



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

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March 2018

Publication 2018.3

Calling All NALC Members

MDA Muscle Walk is taking place at the Utah Olympic Oval
5662 south Cougar Lane, Kearns Utah 84118

Saturday April 28, 2018
9:00 am -- 12:00 pm

Are you aware that the MDA only has enough money to fund 14 research grants in 2018? Did you know that drugs for ALS, Duchenne's and SMA were approved by the FDA in 2016 because of these grants?

It costs \$2000 to send one child to summer Camp.

Branch 111 has put together a Team for the 2018 Muscle Walk and we need more donations to assist us in achieving our goal.

So **PLEASE donate** by going to musclewalkmda.org/saltlakecity, select "donate"
Search Participant: Terry Ehlers or Search Team: Branch 111

Donations are needed to help the MDA this year, please give what you can and ask other family and friends to donate so we can put a smile on a child's face.

DONATIONS NEEDED! DONATIONS NEEDED! DONATIONS NEEDED! DONATIONS NEEDED! DONATIONS NEEDED!

DONATIONS NEEDED! DONATIONS NEEDED! DONATIONS NEEDED! DONATIONS NEEDED! DONATIONS NEEDED!

DONATIONS NEEDED! DONATIONS NEEDED!

President

Mike Wahlquist

Respecting the Union

Whenever I get the chance to address the newly hired CCA's, I explain that the Union fights for and negotiates for three things: Working conditions, benefits, and wages. If it isn't one of these three things, it is not going to be our primary focus. Working conditions are dealt with both at the national and local levels. Our National Officers negotiate our rights, and our Shop Stewards and Branch Officers enforce those rights through the grievance procedure. Benefits are also negotiated at the national level and will be enforced in the event that a Letter Carrier has trouble with their benefits (Holidays, Annual leave, Sick leave, insurance, uniform allowance, etc...). Wages are negotiated every contract, and the NALC has been very successful at negotiating good wages for Letter Carriers.

I was thinking about the things that the NALC has done for Letter Carriers since the Strike of 1970, when disgruntled Letter Carriers walked off the job due to horrendously low wages (Many Letter Carriers qualified for food stamps because their earnings were so low). My first thought was to look at all the raises and benefits we have received since 1970, but that would take too much space. Instead, let's look at the last 25 years. During the last quarter century, the NALC negotiated the following wage increases (Sorry, the benefits were too tough to research!):

3-6-93	COLA	\$291(per year)	9-4-93	COLA	\$270(per year)
11-27-93	Raise	\$467(per year)	3-5-94	COLA	\$250(per year)
9-3-94	COLA	\$333(per year)	8-19-95	Cash	\$950
11-25-95	Raise	1.2%	3-16-96	COLA	\$104(per year)
8-31-96	COLA	\$416(per year)	11-21-96	Cash	\$400
3-15-97	COLA	\$312(per year)	8-30-97	COLA	\$166(per year)
11-22-97	Raise	1.2%	3-14-98	COLA	\$167(per year)
8-29-98	COLA	\$208(per year)	11-20-99	Raise	3.4%
11-20-99	COLA	\$395(per year)	12-23-99	Cash	\$725
2-4-00	Cash	\$309	3-11-00	COLA	\$354(per year)
9-9-00	COLA	\$603(per year)	11-18-00	Raise	1.2%
11-18-00	Upgrade	3.1%	3-10-01	COLA	\$374(per year)
9-8-01	COLA	\$312(per year)	11-17-01	Raise	1.8%
9-7-02	Cash	\$312	11-16-02	Raise	1.5%
3-8-03	COLA	\$229(per year)	9-6-03	COLA	\$312(per year)
11-15-03	Raise	1.2%	3-6-04	COLA	\$187(per year)
9-4-04	COLA	\$624(per year)	11-27-04	Raise	1.3%
3-19-05	COLA	\$229(per year)	9-3-05	COLA	\$707(per year)
11-26-05	Raise	1.3%	3-18-06	COLA	\$478(per year)
9-2-06	COLA	\$790(per year)	11-25-06	Raise	1.4%
10-19-07	Cash	\$686	11-24-07	Raise	1.8%
Mar. '08	COLA	\$458(per year)	Sep. '08	COLA	\$1,497(per year)
11-22-08	Raise	1.9%	11-21-09	Raise	1.9%
11-20-10	Raise	1.85%	Sep. '11	COLA	\$978(per year)
Jan. '13	COLA	\$146(per year)	Jul. '13	COLA	\$541(per year)
11-16-13	Raise	1%	Jul. '14	COLA	\$686(per year)
11-15-14	Raise	1.5%	11-14-15	Raise	1%
Jul. '16	COLA	\$21(per year)	11-26-16	Raise	1.2%
Jan. '17	COLA	\$333(per year)	Jul. '17	COLA	\$270(per year)
11-25-17	Raise	1.3%	Jan. '18	COLA	\$520(per year)

By my count, that is 54 wage increases and 6 Cash Payouts in 25 years. There would have been even more wage increases, but during some years, the "cost of living" did not rise, so the COLAs for that year were zero. COLAs are so important, because it really doesn't matter how much money you make if your money isn't worth anything. In other words, COLAs protect your purchasing power. If the price of goods and services go up, a COLA will insure that you can buy the same amount of food or gas in the future as you can now.

So why am I writing about all of these wage increases that the NALC has procured for its members? Because I am firmly convinced that this Union is constantly striving to obtain the best wages, benefits, and working conditions possible for Letter Carriers, and I am extremely grateful to have a Union to defend our collective interests and rights. I want to do everything in my power to help this Union achieve these goals, and with that in mind I want to encourage every member of this Union to support it and respect it so that it will continue to be successful.

From time to time, I hear Union members disparaging the Union, criticizing national and local officers, complaining about the length of negotiations, or about the results of negotiations, saying the Union is not doing enough, or that individuals in the Union are not worthy to serve. When I hear this type of talk, I analyze it to determine if some kind of action needs to be taken. If no action needs to be taken, then it is either an opinion, gossip, or politics, and I am saddened because this kind of negative talk erodes the foundation of our Union.

I know a man who happens to be married. Many years ago, he had a habit of constantly complaining about his spouse. This particular man worked in a Hospital, and though he was not a doctor himself, he was friends with many of the doctors practicing medicine there. One day, when he was in the middle of a story about how his spouse had done something stupid, the doctor he was speaking with stopped him and said, "You know that when you are belittling your significant other, you are only diminishing yourself." The doctor went on to say, "When you talk negatively about your spouse, the people listening are thinking that you're the idiot that married them." The man I know immediately stopped what he was saying, and during the next few days thought about what the doctor had told him. From that day forward, he completely changed the way he spoke about his spouse. Instead of complaining about things that went wrong, he began to praise his spouse for everything that was going right. His entire marriage changed, and both he and his spouse became more successful in every way that I could observe, and their marriage went from being somewhat "rocky", to becoming very strong.

Imagine what non-union Letter Carriers think when they hear Union members denigrating the Union, or denigrating Letter Carriers serving in the Union. Imagine how much better it would be for them to hear about the many great things this Union is constantly achieving for its members? If there is a problem with wages, benefits, or working conditions, let your Steward or Branch Officer know about it so that the problem can be properly dealt with. If you can help resolve the problem, please do so! The bottom line is that we are always bargaining collectively, which means that we have agreed that all our voices will be one voice when we deal with management in regard to wages, benefits, and working conditions. Let's make sure that our voice stays strong, unified, and self-respecting.

Michael Wahlquist – President

Branch 111, NALC

NOTIFICATIONS:

- ⇒ MARCH 2018– STEWARD ELECTIONS
- ⇒ APRIL 5, 2018– E-BOARD MEETING 6:30pm
- ⇒ APRIL 12, 2018– UNION MEETING 6:30pm-
Nominations for AFL-CIO convention
- ⇒ APRIL 18, 2018– STEWARD TRAINING 6:30pm
- ⇒ APRIL 26, 2018– RIGHTS NIGHT 6:30pm
- ⇒ MAY 10, 2018– UNION MEETING 6:30pm- Elections
for AFL-CIO Convention
- ⇒ SEPTEMBER 6, 2018– Nomination for State Conven-
tion Delegates
- ⇒ OCTOBER 11, 2018– Elections for State Convention
Delegates

The logo for Brookfield Uniforms, featuring the word "Brookfield" in a large, bold, black serif font, and the word "Uniforms" in a smaller, bold, orange sans-serif font.

Ethel Taylor- Sales Representative- Utah

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Vice President

Lance Henrie

Supervisor Burr saddles the wrong pony!

Everyone my age and older knows both what is meant by a bur under the saddle, and the damage that a bur under the saddle can cause. (Bur: Noun. A rough, prickly case around the seeds of certain plants.) A bur is a small thing when compared to a horse, and a horse's hide is tough. However, as any cyclist in this part of the planet knows, the goat's head, a type of bur, can easily puncture a tire. Several of those burs, one fifty-foot ride through the wrong vacant lot, can ruin both front and rear tubes. Your cyclist brother in law has likely fixed more than a couple flat tires during his education on the subject.

Imagine a goat's head wedged under the saddle and the rider scraping away with each step of the horse or movement of the rider. To the horse, the bur moving back and forth, steadily pushing, scraping and even bruising and cutting becomes an irritation. After an irritation turns into an open wound, it will not heal until the irritation is removed. IF that irritation cannot be eliminated completely, some kind of protective layer must be placed between the irritator and the wound. For the equine in our example, a saddle blanket would be just the thing. A glove, shoe bandage, duct tape or any protective layer that will protect a wound from additional irritation is what the doctor calls for.

Is there something irritating you? Have you tried to no avail to remove the irritation? There are burs on the workroom floor that dig, gouge and irritate, constant pressure from riders as they get insistently on our backs, and through no effort of their own, move forward. Irritatingly pushing during that morning back and forth, creating new wounds, keeping existing wounds fresh, and reopening old wounds. What protection do you have? Of course, you can put a steward between Supervisor Burr and yourself. Every steward that I know will stand between irritation and irritated, unfortunately, stewards can be stretched thin. Fortunately, there is a balm that when applied creates long lasting protection, at the same time it toughens the skin. Fortunately, there is a balm that when applied creates a long lasting protection, at the same time it toughens the skin. The name of this miracle worker, KOYR. The earlier you apply this balm, the sooner you enjoy its career long benefits. As is usual in the trade, KOYR is an acronym. (Pronounced coyer) Knowledge Of Your Rights, or KOYR, actually reverses pressure, leaving Supervisor Burr powerless. Any back and forth is light hearted, even fun, when you know and assert your rights.

The Family medical Leave Act, for example, gives us the right to use our leave when we or a family member are having serious health conditions. When you know the

Family medical Leave Act (FMLA), your leave is protected. You cannot, by law, be disciplined, harassed or discriminated against for using FMLA protected leave. If your request is improperly denied, you will know it and file a grievance, thus asserting your rights under the Act. Not having to fight over every instance of sick leave means no irritation. FMLA leave is just one of many rights you are guaranteed through the Department of Labor or our National Agreement. If you are interested in learning more, join us at the Union Hall, the fourth Thursday of every month for Rights Night at 6:30pm. The agenda for the evening is relaxed, a brief update, then you can ask any questions on laws, regulations, forms, procedures and other contractual rights.

Lance Henrie
Vice President



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.



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MBA and OWCP

Terry Ehlers

If you have an injury that happens in one event or one entire work shift you have just had a Traumatic Injury.

If you ask management for forms to report an Traumatic Injury along with the CA-16 and they reply, we don't have OWCP Forms. They are sadly mistaken and setting themselves up for a grievance to be filled.

ELM 541.3 Forms

Each installation head/Health & Resource Management office must maintain an adequate supply of the following basic forms, (CA-1, CA-2, CA-2a, CA -7, CA-7a, CA-16, CA-17, CA-20, CA-35) which are needed for recording and reporting injuries.

ELM 544.11 Immediate Supervisor Responsibility

When a notice of traumatic injury or occupational disease is filed, the immediate supervisor is responsible for doing the following:

- Immediately ensuring that appropriate medical care is provided.
- Providing the employee a Form CA-1 or a Form CA-2.
- Completing the receipt attached to Form CA-1 or CA-2 and giving the receipt to the employee or the employee's representative.
- Investigating all reported job-related injuries and/or illnesses.
- Immediately notifying the control office or control point of an injury, disease, or illness.
- Prompt completion and forwarding of Form CA-1 or CA-2 to the control office or control point on the same day it is received from the employee.

ELM 544.112 Traumatic Injuries

In case of a traumatic injury, the supervisor must advise the employee of the following:

The right to select a physician of choice.

If the injury is disabling, the right to either of the following:

To elect COP for up to 45 calendar days.

To use annual of sick leave.

545.2 Authorizing Examination and / or Treatment With Form CA-16

545.21 Traumatic Injury

When an employee sustains a work-related traumatic injury that requires medical examination, medical treatment, or both, the control office or control point must au-

thorize such examination and / or treatment by issuing a Form CA-16 within 4 hours of request.

If you need assistance or have questions, please contact me (801) 694-0558

In Solidarity, Terry C Ehlers

Utah Jazz 2018/19 full- and half-season tickets are on sale now!

Call Myles at [801-325-7219](tel:801-325-7219) or email mmelendez@utahjazz.com to reserve the best seats and learn more about the exclusive benefits only Utah Jazz season ticket members can receive.

Use the promo code DS7254 to access your special discount for the events below.

Disney on Ice: Follow Your Heart – Join your favorite Disney characters for a magical journey on ice at Vivint Smart Home Arena. Multiple shows are available for this weekend!

Utah Jazz Group Events – A Utah Jazz game is the perfect place to host your group event or team-building activity. On-court experiences, dinner packages and suites are available. Group deposits are now being accepted for the 2018/19 season. Call your rep for details!

Tim & Faith: Soul 2 Soul Tour – Country's top duo is back at Vivint Smart Home Arena! Click the link for a special offer of a \$20 discount per ticket!

Salt Lake Bees – Bees baseball is back at Smith's Ballpark! Receive special group discounts on single-game tickets by clicking the link, or call to find out about our picnic and ticket packages.

Salt Lake City Stars – Experience the up-close, fast-paced action of the official G League affiliate of the Utah Jazz!

Health Benefits

Jimmy Kerekes

I thought that I would share some information about how your share of premiums for health coverage and the government share are determined.

The government's share of premiums paid is set by law. Amendments to the FEHB law under the Balanced Budget Act of 1997 (Public Law 105-33, approved August 5, 1997) authorized a new formula for calculating the government contribution effective with the contract year that begins in January 1999. This formula is known as the "Fair Share" formula because it will maintain a consistent level of government contributions, as a percentage of total program costs, regardless of which health plan enrollees elect.

This type of situation is different for postal employees then for other federal employees and annuitants. So for postal employees, the percentages are determined by the National Agreement. So OPM must determine the FEHB program-wide weighted average of premiums no later than October 1 immediately preceding each FEHB contract year. The law directs OPM, first, to multiply each health plan premium for the upcoming year by the number of enrollees enrolled in that health plan as of the previous March 31 who received a government contribution. OPM will then divide the total of premiums associated with Self Only enrollments and with Self and Family enrollments, respectively, by the corresponding total number of eligible individuals with each type of enrollment, to derive the weighted average of premiums. The government contribution for eligible employees is paid out of agency appropriations or other funds available for payment of salaries. OPM receives an annual appropriation to cover government contributions for eligible annuitants.

Jimmy Kerekes

WONDERING WHAT TO DO WITH THAT EMPTY JUMP SEAT NOW THAT INSPECTIONS ARE OVER?

THINGS A BOT SAYS

- DOIS SAYS
- WHEN I WAS A CARRIER
- I DON'T HAVE ANY HELP
- I WAS THE BEST CARRIER EVER
- CAN YOU MAKE 5:00
- SO CAN YOU PIVOT
- THAT IS UNACCEPTABLE

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OUR POSTAL DUMMY SUPERVISOR REPLICATES YOUR SUPERVISOR WITH PRE-PROGRAMMED VOICE COMMANDS

What is a Pub 552 Investigation?

Amie B. Gallo

Pub 552 is a Postal Publication that guides management in “understanding, investigating and preventing harassment”. This should be something that is followed by Management, but more often than not, is not conducted corrected, let alone thoroughly. It seems as though Management is attempting to decide, on their own, what they consider to be harassment prior to even following the appropriate steps. For example, in the Downtown Station, numerous reports of alleged harassment were reported to local management, upper management (including the Human Resource Manager) as well as the Postmaster General. Many of these allegations were either not investigated, or were investigated by the alleged harasser. Does a criminal conduct their own investigation to themselves? No, so why should a harasser conduct an investigation regarding their own actions? This should never be allowed to happen.

In another example, there were harassment allegations against another Station Manager reported to the Human Resource Manager. In this situation a Field Recruiter (someone who handles the bid sheets and postings) was assigned to handle the investigation. To be clear, this person is not a supervisor, manager or postmaster. Neither the postal management that oversees said Station Manager, nor the Human Resource Manager thought it important enough to conduct the investigation themselves, as Pub 552 requires. Furthermore, this investigation did not take place until nearly a month after the allegations were reported.

In other circumstances, when a harassment complaint is received, some supervisors, managers and even postmasters are removed from their stations until the investigation and the decision is completed. There have been other situation where the alleged harasser has been removed from their positions, even if just temporarily, while the investigation is conducted.

No one knows what the triggering factor is for a management official to be separated from the alleged harasser immediately, however the following is a guide to what steps management must take when a Pub 552 investigation is conducted properly:

1. Respond promptly. Schedule a meeting in a private location. Review relevant information, policies and procedures. Listen objectively. Advise on confidentiality, responsibility and rights. Address sensitivity of situation during inquiry.
2. Obtain information. Define issue, nature and scope. Consider safety issues and reporting structure. Communicate EAP and EEO options. Inform and confer with Manager, HR local or district or area office. Discuss remedies. If further inquiry is warranted, proceed with Initial Management Inquiry Process (IMIP).

3. Begin IMIP. Gather IMIP forms. Arrange separate interviews for all parties involved. Advise on IMIP process. Request that a written statement be prepared (although not necessary). Establish timelines for follow-up. If, in the course of this IMIP, you believe that the nature and scope of the complaint warrant outside investigation or that resolution is not feasible, you must refer complaint to Manager, HR, local district or area office.
4. Evaluate Information. Access credibility of statements. Gather missing data. Identify the type of harassment discussed. Evaluate employment status change. Inform and confer with Manager, HR, local or district or areas office. Determine corrective action. If criminal action has occurred, notify Postal Inspection Service and local law enforcement. Report to the OIG any use of electronic devices, computer, or internet to transmit harassing communications.
5. Plan of Action. Consult about remedies or discipline with Manager, HR, and Labor Relations. Ensure that the investigation was conducted properly. Deliver the determination separately to harasser and harassee. Emphasize retaliation is illegal and to report future incidents. Resolve issues. Document action taken.
6. Follow Up. Send IMIP documents to Manager, HR, local or district or area. Maintain confidentiality. Convey Postal Service’s Zero Tolerance Harassment Policy in remedial training, stand up talks and staff meetings. Educate yourself and your personnel on up-to-date policy. Enforce Postal Service policy. Follow up and monitor the workplace.

The purpose of these guidelines is to provide the manager, postmaster and supervisor with:

- A definition and examples of workplace harassment, including harassment that is illegal under federal discrimination laws.
- Information on costs and effects of harassment in the workplace.
- Investigative action they must take when they receive allegations of harassment or become aware of harassing behavior.
- Action they must take to stop any harassing behavior found in the investigation.
- The follow-up and appropriate corrective actions they must take.

This publication also lists the definition of harassment as:

“The term harassment is commonly used by the general public and is also defined by law. Federal laws and the laws of each state define harassment,

resulting in many different definitions. Because of this complexity, it is difficult to come up with a standard definition of harassment that is correct in every context. However, in general, harassment is unwelcome behavior directed at an individual, which the person finds offensive and harmful, and that a reasonable person would view as unwelcome or offensive.

Workplace harassment includes personal interactions characterized by bullying behaviors, personal attacks, acts of intimidation or threats, and behavior that may humiliate, embarrass, and belittle others. Harassment can take the form of verbal comments, actions, gestures, and displays. Usually the offensive behavior occurs often, over a period of time.

Illegal workplace harassment is harassment based on one or more of the bases protected by federal antidiscrimination laws, including Title VII of the Civil Rights Act, the Rehabilitation Act, and the Age Discrimination in Employment Act. These federal laws prohibit discrimination, which includes harassment based on race, color, religion, national origin, sex, age (40+), physical or mental disability. For example, sexual harassment is a type of harassment based on sex and is, therefore, prohibited by federal law. These laws also prohibit retaliation for participating in EEO activity.

Based on this publication, the investigation must be thorough and objective. A person cannot be objective when they're tasked with investigating their own allegations, such as was the case with some of the situations in the Downtown Station against the Station Manager and Supervisors. When the HR Manager decided to turn the investigation over to the alleged harassers, there was a violation of the guidelines provided in Pub 552.

In the Sugarhouse Station, a complete and thorough investigation was not conducted as the alleged harasser provided a long list of names they thought would be relevant and witness to some of the allegations. Of that list of more than a dozen individuals, only one person was interviewed. As referenced earlier, the Supervisor failed to report the alleged harassment, thus the HR Manager was contacted directly. The allegations were reported on February 1, 2018, and no investigation was done with the alleged harasser until the week of March 5th. Furthermore, a Field Recruiter was chosen to conduct the investigation rather than the Postmaster, which is the clear chain of command outlined in the Pub 552 guidelines.

As referred to above, other management officials have been removed from their positions prior to an investigation even beginning. The question remains, in those instances, what was different? What was the triggering event? No one knows aside from the HR Manager, but one thing is very clear; she decides what's to be investigated and who will be conducting the investigation.

In another incident Downtown, there were allegations of a Station Manager threatening an employee who was exiting the building and in the parking lot. As the carrier exited the building they referenced the Station Manager being a bully and hiding behind a badge. To this, the manager responded, "Anytime, anywhere". Now, according to the Pub 552 guidelines,

"in general, harassment is unwelcome behavior directed at an individual, which the person finds offensive and harmful, and that a reasonable person would view as unwelcome or offensive. Workplace harassment includes personal interactions characterized by bullying behaviors, personal attacks, act of intimidation or threats, and behavior that may humiliate, embarrass, and belittle others."

Once the incident happened, a PS Form 1767 was completed by a witness. President Wahlquist also notified the MCSO and the Postmaster. That manager remained in the station. A day later, a Postal Inspector happened to be in the Downtown Station. The reported of the incident spoke to the Inspector and informed him of what happened, which enraged the Manager. From that point, the Manager reported that the conversation was held between the PI and the reporter to the HR Manager. Her response? She asked the PI if he would be investigating the incident as criminal. That was the end of management's investigation. Clearly, no part of the Pub 552 guidelines were followed.

Why am I writing all of this? Because knowledge is power. The more carriers we have aware of the Pub 552 guidelines, the more we can enforce compliance. How do we do this? We grieve the fact that the allegations are not taken seriously, despite the Pub 552 guidelines stating that "Any report of harassment is enough to start an inquiry." The HR Manager clearly feels she can pick and choose, based on her determination, without an investigation, that it is either appropriate to have an accused harasser investigate the allegations against them, or that no investigation needs to be conducted unless the PI deems it criminal. The Pub 552 is Management's own guide to investigate these types of allegations.

So, if you witness or are a victim of workplace harassment of any sort, report it. If you are not contacted, or the investigation goes nowhere, file a grievance. There are a few of these grievances pending arbitration. Hopefully we'll have a resolve to these issues and that finally, management will be forced to adhere to their own procedures and guidelines, but more importantly, Management will start protecting their employees against harassment per the National Agreement.

The Pub 552 guidelines can be found by a simple google search. If you need help filing these types of grievances, there are a few at the union hall that you can look at. Additionally, you can call and seek guidance from some of the stewards experienced in this type of grievance.

- Amie B. Gallo

NALC Branch 111
Minutes of the regular Union Meeting
February 8, 2018

Convened at 6:35pm

Pledge of Allegiance conducted by Mike Simonsen

Moment of Silence for retiree Max Gunderson a long time member and past steward and for Donna Jewell a former Auxiliary leader responsible for parliamentary training in our branch.

Roll Call by Steve McNees

Minutes of the January meeting: A motion to read the minutes of the January meeting was made because the Downtown station did not received a copy. The motion passed and the minutes were read. A motion to file for future reference was made and passed.

Reading of the Communications by Steve McNees. A motion to file for future reference passed.

Application for Membership by Lance Henrie

John Puckett, Dylan Boldt, Shereen Prewett, Renee Anderson, Ronald Martinez, Brenda Mansfield, Michelle Watson, Andrew McLean, Juliet Mousavi, Samuel Elliott, Saia Killens, Kenneth Kremer, Joseph Hilton, Lilian Christensen, James Erkkson, Christopher Carpenter.

New Members sworn in by Lance Henrie: Kaily Stretch and Elisha Barela.

LCPF by Monte Jones not present.

ORGANIZER by Jay Reupena. During the CCA trainings this month 12 of 12 and 11 or 11 signed up for 100% joining the union. Destiny a CCA is a steward in the 84103 zone. The CCAs are stepping up. Be an example to non-members by serving.

FOOD DRIVE – Stan Hawker is the new Food Drive Coordinator. The Food Drive is the 2nd week in May. It is time for carriers to give back.

LEGISLATIVE and TRUSTEES by Chad Mortensen. We are three weeks into the legislative session. It seems things are going pretty quick and easy. There are three pages of bills that deal just with labor issues. We are the biggest caucus up there. SB42 is the Post Office bill to enable states to contract with the USPS. It has passed committee and is on the senate floor. No opposition or problems with this. Mayne has asked Chris Stewart to help with a clean bill for our state. Phil Rodriguez has signed up 5 more for the Political Action Fund. Our state may be a battle ground in the upcoming election so our funds may be requested to help. Saturday, Feb 17th, 9:00-10:00 am is the Central Federation of Labor delegate training – how to become a delegate for your local caucus and the responsibilities.

The Trustees met yesterday and went through the January receipts. Two were missing but were accounted for and being brought in. Everything looks legit.

MBA, COMPENSATION, and MDA by Terry Ehlers. The MDA will try to do a Texas Hold'em tournament in June. The MDA wants to do a beer fest with a DJ, karaoke, beer sampling, etc. Tickets about \$35. They are thinking about in Sandy.

The MDA is having a muscle walk. We are signed up. We need volunteers to help sign people up for donations. The MDA needs funding for the next 27 medical issues needing to be addressed. Just need our money (\$3500 committed). Go to website and pick our team or branch and donate.

OWCP - Someone in Human Resources has determined that all medical information needs to be turned in to him when he wants it. It is not required to give any medical documentation to the USPS for on-the-job injuries (just the CA-17). We only need to send medical info to OWCP. The post office is not providing copies of employee's injury files when requested. He is contacting OWCP to clear this up and possibly get more training from national. Get Terry involved in the beginning on injury claims.

HEALTH BENEFITS by Jimmy Kerekes. Every year we get a new health plan booklet. The CCA should go online to look at their coverage since the Post Office doesn't send it out. The Affordable Care Act has booklets with benefits for CCAs. Check to see what doctors, tests, and prescriptions are available (many for free). You should find out what preventive care benefits are available for you. Jimmy's phone number is on the back of the Pavement Pounder.

SAFETY AND HEALTH by Chris Zambos. All is well according to his management leader. The OSHA form 300a is required to be completed every February through April and posted in every office. It is a list of every accident reported to OSHA in your office. Make sure it is posted and accurate.

DIRECTOR OF RETIREES by Jeff Asay. Retirees should get 1099-r if you have withdrawn funds from TSP. It is available on the OPM website.

USPS is not going to release employees to work on elections as in the past. This will probably be the case in 2018 election. Retirees will be used instead. They will go to work later in the fall. This is a full paying job. Expenses are paid if you work out of state. Contact Jeff or Phil Rodriguez if you or someone you know would be interested.

Let Jeff know if you have ideas for the retiree's party this fall. He is looking for new ideas. We need to start planning on reservations soon.

TREASURER – deferred

VICE PRESIDENT by Lance Henrie. You don't have to drink beer to go to the beer fest – just make the \$35 donation to MDA. There have been 145 grievance so far this year (5 weeks) dealing mainly with attendance, mandating, and 12 and 60 hour violations. There have been twenty 12/60 hour violation downtown already. Justin Reupena picked up all the CCAs that didn't sign up at the initial trainings this year to get 100 % signing up.

The fourth Wednesday of each month will be Rights Night for people who don't know their rights.

suggestions. Suggestions: OWCP, privacy act, article 8, and interviews. Call Mike if you have more suggestions

Steward elections – 10 days until the end of the month (March) there will be elections in every office. Stewards take office on April 1st. Mike didn't like carrying mail until he became a steward and learned his rights and the rights of other carriers. Being steward is the best place to learn your rights. You will find it rewarding if you run for steward. Also, Invite people to run for shop steward who you believe would do well. Volunteer to be an alternate steward if not elected.

OJI training – Mike is looking for people to train to be on-the-job instructors. Names will be sent to Region. It is better to not have a 204b doing the training. Call Mike if your trainer is a 204b. Russ volunteered.

TREASURER by Mike Madsen. Copies of the budget were distributed again. Most items are based on last year's numbers. The past numbers of delegates attending conventions and trainings were mostly used. Mike asked for questions and there were none. Kirk McLaughlin made a motion to accept the budget as proposed except for line items the body asks to be held out to discuss. Seconded.

Motion to hold line items out was passed unanimously. Items to hold out: National convention (LoEne), AFLCIO dues (Jeff), Orem (LoEne). Question called, and passed.

The motion to accept the budget as proposed except for National Convention, AFLCIO dues and Orem passed.

The items held out were discussed. LoEne - Motion to fund all nominate national convention delegates that qualify for funds. POI (Point of Information): For 29 delegates it would cost about \$42,775. The budget amount is based on 12 people being funded.

LoEne changed her motion to read: Everyone nominated and eligible will be funded up to a limit of \$42,775 with any remainder amounts going to the state convention fund.

POI: To qualify for funds you have to have 8 meetings in each of the last 2 years (April 2016 – March 2018).

POI: what happens if \$42,775 is not enough to fund all who qualify?

POI: current estimated cost is \$1475 per person.

POI: this could create a deficit budget of over \$45,000. Last year was the only year we had a deficit.

POI: How much money do we have in the bank? Mike said \$210,000.

Question called – division called for. Motion failed so discussion continued.

Stan Hawker requested to have his name withdrawn as a delegate to National Convention.

POI: Steve - Only 26 currently have been voted to receive money with one removal – that would amount to about \$37,000.

Phil – Motion to amend that any funds left over goes back into the general fund. Question called for and motion passed. Amendment passed.

The final amended motion is to fund everyone who was nominated and qualified for funds, be funded up to \$42,775 with any funds left over going back into the general fund. The motion passed.

Chad made a motion to raise the AFLCIO dues to \$4,500 (a budget increase of \$1,000 but the same paid last year). The question was called and passed. The motion passed.

POI: The OREM line item: this is to pay Orem carriers for gas to come to meetings. Orem's funds were transferred to Branch 111 when they merged with our branch.

The question was called for and passed – no motion was made to change the budget.

A Motion to pass the Orem item as budgeted passed.

The Budget has passed as amended.

NEW BUSINESS:

Chris Zambos proposed a bylaws change to add an Executive Vice President position. It was read by Steve McNees. It will be voted on next month.

There was a request to have the dates and times of meetings placed in the pavement pounder. Amie said she would do it.

GOOD OF THE ASSOCIATION – nothing

IMPROVEMENT OF THE SERVICE - nothing

DRAW AND ADJOURN AT 8:51pm

\$25 drawing winners: Kirk McLaughlin and LoEne Simpson

Drawing for donuts. Winners were Kim Mortensen and Hector Hernandez

RETIREEES – \$375 Paul Simmons (not present). Next month it will be \$400.

Progressive A - \$750 Ronald Hermanson (not present). Next month it will be \$775.

Progressive B - \$650 Ken Fuller (not present). Next month it will be \$675.

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