category is to be maintained for this purpose. In the event the President cannot attend the **Executive Vice President** shall, as automatic delegate, be fully funded. **In the event that the President and Executive Vice President cannot attend the Vice President shall, as automatic delegate, be fully funded.**

Article 8, Section 7 reads:

- A. The Vice President shall receive a monthly salary of 40 hours at NALC City Carrier Grade 2, Step O.
- B. The Secretary shall receive a monthly salary of 24 hours at NALC City Carrier Grade 2, Step O.
- C. The Secretary-Treasurer shall receive a monthly salary of 32 hours at NALC City Carrier Grade 2, Step O.
- D. The Sergeant-at-Arms shall receive a monthly salary of 2 hours at NALC City Carrier Grade 2, Step O.
- E. The Trustees shall receive a monthly salary of 3 hours at NALC City Carrier Grade 2, Step O.
- F. The Health Benefits Representative shall receive a monthly salary of 3 hours at NALC City Carrier Grade 2, Step O.
- G. The Branch MDA/Workman's Compensation Specialist shall receive a monthly salary of 12 hours at NALC City Carrier Grade 2, Step O.
- H. The Director of Retirees shall receive a monthly salary of 4 hours at NALC City Carrier Grade 2, Step O. At years end, unused budget will be deposited into the retirees account. Amounts over budgets will be returned to the General Fund.
- I. The Safety and Health Officer shall receive a monthly salary of 2 hours at NALC City Carrier Grade 2, Step O.

Proposed change: (Add the following for sections B, re-number from former section B down)

- A. The **Executive Vice President** shall receive a monthly salary of 40 hours at NALC City Carrier Grade 2, Step O.
- B. The Vice President shall receive a monthly salary of 40 hours at NALC City Carrier Grade 2, Step O.**
- C. The Secretary shall receive a monthly salary of 24 hours at NALC City Carrier Grade 2, Step O.
- D. The Secretary-Treasurer shall receive a monthly salary of 32 hours at NALC City Carrier Grade 2, Step O.
- E. The Sergeant-at-Arms shall receive a monthly salary of 2 hours at NALC City Carrier Grade 2, Step O.
- E. The Trustees shall receive a monthly salary of 3 hours at NALC City Carrier Grade 2, Step O.
- G. The Health Benefits Representative shall receive a monthly salary of 3 hours at NALC City Carrier Grade 2, Step O.
- H. The Branch MDA/Workman's Compensation Specialist shall receive a monthly salary of 12 hours at NALC City Carrier Grade 2, Step O.
- I. The Director of Retirees shall receive a monthly salary of 4 hours at NALC City Carrier Grade 2, Step O. At years end, unused budget will be deposited into the retirees account. Amounts over budgets will be returned to the General Fund.
- J. The Safety and Health Officer shall receive a monthly salary of 2 hours at NALC City Carrier Grade 2, Step O.

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The
“Pavement Pounder”
is the Official Publication of
Branch 111 NALC
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