

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

July 2018

Publication 2018.7



Branch 111 MDA Bowl-a-Thon August 18, 2018 6:30pm

Bonwood Bowl

2500 South Main Street Salt Lake City, Utah 84115

\$25 Dollars per person or \$100 Dollars for a 5 member Team.

Registration needs to be completed and money paid by August 11, 2018

Contact: Jeremy Bailey 801-759-2972

For Sign Up and any Questions

High Total Series 1st 2nd 3rd Trophies.

Raffle for a new Bowling Ball \$1 a ticket or 6 for \$5

Strike it Rich \$1 for a ticket or 6 for \$5 (1/2 to MDA the other 1/2 to winner)

Free Food "Pizza and Pop"

Bar on the premises

Prizes and lots of fun

Donations Accepted



**Kids Bowling Tournament (2 games) ages 1 thru 12 years.
\$15 dollars a child Bumpers will be used. Special needs will
be accommodated. Participation Ribbons and Trophies**

The President's Report

Living Life Unlimited

The Fight to Free Individuals and the Families Who Love Them From the Harmful Effects of Muscular Dystrophy

This last week I had the opportunity of attending the 2018 Muscular Dystrophy Association (MDA) Summer Camp up at Camp Kostopulos in Emigration Canyon, and I was privileged to help the kids and counselors with crafts and events. I have been going to MDA camp for about 8 years, and my daughter has gone with me the last few years. It is always an amazing experience to see how much fun the kids have up at these camps, and I was once again saved by my extensive knowledge of Marvel Super Hero Movies, and Minecraft. In the past Branch 111 has always sponsored a "Postcards from Camp" event where we help kids write postcards to their families, but this year the Camp had a different agenda and different rules, so we helped with a few events and crafts instead. I can report that this year the campers were having a great time, and I want to especially thank the people who have worked so hard on this, namely Joay Wiscombe, who has been our MDA liaison for many years, and Terry Ehlers, the Branch 111 MDA Coordinator. I also want to thank the numerous Branch 111 members who always help with the Labor Day Picnic Fundraiser, Bowl-A-Thons, Raffles, and Muscle Walks, and anyone else who donates time/money to this worthy cause, you are all Heroes!

What is Muscular Dystrophy? There are more than 30 different kinds of muscular dystrophy, but they are all diseases that progressively damage and weaken muscles, though some types are more severe and progress quicker than others. The muscle damage and weakness is due to the lack of a protein called dystrophin. Absence of this protein may cause problems with walking, swallowing, breathing, and muscle coordination. Over 50,000 people in America are currently afflicted with Muscular Dystrophy, and most are diagnosed as children. The Majority of individuals with muscular dystrophy lose the ability to walk and will eventually require a wheelchair. At this time there's no known cure for muscular dystrophy, but certain treatments may help.

The Muscular Dystrophy Association (MDA) was founded in 1950 for the above noted goal of freeing people from the effects of muscular dystrophy. The NALC entered the fight in 1952, becoming the first National Sponsor of the MDA. In the Fall of 1953, Letter Carriers collected money from patrons on their routes (later this event would be referred to as the "Porchlight Brigade") and the Carriers raised nearly \$4 million... that would be about \$37 million adjusted for inflation in today's money. That shows the power of what Letter Carriers can do when we join in a common cause! Since then, the NALC has sponsored MDA each and every year as we have continued our fight for the cure, and the fight to send kids who are afflicted with muscular dystrophy to Summer Camp.

According to the MDA, there are nearly 75 MDA Summer Camps in the United States that provide approximately 3,800 kids with a week of fun each year. Per the MDA, these camps "...give kids with limited muscle strength and mobility a life-changing experience in an environment without barriers. It's a week where they're free to enjoy adventures like horseback riding, swimming and fishing, develop lifelong friendships and build self-confidence and independence that are critical to living longer and growing stronger."

These camps are offered at no charge to families, and the camps cost only about \$2,000 per camper per week.

What do these camps mean to kids? I will let one camper tell the story in his own words. Joe Akmakjian wrote:



Although I would later come to associate MDA Summer Camp with the words joy, freedom and independence, that's not how I felt in the beginning. In fact, I was terrified to go. When my mom told me she had signed me up for MDA's summer camp in Empire, Colorado, I threw a massive temper tantrum and begged her to spare me from what I was sure would be a week of pure torture. I was six years old and couldn't imagine leaving her for an extended period of time. Until that point, she was my only caregiver, and I depended on her for everything. I feared being taken care of by someone I'd never met before.

My mom relented and let me stay home. But when I turned nine, she put her foot down. I was going to camp, no matter what. Finally — and reluctantly — I attended my first year of camp in 2000. Looking back, I don't know what I was so afraid of — summer camp turned out to be one of the best experiences of my life. It's one of the top experiences I credit with helping me realize the full potential of my life.

At MDA Summer Camp, I learned important life lessons that made me who I am today. I learned that my mom was not the only person capable of taking care of me. It was very freeing to (for the first time) be independent from my family and experience life my way. I began to see the future I could direct for myself and that excited me. During my time at camp I had the opportunity to go fishing, make interesting crafts, go swimming and join scavenger hunts. All of these activities are things that I had done prior to coming to camp. But it was great to see how other people, like me, managed aspects of their care and daily living. That's what I learned.

When my mom picked me up at the end of my first week of summer camp, I didn't want to leave. I cried the whole way home because I already missed my new friends. I found myself counting the days until I could return.

I attended summer camp until I was 16 years old. Every year brought me even closer to my dream of living independently and having a life of my own. And again, every year I cried when I had to leave. I'm thrilled to say that I still keep in contact with many of the people I met there and they are still close friends of mine. Since our time together at camp, I have watched my friends go on to have successful careers, start families and raise children, live independently, and follow their dreams — regardless of the barriers they face. Each of their stories has inspired me to do the same, and I know that attending MDA Summer Camp was a huge catalyst in helping me achieve my goals as an independent young professional.

Not only was summer camp a successful experience for me, but it was for my family as well. No matter how much you love someone and no matter how much you want to be there for them, caregivers need breaks to maintain their sanity and care for themselves. I can distinctly remember the glow on my mom's face as she picked me up from summer camp. I could tell that she had finally gotten some well-deserved rest, a chance to enjoy the things that she often didn't have time for and, above all, an opportunity to tend to the needs of my sisters who deserved independent time with their mom, too.

It is virtually impossible to explain how much the overall experience of summer camp positively impacts the lives of the individuals and families MDA serves. For us, it's the "restart button" for our year. Living with and caring for someone with life-threatening muscle-debilitating diseases is not easy. But to be able to look forward to a week of rest and personal freedom is something I know my entire family was thankful for.

In 2017, the NALC at the national level raised a total of \$1,200,381, which is enough to send 600 kids to camp. While that is a great thing, we can do better! I encourage everyone to come to the Bowl-aThon, August 18, 2018 at 6:30 PM. You will need to contact Jeremy Bailey (801) 759-2972 to register, and there will be free "pizza and pop" for those attending. The cost is a mere \$25 for an individual, or \$20 per bowler if you have a 5-person team. Kids are welcome, and get to bowl for a mere \$15. All profits go to MDA. There will also be raffles, trophies, ribbons, and prizes, so don't miss out on this great way to support the Muscular Dystrophy Association of Utah. I look forward to seeing you there!

**Michael Wahlquist – President
Branch 111, NALC**

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Ethel Taylor- Sales Representative- Utah

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Allow Me To Introduce Myself

My name is Mike Hansen and I have been a Letter Carrier for over 11 years and am proud to say I have been a member of Branch 111 since day one. I started my career as a PTF in the Bountiful Utah Post Office and became a regular carrier after 10 months. I became interested in the grievance process and began learning everything I could from the Union stewards in Bountiful. After about 7 years everything in Bountiful was flipped upside down when our long time Postmaster announced his retirement. The employees in Bountiful suddenly found themselves under the reign of the infamous Andrea Gunnarson. Employees began retiring, transferring, and in some cases quitting. Supervisors transferred and Union Stewards stepped down. Bountiful was in turmoil and in need of a steward.

I became the steward in Bountiful in 2014. Discipline was being issued at an incredible rate and with complete disregard of the National Agreement by management. Grievances were piling up. I learned fast and I was soon handling the grievances at both the Informal A and Formal A levels. After attending the Formal A portion of stewards college and serving Bountiful for 2 years I submitted my transfer request to the Sandy Post office. I have now been a steward at the Sandy Post Office for the past 2 years and also continue to help file grievances in Bountiful. I have completed the arbitration portion of stewards college.

I accepted the Vice President position in Branch 111 because I truly believe in the principles of our Union. I am grateful for the opportunity to serve the membership of the branch and my intentions are to do just that. I am always available to any member that needs help. I believe I bring a lot to the table and will do my very best to fulfill my duties as Vice President. All I ask is for your support. I know some members don't know who I am and some may question my appointment but I look forward to showing you through my character and work ethic that I am more than capable of serving in this position. Thank you

Mike Hansen-

Vice President Branch 111, NALC

Executive Vice President - Lance Henrie

Reflection on deflection

As you know when something goes wrong, when goals go unmet, when anything -unpleasant happens the first thing to do is find out who is at fault. The desire to point a finger runs strong in the workplace. So you've been mandated. Who's to blame? The carrier on 27 never shows up, boss says he just don't like to carry. Linda and Percy called in sick again so you will have to carry overtime on one of their routes. Is the fact that humanity is subjected to illness, injury and chronic health problems the cause of mandating? In some offices mandating is a daily occurrence, in others a rarity. Disease is not at fault, every office, every employer, every person for that matter must accept and deal with it. Improper or inadequate staffing is the only reason for mandating. The poor guy on 27 has enough troubles without our blaming him for poor managerial decisions. Yes I am pointing the finger of blame right back at those who would have you believe that Linda and Percy are the cause of managements inability or failure to properly uphold their contractual obligations. Farmers and contractors must accept that weather is not controlled but can be planned for. Employers must accept that employees are subject to disease, and though they cannot control it they can plan for it. To blame a person for getting sick is as asinine as to blame the seed for being washed away in a flood. Do not buy into the blame game management alone is responsible for mandating.



TRUSTEE—LEGISLATIVE

I am getting ready to head to our National Convention in Detroit, and am excited to hear what our National Office report is on the Legislative front. It is always good to be able to share ideas and hear what each state is doing on the political front. Locally we just attended the Utah State AFL-CIO convention. It is nice to see how much support we have from the other trades. The speakers were really good. That next morning we held a Union rally in front of the Union hall. I meet a couple of candidates that are running for congressional seats and what was so great to hear was they knew about our prefunding issue and how unfair it is that the Postal Service must prefund at such a high rate for our future retirees health care. I feel as our message is getting out and hopefully we can gain more support from our everyday customer.

Congresswoman Mia Love has co-sponsored on H-Res 31. This is expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to restore service standards in effect as of July 1 2012. This resolution now has 227 cosponsors.

I hope everyone is registered to vote in this upcoming election. We need to vote for candidates that support Labor and that support the Post Office. I would like to remind people to sign up for the NALC app. This is where you will be able to find out what is going on in the National front. With the future of our jobs and lively hood at the whim of what Congress and the Senate decide I would encourage everyone to sign up for the Letter Carrier PAC fund (LCPF) this fund helps get our issues in front of the Senate and Congress. If you need help to sign up for this ask your shop steward or you can call into the Union hall and they will get someone to help you out.

Chad Mortensen

The
activ

Branch 111's Annual Steak Fry

Where: Murray Park Pavilion #5
(Enter off of State Street or 5300 South)

When: August 25th, 2018 at 6:00 PM

Cost: \$10.00 Per Person (Limit 2 tickets per member)

Serving: Steak, Corn-on-the-cob, Dutch Oven Potatoes, Salad, Rolls, Cobbler-Ala-Mode
Music, Door Prizes, and Games....and of course, all the soda you can drink.



"I READ THAT YOU SHOULD ONLY
HAVE A PORTION OF MEAT ABOUT
THE SIZE OF YOUR PALM!"



"Doctor please come quick! His fever has gone
from medium rare to well done!"



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.

June 2018 cost-of-living adjustment memo

July 12, 2018

Contract COLA: Accumulated COLA is \$645 through July

The projected accumulation toward the fifth regular COLA under the 2016-2019 National Agreement stood at \$645 annually in July following the release of the June 2018 Consumer Price Index.

On July 12, the Bureau of Labor Statistics announced that the CPI for Urban Wage Earners and Clerical Workers (CPI-W, 1967=100) stood at 733.343 in June, 34.763 points above the base level of 698.580 in July 2014. After adding the 0.06 cents carried forward from the fourth adjustment period, the accumulated COLA through June stood at 31 cents per hour or \$645 annually.

The fifth COLA will be based on the increase in the CPI-W between the base index month and July 2018, less any previously calculated COLAs, and will be payable the second full pay period following the release of the July 2018 index. The four COLAs previously calculated under the 2016-2019 National Agreement, totaling 55 cents per hour, are as follows: 1st COLA, 1 cent per hour (\$21 annually), 2nd COLA, 16 cents per hour (\$333 annually), 3rd COLA, 13 cents per hour (\$270 annually), and the 4th COLA, 25 cents per hour (\$520 annually).

<https://www.nalc.org/news/research-and-economics/research#cola>

**Life is 10% what happens to
you and 90% how you react
to it.**

Charles R. Swindoll

INJURED AT WORK?



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For Those who don't know.

Board of Governors of the United States Postal Service

The **Board of Governors of the United States Postal Service** is an eleven-seat board comparable to a [board of directors](#) of a private corporation, except in service of the American postal system. Nine members are appointed by the [President of the United States](#), subject to confirmation by the [Senate](#) (and usually first deliberated in the Senate's [Committee on Homeland Security and Governmental Affairs](#))^[1]. The nine presidentially appointed Governors choose the [Postmaster General](#), who also serves as a member of the Board. These ten then choose a Deputy Postmaster General, who becomes the 11th member of the Board. The [Postmaster General](#) and Deputy Postmaster General serve at the pleasure of the Governors.

Until 2007 each Governor was appointed to a nine-year term or to the remainder of the unexpired term of a vacant seat. Terms of the ten Governors are staggered to expire each year on December 8. A Governor whose term has expired may continue to sit on the Board for up to one year until a successor has been appointed. No more than five of the nine Governors may be of the same political party. On December 20, 2006, President George W. Bush signed the Postal Accountability and Enhancement Act^[2], which changed the terms of subsequently appointed Governors from nine to seven years.

The Board directs the exercise of the powers of the Postal Service, directs and controls its expenditures, reviews its practices, conducts long-range planning and sets policies on all postal matters. The Board takes up matters such as service standards, capital investments and facilities projects exceeding \$25 million. It also approves officer compensation.^[3] The Board generally meets once a month. Each January, the Governors elect a Chairman and a Vice-Chairman. Each Governor receives \$300 per day for not more than 42 days of meetings each year and travel expenses, in addition to an annual salary of \$30,000. The Governors employ a full-time Corporate Secretary who serves as the primary staff assistant to the Board.

The Board has not been fully staffed since 2010.^[4] By 2017 there were just two remaining members and nine vacancies.^[1]

[Megan J. Brennan](#), Postmaster General and CEO
[Ronald A. Stroman](#), Deputy Postmaster General

https://en.wikipedia.org/wiki/Board_of_Governors_of_the_United_States_Postal_Service

CCAs—check your pay stubs!

If you're a city carrier assistant (CCA) who recently returned from your five-day break between appointments, check your pay stub to be sure you are being paid correctly. There have been instances reported where the CCA hourly rate was incorrectly reduced.

Pursuant to the Jan. 10, 2013 Das arbitration award, CCAs who were on the rolls as temporary employees on that date shall be paid at Step AA of Table 2, which is the higher hourly rate of the two steps for CCAs. [Click here to review the most recent paychart.](#)

Also, check the new re-appointment letter you receive in the mail from Shared Services (PS Form 50, "Notice of Personnel Action," item number 62, "Base Salary") to be sure your hourly rate is correct.

If you are being paid incorrectly, contact USPS Shared Services at 877-477-3273, Option 5, to advise them that you are being paid incorrectly. Also, discuss it with your NALC shop steward or local branch officer and local management.

NALC Health Benefit Plan

Jimmy Kerekes

BLOOD PRESSURE is not a new topic, but it is an important topic for our everyday life.

Hereditary and physical risk factors for high blood pressure include:

Family History

If parents and close relatives have high blood pressure there's an increased chance you'll get it.

Age

The older you are blood vessels lose elasticity and can cause the pressure to go up.

Gender

Until age 64, men are more likely to get high blood pressure than women. At age 65 and older, women are more likely to get high blood pressure.

Race

Race also plays a big factor in high blood pressure.

Chronic kidney disease

High blood pressure may occur and that could lead to more kidney problems.

Risk factors you CAN change to help prevent and manage high blood pressure:

Lack of physical activity

Unhealthy diet i.e. sodium

Overweight or obese

Drinking alcohol

Sleep apnea

High cholesterol

Diabetes

Smoking and tobacco

Stress

American Heart Association guidelines in 2017, said the definition of high blood pressure is lower, and the number of U.S. adults to have high blood pressure has increased. High blood pressure has tripled among men under 45 and doubled among women in the same age group.

Consequences of High Blood Pressure:

Stroke

Vision Loss

Heart Failure

Heart Attack

Sexual Dysfunction

Kidney Disease/Failure

Adjust your habits now:

Eat a heart healthy diet

Cut out excess sodium

Limit alcohol

Avoid cigarettes

Exercise on a regular basis



The blood pressure numbers are 120/80 for normal. Lower than 120/80 are better. Blood pressure is a good thing to check every day, if you have a device to check it.

In Memory of Peggy Frank

<https://www.dailynews.com/2018/07/09/us-postal-worker-found-dead-in-woodland-hills-amid-record-breaking-heat/>

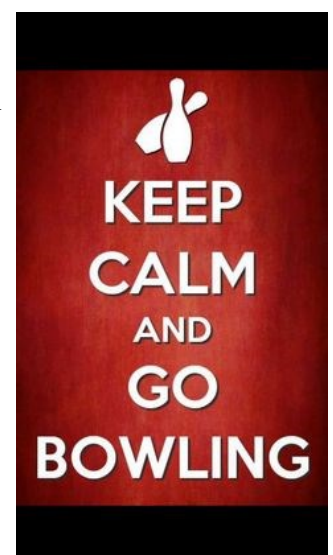
Some regulations from the Army on heat illness:

Heat illness risk basics and training resources

2-1. Basics of heat illness risk a. The hazard. Exposure to high environmental temperature reduces the body's capacity to expel ("dump") heat. The body stores heat that it generates during work; as it attempts to compensate to environmental temperature, physiological strain or heat load results. This load, especially in the presence of continued work, dehydration, and fatigue, may lead to heat illness. Environmental conditions, namely air temperature (the temperature of surrounding objects), mass of water vapor in air in the air (humidity), and air movement influence the heat equilibrium of the body and its physiologic adjustments. There are minor and major types of heat illnesses, as follows (see para G-2a for fuller descriptions of heat illnesses).

- (1) Minor heat-related illnesses and conditions include heat edema, miliaria rubra, sunburn, heat tetany, parade syncope (heat syncope), heat cramps, and heat exhaustion. (Note: heat exhaustion, though minor, is a reportable medical condition; see para G-2a(1).)
- (2) Major heat illnesses include exertional heat illness (EHI), exertional rhabdomyolysis, and heat stroke. The diagnostic categories of heat exhaustion, EHI, and heat stroke have overlapping features and should be thought of as parts of a continuum. Note. The descriptor "exertional" differentiates the form of heat illness experienced by physically active persons who are producing substantial metabolic heat loads (commonly among military personnel and athletes) from the "classical" form that occurs in vulnerable populations (young children, elderly persons, and those without drinking water), frequently with impaired thermoregulation due to illness or medication, exposed passively to heat, and often dehydrated; and often presents as an epidemic during urban heat waves.
- (3) b. The defense. The body rids itself of heat normally through the skin and by exhaled breath, constituting heat relief. Some heat is discharged by radiation from the skin, but the body relies mostly on evaporation of sweat from the skin to cool. The adverse impact of high environmental temperature can be reduced by resting after exposure to heat (proper work/rest ratios), becoming acclimatized to heat, drinking enough fluid, wearing clothing properly, and maintaining a high level of fitness. These measures contribute to the body's normal mechanisms for dumping heat. Individuals can also dump heat by spending time in air-conditioned-space, showering in cool water, and immersing their arms in cold water.
- (4) c. Acclimatization. Most Soldiers' physiological responses to heat stress improve in 10-14 days of exposure to heat and regular strenuous exercise. Factors to consider in acclimatizing Soldiers are the WBGT index (see Appendix D); work rates and duration; uniform and equipment; and Soldiers' physical and mental condition

<http://www.tradoc.army.mil/tpubs/regs/tr350-29.pdf>



MBA and OWCP Compensation

By Terry C Ehlers

Some great questions have been directed my way and I hope I have answered by showing what is directed by the regulations. This information is directly out the Code of Federal Regulations Title 20--Chapter I--Subchapter B--Part 10

10.330 What are the requirements for medical reports?

In all cases reported to OWCP, a medical report from the attending physician is required. This report should include:

- (a) Dates of examination and treatment;
- (b) History given by the employee;
- (c) Physical findings;
- (d) Results of diagnostic tests;
- (e) Diagnosis;
- (f) Course of treatment;
- (g) A description of any other conditions found but not due to the claimed injury;
- (h) The treatment given or recommended for the claimed injury;
- (i) The physician's opinion, with medical reasons, as to causal relationship between the diagnosed condition(s) and the factors or conditions of the employment;
- (j) The extent of disability affecting the employee's ability to work due to the injury;
- (k) The prognosis for recovery; and
- (l) All other material findings.

10.331 How and when should the medical report be submitted?

(a) Form CA-16 may be used for the initial medical report; Form CA-20 may be used for the initial report and for subsequent reports; and Form CA-20a may be used where continued compensation is claimed. Use of medical report forms is not required, however. The report may also be made in narrative form on the physician's letterhead stationery. The report should bear the physician's signature or signature stamp. OWCP may require an original signature on the report.

(b) The report shall be submitted directly to OWCP as soon as possible after medical examination or treatment is received, either by the employee or the physician. (See also §10.210.) The employer may request a copy of the report from OWCP. The employer should use Form CA-17 to obtain interim reports concerning the duty status of an employee with a disabling injury.

10.332 What additional medical information will OWCP require to support continuing payment of benefits?

In all cases of serious injury or disease, especially those requiring hospital treatment or prolonged care, OWCP will request detailed narrative reports from the attending physician at periodic intervals. The physician will be asked to describe continuing medical treatment for the condition accepted by OWCP, a prognosis, a description of work limitations, if any, and the physician's opinion as to the continuing causal relationship between the employee's condition and factors of his or her Federal employment.

10.335 How are medical bills submitted?

Usually, medical providers submit bills directly to OWCP or to a bill processing agent designated by OWCP. The rules for submitting and paying bills are stated in subpart I of this part. An employee claiming reimbursement of medical expenses should submit an itemized bill as described in §10.802.

10.336 What are the time frames for submitting bills?

To be considered for payment, bills must be submitted by the end of the calendar year after the year when the expense was incurred, or by the end of the calendar year after the year when OWCP first accepted the claim as compensable, whichever is later.

If you need assistance or have questions, please take a moment and call me. 801-694-0558



10.337 If an employee is only partially reimbursed for a medical expense, must the provider refund the balance of the amount paid to the employee?

(a) The OWCP fee schedule sets maximum limits on the amounts payable for many services (see §10.805). The employee may be only partially reimbursed for medical expenses because the amount he or she paid to the medical provider for a service exceeds the maximum allowable charge set by the OWCP fee schedule.

(b) If this happens, OWCP shall advise the employee of the maximum allowable charge for the service in question and of his or her responsibility to ask the provider to refund to the employee, or credit to the employee's account, the amount he or she paid which exceeds the maximum allowable charge. The provider may request reconsideration of the fee determination as set forth in §§10.812 and 10.813.

(c) If the provider does not refund to the employee or credit to his or her account the amount of money paid in excess of the charge which OWCP allows, the employee should submit documentation of the attempt to obtain such refund or credit to OWCP. OWCP may make reasonable reimbursement to the employee after reviewing the facts and circumstances of the case.

10.506 May the employer monitor the employee's medical care?

The employer may monitor the employee's medical progress and duty status by obtaining periodic medical reports. Form CA-17 is usually adequate for this purpose. To aid in returning an injured employee to suitable employment, the employer may also contact the employee's physician in writing concerning the work limitations imposed by the effects of the injury and possible job assignments. (However, the employer shall not contact the physician by telephone or through personal visit.) When such contact is made, the employer shall send a copy of any such correspondence to OWCP and the employee, as well as a copy of the physician's response when received. The employer may also contact the employee at reasonable intervals to request periodic medical reports addressing his or her ability to return to work.

10.507 How should the employer make an offer of suitable work?

Where the attending physician or OWCP notifies the employer in writing that the employee is partially disabled (that is, the employee can perform some work but not return to the position held at date of injury), the employer should act as follows:

(a) If the employee can perform in a specific alternative position available in the agency, and the employer has advised the employee in writing of the specific duties and physical requirements, the employer shall notify the employee in writing immediately of the date of availability.

(b) If the employee can perform restricted or limited duties, the employer should determine whether such duties are available or whether an existing job can be modified. If so, the employer shall advise the employee in writing of the duties, their physical requirements and availability.

(c) The employer must make any job offer in writing. However, the employer may make a job offer verbally as long as it provides the job offer to the employee in writing within two business days of the verbal job offer.

(d) The offer must include a description of the duties of the position, the physical requirements of those duties, and the date by which the employee is either to return to work or notify the employer of his or her decision to accept or refuse the job offer. The employer must send a complete copy of any job offer to OWCP when it is sent to the employee.
In Solidarity,
Terry

If you need assistance or have questions, please take a moment and call me. 801-694-0558

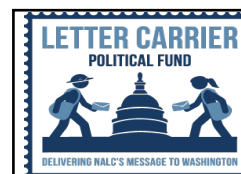
August 2nd —E— Board Meeting 6:30 pm

August 9th —Union Meeting 6: 30 pm

August 15th —Steward Training 6:30pm

August 23rd —Rights Night 6:30 pm

If you have any information on those carriers who have passed away please send that information to ; pavement.111.pounder@gmail.com



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 contribu-

NALC BRANCH 111
Minutes of the Regular Union Meeting
July 12, 2018

Convened at 6:39 pm

Pledge of Allegiance conducted by Mike Hansen

Roll Call by Steve McNees

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

Reading of the Communications by Steve McNees.

= Letter from President Rolando indicating that our past Order of Business does not need to be changed (read). = MDA Summer Camp Announcement and an invitation from the MDA to attend the 2018 Sponsor Day on July 10th, at Camp Kostopolus =A letter to "Mike Wallquist" (sender unknown) asking "Why are we giving mcneese all are money???" = Bruce Morgan- a copy of Chad Mortensen's Legislative Article to share with Representative Love.= Correspondence will be filed for future reference.

Application for Membership by Lance Henrie

Sean Selin, Randy Record, Mandon Hux, Robert McCracken, Hannah Collett, Alyssa Campbell, Aaron Nunley, Dana Beardsley, Abigail Boren, Mary Paul, Angelo Malo, Darryl Syversen.

LCPF by Monte Jones not present.

ORGANIZER by Justin Lindquist. Not present

FOOD DRIVE by Stan Hawker – not present

LEGISLATIVE and TRUSTEES by Chad Mortensen.

Mia love has co-sponsored HR 31 (restore USPS service standards to 2012). =June 22nd AFL-CIO convention (nice to know others unions support our issues). The next day they had a Unions United rally in front of the union building with 2 radio stations present.

=Register to vote! =The NALC app can be downloaded to your phone to see the pay schedule, coded calendar, legislation, and other resources. =Sign up for LCPF=

Trustees: Met last night. 2 months of books were reviewed. Mileage requests need to specify the purpose, beginning and ending points. One unsigned warrant was signed. 2 charges were on the bank account without warrants yet. =Please don't delay cashing your checks.

MBA-COMPENSATION-MDA by Terry Ehlers

MBA – Terry can help you set up Insurance and Roth IRA accounts.

MDA – Jeremy Bailey is setting up a bowling tournament for everyone (members, families, friends, etc). Kids will have their own competition with trophies and ribbons also. It will be Aug. 18th, 6:30pm, at the Cottonwood Bowl. All money goes to the MDA kids.

HEALTH BENEFITS by Jim Kerekes – not present

SAFETY AND HEALTH by Chris Zambos –

=Read his next Pounder article about "how you can get fired for just doing your job." Ask for a water bottle filling station for your office. This can save a lot of plastic bottles.

DIRECTOR OF RETIREES by Jeff Asay.

Sept 27th, 4:30-6:30pm, is the retirees' dinner. No reservations or RSVPs needed. Bring your spouse to the Chuck-A-Rama in Draper. = Wahlquist has steak fry tickets for retirees, stewards should have them by next week. Cash is not accepted.

TREASURER by Mike Hansen

Last month: Income \$29,566.59, expenses 30,783.67, net loss of \$1,217.08. Complete reports are on the back table.

VICE PRESIDENT'S REPORT by Mike Hansen

Activities: Entering grievances into the computer, helping new stewards, answering phone calls and tracking down rumors (finding no problems).

EXECUTIVE VICE PRESIDENT by Lance Henrie.

= 680 grievance filed to date. Getting fewer 1731 and discipline. Now there are more mandating work grievances. = Checked on how management bonuses related to the grievances being filed. Bonuses: 40% tied to operating expenses, 20% employee availability, 20% accidents/injuries, 10% deliveries per work hour per SPLY, scan performance, non-career employee turnover, etc.



PRESIDENT by Mike Wahlquist.

Mike took his daughter, her friend and Joay Wiscombe (MDA Ambassador) to MDA camp last week to see the kid's activities. This year the campers also rode horses and canoed. Kids like summer camp more than Christmas. Parents aren't allowed at camp with the kids (huge break for the parents). Branch donations have been rising. It costs \$2,500 - \$3,000 to send each kid. = The Steak Fry is Aug. 25th, 6pm, at Murray Park. Tickets are on sale next week. =Mike announced that he will be running for National Business Agent.

SPECIAL ORDERS:

=Dues Reduction Bylaws Proposal from the Executive Board:

CURRENT: *Article 3 Section 1. The dues of this branch shall be 1 hour per pay period at city letter carrier grade 2 step H, table 1. Any member not on dues check off shall maintain their dues (1) year in advance.* PROPOSED: Change Step H to Step C. [Note: Because of a concern that the submission date may be less than one month before this meeting, this proposal will be read at the August meeting and voted on at the September meeting.]

UNFINISHED BUSINESS: none

NEW BUSINESS:

Jeremy Bailey: Motion to fund an MDA Bowl-a-thon on Aug. 18th for \$800. Motions to amend failed. The motion passed on a 17 to 9 standing vote.

GOOD OF THE ASSOCIATION –

=A motion to write a letter of endorsement to Karen Mayne for her current election campaign passed.

IMPROVEMENT OF THE SERVICE – none

DRAW AND ADJOURN AT 7:56 pm

\$25 drawing winners: Steve McNees and Steve Schaffer

RETIREEES – \$500 (Vanny Nhem was not present). Next month it will be \$525.

Progressive A - \$875 (Marcee Chapman was not present). Next month it will be \$900.

Progressive B - \$25 (Mike Lloyd was not present). Next month it will be \$50

Proposed Bylaw Change—

Reads

Article 3. Section 1. The dues of this branch shall be 1 hour per pay period at city carrier grade 2 Step H, table 1.

Any member not on dues check off shall maintain their dues (1) year in advance.

Change to :

Article 3. Section 1. The dues of this branch shall be 1 hour per pay period at city carrier grade 1 Step D, table 1.

Any member not on dues check off shall maintain their dues (1) year in advance.

<https://www.nalc.org/news/research-and-economics/research#paychart>

Grade 2 Step H, table 1 - 29.18

Grade 1 Step D, table 1 - 27.90

Take the time and Pull that Parking Brake up and extra click.

Christopher Zambos



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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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EXC. VICE-PRESIDENT
Lance Henrie
VICE-PRESIDENT
Mike Hansen
TREASURER
Mike Madsen
SECRETARY
Steve McNees
SGT-AT-ARMS
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