



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

Pavement Pounder

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

June 2018

Publication 2018.6

Whenever there is high heat, outdoor workers are at increased risk for heat-related illnesses and deaths. In fact, every year thousands of workers experience heat-related illnesses, and dozens more are killed by heat, and it happens in every part of the country...

The workers most at risk for heat-related illness are in construction and agriculture, but there are many outdoor workers in other industries who are at increased risk as well. These include workers in transportation, sanitation and recycling, building and grounds maintenance, landscaping services, oil and gas operations, and anyone else who does strenuous work in the open air.

We need your help to get the word out to employers that they are responsible for providing workplaces that are safe from excessive heat. This means regular breaks for workers so they can cool down. It means regular access to water so workers can stay hydrated. It means training for workers on the symptoms of heat illness—and what to do if they see a co-worker showing signs of dehydration or heat stroke.

Here are key pieces of advice from the safety talk:

- Hydrate before, during and after work. Prevention is important, so make sure to maintain good hydration by drinking at least 8 ounces of water every 20 minutes.
- Dress appropriately for the weather. On warm days, make sure to wear light colored, loose fitting, breathable clothing to keep body temperatures down.
- Utilize shade to stay cool. When possible, use shaded areas to stay out of direct sunlight.
- Know the signs of heat stress. You should understand what heat stress is, and how it can affect your health and safety. Here are some things to look out for:
- Finally, it's important to notify your supervisor or call 911 if you're experiencing signs of heat-related illnesses (see below).



The New Code of Ethics

How many of us remember the Oath of Office that we took in order to obtain employment with the United States Postal Service? At the end of the oath, we swore that we would “well and faithfully discharge the duties of the office on which [we were] I am about to enter.” I can barely remember signing that back in 1987, but according to section 661 of the most recent edition of the Employee and Labor Relations Manual (ELM), it still states that all Postal Service employees are required to take and subscribe to this oath.

So what does it mean to “well and faithfully discharge the duties of the office?” When I first started with the United States Postal Service (back in 1987), the ELM, Section 661, under the “Congressional Code of Ethics for Government Service” stated:

“Give a full day’s labor for a full day’s pay; giving to the performance of duties earnest effort and best thought.”

I remember giving my “best thought” to the performance of my duties. When I first started with the Postal Service, we would solve problems as a team. If one Letter Carrier was struggling, the rest of us would come to their aid. Letter Carriers were allowed to use different methods of delivery in order to be more efficient and give better customer service. I noticed that many of my fellow Letter Carriers had very different methods of preparing their mail for delivery, and many Letter Carriers also employed different styles of delivery. As I tried the many techniques that I saw, I adopted the ones that worked the best for me, and I created my own distinct style of delivery. Back in 1987, the ELM, Section 661, under the “Congressional Code of Ethics for Government Service” also stated:

“Seek to find and employ more efficient and economical ways of getting tasks accomplished.”

Doesn’t that sound like an instruction you would love to hear from the Postal Service? Back in the day, during the morning “go-around”, if my Supervisor noticed that I was doing something different, such as casing in a couple of full-coverage mailings, I would simply explain that it would save me time on the street to “front” the mail with one coverage while I “backed” the mail with a second full coverage. There were no absolute rules for casing in your mail (at least none that I can remember). If it would save you time, or make you more efficient, you were allowed to do it. While the job was still difficult at times due to weather, heavy mail, or being short-staffed during flu season, we rose to the challenge by coming up with good solutions to the problems that we faced, and we did it together.

When and why did this change? I would estimate that around 20 years ago (approximately), management began to micro-manage the delivery of mail. Around the year 2000, instead of allowing us to use our best judgment to determine the best way for us to case and deliver the mail for our routes, management began to force us to case and carry the mail “their way”, which almost always took additional time and added additional cost.

For example, on a park-and-loop route, it does not make sense to take a partial coverage “Walk Sequenced” mailing to the street if it will cost the carrier extra time. Likewise, all carriers are not created equal. A certain work method will work better for some carriers than for others. My point is this: years ago, we were allowed to employ whichever casing and delivery techniques we wanted in order to deliver our mail efficiently. Now, we are all forced to fit into the same mold, even though we, and all of our routes, are dissimilar. How is one supposed to “*employ more efficient and economical ways of getting tasks accomplished*”, when management will not allow one to employ any other “way” except for management’s “way”?

The answer is simple: Management removed both of the aforementioned instructions about “efficient and economical ways” and “best thought” from the Employee and Labor Relations Manual. They no longer exist in any handbook or manual of the United States Postal Service. In short, management no longer wants us to give our “best thought” to the “performance of our duties”, and management no longer wants Letter Carriers to “Seek to find and employ more efficient and economical ways of getting tasks accomplished.”

There were times, many years ago, when I stated to management “I can save you time if you allow me to case in a sequenced mailing”. Management would reply, “Sorry, but you know that my hands are tied. You have to take it to the street.” There was no disagreement between us that if I were allowed to do it “my way” then the Postal Service would save time and money, and also that if I were forced to do it “their way”, it would cost extra time and money. But, because of directives and rules that came from higher levels of management, both craft and management personnel were forced to waste USPS funds. Doesn’t that seem like it would fall under the definition of corruption? Doesn’t it seem like that would be an example of waste, fraud and abuse?

One directive still exists in Section 6 of the ELM:

Employees must obey the instructions of their supervisors. If an employee has reason to question the propriety of a supervisor’s order, the individual must nevertheless carry out the order and may immediately file a protest in writing to the official in charge of the installation or may appeal through official channels.

Clearly management wants to tell us exactly how to do our job, and they want complete obedience no matter how inefficient, or thoughtless the instruction might be. Since they no longer care about finding the most efficient and economical way to deliver the mail, they should no longer care about how long it takes to deliver routes, right? No! Even though management has abandoned the principle of allowing Letter Carriers to use the most efficient work methods to deliver their routes, management has become even more concerned about the time it takes to use the one-size-fits-all methods that they force us to use. The essence of the problem becomes this: Management is frustrated because it takes Letter Carriers longer to do the work inefficiently.

The point of this article is: We are under no obligation to speed up to make management’s unrealistic “DOIS” or “PET” numbers, because management has systematically forced us to do things inefficiently. I am not saying that Letter Carriers should “dog it”, or “milk” their routes. I have always advocated picking a good pace, and to do a fair day’s work for a fair day’s pay. What I am saying is that you don’t have the obligation to care about what management tells you regarding how fast you should go. Follow the instructions that you have been given (despite the inefficiency) and take the time you need to safely follow those instructions. If management disagrees with your estimate, memorialize it on a PS Form 3996.

If, at some point in the future, the Postal Service once again adds the instruction to the ELM to: “*Seek to find and employ more efficient and economical ways of getting tasks accomplished*”, and to give “*best thought*” and “*earnest effort*”, to your performance, then we might once again be able to say: “I can save you some time today if you allow me to do [insert efficient work method here]”, and management might once again be able to say: “[insert efficient work method here] makes sense, do it!”. Until that day, be safe and don’t worry about how long it takes to do the job as you have been instructed to do it.

Michael Wahlquist – President
Branch 111, NALC

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Ethel Taylor- Sales Representative- Utah

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Executive Vice President - Lance Henrie

TWO CHIMNEYS:

Two chimneys stand, they always have
At opposing ends of the house.
Coal burner stands in place on the north
Gas burner at the south.
House on the hill, exposed to chill,
Needs heat in the wet windy winter.
Coal burner with the cold north wind
Fanning burning embers.
Glowing red, dark radian red,
Heat pouring through the house.
When gas sealed tight and pilot light,
Hot air by force pushed out.
Two ways make heat, tow different ways,
And they work united.
If each doe what we all should do,
Though two, can be divided.
One home to heat, one home to keep,
From northern cold wet winters.
Two burners fight, gas turned up high,
Stove's full, hot ash, and embers.
Pressured gas freed at last,
Coal chimney damper open.
Wind let in , gas burner out.
The winter wind blows harder.
Coal embers bright, gas flames ignite,
Explosive end to a useless fight.
At opposite end,
Two chimneys stand
As they always have.



**My apologies to Vice President Mike Hansen.
Due to me his article is not available this month.**

INJURED AT WORK?



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NALC HEALTH BENEFITS

Jimmy Kerekes

It's that time of year when it starts to get hot. Everyone wants to feel good and not feel miserable. The weather can change so much, hot one day and cool the next. Also it can rain and be cool and gloomy. The work of the letter carrier is affected by many things that affect us in many ways. One must try their best to control their own circumstances. Stress can come from others and our own selves. I hope that any illnesses or diseases that may come to you, seek out medical help as soon as possible. Health insurance is paid by you. Use it to keep you healthy. There are still 100% covered free medical tests you can get. The one of many problems of trying to get help is many cannot get the time off to see a doctor. Carriers work times are long. But above all try and take the best care of yourself.

LEGISLATIVE

Chad Mortensen

So much uncertainty and speculation going on right now in the Post Office on the political front. We have President Trump creating a task force to investigate the so-called Post office financial losses. This task force is made up of individuals that are in favor of privatizing the Postal Service. There is the OPM report that suggest eliminating the Federal Employee's retirement system Social Security supplements for those who retire before the age of 62. This report also recommended the elimination of cost of living adjustments for both current and future FERS retirees. They also suggested the Federal employees should pay more towards their FERS retirement, up to 7.25 percent. The Oversight and Government Reform Committee wants to eliminate the use of official time (Union time on the clock). They state that it is a waste of tax payer dollars, but is a direct attack on our union and our collective bargaining.

It's not all bad news. HR 5389 was introduced which would allow Casuals, TE's and CCA's to buy back their time towards years in service. There is also a Postal Reform Bill that has been introduced but it has not been assigned to committee hearing yet.

On May 23rd we went to Washington D.C. and meet with both Senators offices and all four of our Representatives ofice. Our message when we went back was different than in the past, we asked them to introduce a bill on Capitol Hill that would allow the Postal Service to negotiate with states, cities, towns, and tribal lands to allow them to use the Postal Services buildings to provide state service to its people. There is a bill that was drafted in Utah by Senator Karen Mayne that would allow state agencies to use postal buildings to offer the state services. This bill passed in the state and now just needs the Federal Government to allow this to happen. In our meetings, everyone was very positive and thought that it was a great idea. Since our meetings, we have had Senator Hatch's office and Representative Love's office call multiple times very interested in trying to get wording and more details so they can try and draft a bill on the Federal level.

On June 10th a Horseshoe tournament was held in Morgan and all the proceeds went to the Letter Carrier Political Fund (LCPF). The weather was great and we had 8 teams play. We raised \$420.00 for LCPF. Thank you for those you came out and played, I have already started looking for a place to do another one.

SAVE THE DATE !

BANCH 111

ANNUAL RETIREE'S DINNER

SEPTEMBER 27.

THURSDAY.

CHUCK-A-RAMA

12344 S. MINUTEMAN DRIVE

4:30 TO 6:30 P.M.



MBA and OWCP Compensation

It's Summer and the fun will be at hand (camping, boating, vacation and lots of barbeques) and possibly your having interest into retiring. Well let's look at what it will cost you for your basic life insurance when you retire from the Postal Service.

The amount of your Basic Life Insurance is equal to your salary rounded up to the next even thousand, plus \$2000. In retirement, this is your Basic Insurance Amount (BIA) at the time you separate as an employee of the Postal Service. This amount continues until reach the age 65, after which it may reduce, based on the election options you choose when you retire. General Information that is very relevant to; **You will not have Accidental Death and Dismemberment coverage in retirement.**

When you retire, you must choose the type of reduction you Want by completing form: SF 2818, provided by your local Personnel office. For basic insurance, you choose **75% Reduction**, or **50% Reduction**, or **No Reduction**. You can change to 75% at any time; Reduction and your extra premium will stop. You will not receive a refund of premiums.

What is 75% Reduction?

This means your basic insurance will reduce by 2% of the pre-retirement amount each month. The reduction starts at the beginning of the month after your 65th birthday or at retirement, whichever is later. Your basic insurance will continue to reduce until 25% of the pre-retirement amount remains. Your basic insurance is free once it starts to reduce. If you retire before age 65, the cost is \$.325 per \$1000 of basic coverage.

What is 50% Reduction?

This means you basic insurance will reduce by 2% of the pre-retirement amounts each month. The reduction starts at the beginning of the month after your 65th birthday or at retirement, whichever is later. Your basic insurance will continue to reduce until 50% of the pre-retirement amount remains. When you turn 65, your regular premium for basic insurance stops, but you continue to pay an extra premium for this choice, \$.71 per each \$1000 of your basic life insurance monthly. If you retire before age 65, the cost is \$1.035 per \$1000 of basic coverage.

What is No Reduction?

This means your basic insurance will not reduce. When you turn 65, your regular premium for basic insurance stops but you continue to pay an extra premium for this choice, \$2.13 per each \$1000 of your basic life insurance monthly. If you retire before the age of 65, the cost is \$2.445 per \$1000 of coverage.

This can be extremely expensive!!!!

*****Alert*****

The Mutual Benefits Association (MBA) for all Letter Carriers has different life insurance policies that are good up to \$100,000 from Standard Term to Whole Life policies. The rates are very reasonable, much more affordable than the Postal Service plans, for there are no middle man and the savings are passed on to you. Please look at the plans offered to all Letter Carriers that will be a better choice for you and your family in the future. The younger you are, the lower the premiums will be. The plans are good for the whole family including children, step-children, grandchildren, step-grandchildren, great-grandchildren, step-great-grandchildren.

A 30-dayreturn policy is on all the MBA's policies. If you are not completely satisfied for any reason, you can return your policy for a complete refund of all the premiums paid. You can pay for the premiums of the policies bi-weekly, annually, or monthly.

Please take advantage of these insurance offers provided by The MBA and continue to support Letter Carriers. Brochures and applications are on line at NALC.org. Click on Member Services and go the MBA Insurance Department. For more information call the MBA at (202) 638-4318 Monday through Friday 8:00am to 3:30pm (Eastern Time). Or call MBA Nationwide WATS line at 1-(800) 424-5184 Tuesday and Thursday Only 8:00 am to 3:30pm (Eastern Time).

In Solidarity, Terry C Ehlers
(reprinted from an article in the Mail Bag)

Safety and Health

DRINK DRINK DRINK EAT DRINK DRINK DRINK EAT REST REPEAT

Dehydration can happen when your body does not have as much water as it needs. Without enough water, your body cannot function properly. You can have mild, moderate, or severe dehydration depending on how much fluid is missing from your body. Drinking water might not treat all cases of dehydration. When you drink, drink relatively slow to avoid an upset stomach. When you drink too much water, your body can expel much of it as urine. This can slow the rehydration process.

Eat food, especially foods that are high in electrolytes and water. Sodium and potassium are the quintessential electrolytes needed for hydration. Fruits and vegetables tend to have a high water content. There was a 1997 study published in the "British Journal of Sports Medicine" that found that rehydrating with water and a meal was more effective than rehydrating with a sports drink alone.

If you do not want to eat food, then sports drinks are beneficial. These drinks contain electrolytes that will help your body retain the water and restore fluid balance more quickly. Coconut water also is a good source of electrolytes. The amount of fluid you lose through urine is decreased if you consume fluids containing electrolytes or eat food.

Dehydration is usually preventable, and avoiding it in the first place tends to be much more comfortable than recovering from it. If you are exercising, and I would dare say, our jobs are exercise, the American Council on Exercise recommends drinking 17 to 20 oz. of fluid in the two hours before exercise, 7 to 10 oz. every 10 to 20 minutes during exercise, and, after your workout, 16 to 24 oz. for every lb. lost during exercise. According to the Harvard School of Public Health, men need 15 cups of water (from food and drinks) each day, while women need 11 cups of water (from food and drinks) each day.

Now, how do we get the time to eat and drink this much each day? Simple. A National Arbitration (M00242) and managements own handbook, the M-39 Section 232.1.b states that reasonable comfort stops will not be deducted from the carrier's actual time. This means, if you need to stop to cool off, take a drink, apply sun screen, get a drink, use the restroom, do so! This is not a break, this is a comfort stop. And if doing so, prevents you from completing your duties as assigned (estimated) call your supervisor. If they instruct you to stop taking comfort stops, inform your shop steward, or an appropriate union officer.

Stay hydrated and protect yourself from the sun.

In sunscreen we trust,
Christopher Zambos
801-913-5916



The
activ

41.3.K. Supervisors shall not require, nor permit, employees to work off the clock. The above contractual provision specifically states that supervisors under no circumstances may require or permit you to work off the clock and that means working through your lunch as well as any other time in which you are not being paid. You may be thinking that you are helping yourself, your coworkers or your supervisor by working through your lunch break but the National Agreement specifically forbids it.

Rest Breaks All letter carriers, including CCAs, daily receive two paid 10 minute rest breaks during an eight hour work day. Each year the local union may opt to have either both breaks on the street or one in the office and one on the street. Handbook M-39, Management of Delivery Services, Section 242.341 addresses this as such: 242.341 The carriers at the delivery unit will receive two 10-minute break periods. The local union may annually opt to have either (a) both breaks on the street or (b) one of the 10-minute breaks in the office and one break on the street. If two 10-minute breaks are taken on the street, they will be separate from each other. Breaks must be separate from the lunch period. The carrier shall record on Form 1564-A, Delivery Instructions, the approximate location of the break(s). Reasonable comfort stops will not be deducted from the carrier's actual time. As stated in the above provision, these breaks may not be combined with each other and they may not be combined with your lunch break. National pre-arbitration settlement M-00834 also confirms this, but the settlement also clarifies that there is no requirement to take one break before and one after your lunch. M-00834 Pre-arb February 2, 1988, H4N-3Q-C 40722 Handbook M-39, Section 242.341, requires that the two ten minute break periods be separate from each other, and that such breaks must be separate from the lunch period. There is no specific requirement in the M-39 Handbook that one of the break periods be before and one after a carrier's lunch period.



NALC BRANCH 111
Minutes of the Regular Union Meeting
June 14, 2018

Convened at 6:41pm

Pledge of Allegiance conducted by Mike Simonsen

Roll Call by Steve McNees

Minutes of the May meeting were posted. Without objection, they will be filed for future reference.

Reading of the Communications by Steve McNees.

=Letter appointing Michael Hansen as the new Branch Vice President. =Letters to National President requesting clarification of the order of business regarding financial reports and Article 7 concerning the handling of dues in arrears. =Letter from Nat. Pres. responding to dues in arrears issues (members still on the rolls have a right to vote). =Letter to State Assoc. requesting past financial reports. =Received registration materials for the Labor Day Picnic and the MBA training workshop (July). =Requests for re-election financial support for Sherrie Swensen (County Clerk) and Marie Poulsen (Dist. 46 Representative). =Thank you Card from MDA for the Muscle Walk help. =Announcement of the Branch Pool Party June 16th at the Magna Pool. =Received notice of 2 letter carriers being dropped from the NALC Health Plan because they had cancelled their union membership. =Correspondence will be filed for future reference.

Application for Membership by Mike Wahlquist

Linda Hindman, Marshall Buker, Lynn Losurdo, Cory Roche, Bryan Honeyman, Troy Arnason, Leah Bills, Eric Simone.

OWCP, COMPENSATION, and MDA by Terry Ehlers.

=\$735 was collected for the MDA Walkathon. =The Branch Pool Party is this Saturday 4:30-8:30 at the Magna Pool (free). OWCP – Injured employees are being told that management will fill out their forms for them. Don't let them. Do it yourself.

LCPF by Monte Jones not present.

FOOD DRIVE by Stan Hawker - As of May 12th, 394,265 pounds of food was collected in Utah (only a partial list).

LEGISLATIVE and TRUSTEES by Chad Mortensen.

The Utah bill passed last year will fund the state's use of USPS facilities. On May 23rd Chad, Phil and a carrier from Ogden went to DC and presented the program to our legislators. It went over extremely well. Karen Mayne, the maker of the bill, will follow up with DC. =Primary elections end June 25th - Vote! =The AFL-CIO convention is June 22nd. =June 23rd is the Unions' United Activity. All unions in the building will be promoting their workers and their work in the community. =Last Sunday we had a horseshoe tournament of 8 teams. Raised \$420 for LCPF.

Trustees: No report (didn't meet this month)

ORGANIZER by Justin Lindquist.

Justin and Lance Henrie have been doing good getting CCAs to sign up in training. They need help in the offices to get all CCAs to join.

HEALTH BENEFITS by Jim Kerekes – excused

DIRECTOR OF RETIREES by Jeff Asay. No report

TREASURER by Mike Madsen.

Report on May's income and disbursements: \$27,100 income. Expenses: AFL-CIO \$4,500, Central Fed \$500, phone \$376, \$150 food drive shirts, payroll taxes \$1,145, summer party \$1,376, AFL-CIO convention \$756, something \$221, office supplies \$533, quarterly mileage \$602, payroll \$14,857, postage \$59, president's expense \$69, printing/paper \$354, Steward College \$3,138, dental insurance \$108, compensation for 2019 \$501. There was a breakdown of every expense on the back table.

VICE PRESIDENT'S REPORT by Mike Hansen (new)

No Report. He worked in bountiful for 7 years becoming a steward. He then moved to Sandy for the last 2 years where he is a steward.

EXECUTIVE VICE PRESIDENT by Lance Henrie.

=580 grievance so far this year. =Very active stewards. =We need to look out for each other.

PRESIDENT by Mike Wahlquist.

=Busy few weeks for the union. Lot of safety standups (mandatory – heat stress, etc.). =The Safety Ambassador program has replaced the Safety Captain program. Management picks the captains for the Ambassador program rather than the union. We should support 100% the new captains if they are saying things that are helpful to our safety. If they violate the contract we should address that. =A CCA filed a 1767 for an unsafe condition he saw (proud of him).

SPECIAL ORDERS:

The branch response to the Mortensen appeal of the Branch decision on the 2017 election was read. It has been sent to the National Committee on Appeals.

SAFETY AND HEALTH by Chris Zambos –

Are you getting messages on your scanners about safety and hydration? Skin cancer – protect yourself from the sun and use sunscreen (some doctors recommend every 30 to 60 minutes no matter what the container says). =Fill out a 1767 if you feel a supervisor's instruction is unsafe, like being told to walk your mounted deliveries. Don't do it if it is unsafe (1767 and contact steward). =The heat abatement memo has a lot of recommendations for checking for heat exhaustion at least every hour. Eat and drink regularly. =Let your steward or manager know if bottled water is not available in your office

UNFINISHED BUSINESS: none

NEW BUSINESS:

=The Executive Board recommended sponsoring the Labor Day picnic financially. They recommended a bronze sponsorship of \$250 and \$100 for a trophy. The motions passed.

=The Executive Board recommended a new standing rule regarding dues in arrears (based on Pres. Rolando’s letter).

The rule (with amendment): “After a six month time period, per Article 7 section 3.b CGSFB, if members are in arrears, the branch will notify the member to make efforts to address the amount in arrears (with options explained). If 30 days passes with no effort to make communication with the president or his designee, then that member forfeits their membership. If they do make some effort, which consists of communication with the branch president or designee, then the six month time period will reset after that effort.” Motions to amend (forgive all dues in arrears, notices of dues in arrears sent every pay period, and contacting any branch officer) failed. The motion passed with a standing vote of 28 for and 7 against.

=POI- the military already has a dues exclusion provision. =Notices of dues in arrears will be sent out monthly.

GOOD OF THE ASSOCIATION –

=There was a plea for everyone to donate to LCPF. 40 new people have signed up but everyone is needed.

IMPROVEMENT OF THE SERVICE – none

DRAW AND ADJOURN AT 9:15 pm

\$25 drawing winners: Mike Barrios & Kim Mortensen

RETIREEES – \$475 (Donald Simmons was not present). Next month it will be \$500.

Progressive A - \$850 (Bart Getz was not present). Next month it will be \$875.

Progressive B - \$750 (Chris Shipley WON and was present). Next month it will be \$25.



July 5th —E– Board Meeting 6:30 pm

July 12th —Union Meeting 6: 30 pm

July 18th —Steward Training 6:30pm

July 26th —Rights Night 6:30 pm

ARTICLE 11

HOLIDAYS

Section 1. Holidays Observed The following ten (10) days shall be considered holidays for full-time and part-time regular scheduled employees hereinafter referred to in this Article as “employees”:

New Year’s Day

Martin Luther King, Jr.’s Birthday

Presidents Day

Memorial Day

Independence Day


Labor Day

Columbus Day

Veterans’ Day

Thanksgiving Day

Christmas Day



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 tot hat contributor. Federal law requires us to use out best efforts to collect and report he 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 no to contribute.

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The financial records of the Union are available to be looked at by any Branch 111 member, in the Union Office, by appointment.

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VICE-PRESIDENT
Mike Hansen
EXC. VICE-PRESIDENT
Lance Henrie
TREASURER
Mike Madsen
SECRETARY
Steve McNees
SGT-AT-ARMS
Mike Simonsen
MBA & OWCP
Terry C Ehlers
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Chad Mortensen
Joan Larsen
Kirk McLaughlin

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