



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

August 2018

Publication 2018.8

OFFICIAL NOTICE: Nomination of Delegates and Alternates to the Utah State Association of Letter Carriers Convention will be held at the regular September Union Meeting. Elections will be held at the regular October Union Meeting.

## Branch 111's Annual Steak Fry



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

When: August 25<sup>th</sup>, 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.

See Your Shop Steward For Tickets!



71ST BIENNIAL CONVENTION



## The President's Report

# Convention Report

Last month Branch 111 sent a delegation of 12 members to the 2018 Convention of the National Association of Letter Carriers in Detroit, Michigan. The delegates we sent were:

Spencer Heinz	Amie Gallo	Kim Mortensen
Chad Mortensen	Jimmy Kerekes	Alan Nagata
Mike Simonsen	LoEne Simpson	Cassandra Last
Beverly Arnason	Veronica Rodriguez	Michael Wahlquist

And Phil Rodriguez was also there as the NALC State President of Utah. Many of us traveled on Sunday, the 15<sup>th</sup> of July, so that we could be ready for the opening of the Convention on July 16<sup>th</sup>. Monday morning, we arrived early, as over 5000 registered delegates opened the Convention. The convention was called to order, committee reports and financial reports were given and approved by the delegates. As for the resolutions, I will give a few highlights here, but will not talk about all the resolutions, as they will be printed in the upcoming edition of the Postal Record.

Some of the resolutions that were passed include: That management allow carriers to donate sick leave when the opportunity arises, that emergency suspensions be given priority consideration by the dispute resolution teams, that GPS data not be used for discipline, and that dry-fit and UV-protected fabric as well as cold wear gear clothing be added to the uniform program. The delegates also passed resolutions stating that street communications between letter carriers and supervisors should be conducted through scanners, that the USPS should provide the option of darker blue uniforms and cargo pants with large pockets, and that Pot Lid mirrors be provided in ProMaster vehicles to eliminate a blind spot.

I should also explain that even though these resolutions were passed, it doesn't mean that we will necessarily see all of them in the next contract. By passing these resolutions, the delegates at the Convention have given Fred Rolando and the Executive Board a mandate to try, through negotiation and arbitration (if necessary), to obtain these things at the expense of others for which no resolution exists. In other words, the various Branches of the NALC have told our national leaders what goals are most important to Letter Carriers during the negotiation of our next contract. However, even though we have empowered Fred Rolando and the Executive Board to seek after these things, and they are now required to seek them with all diligence, they still may not be successful, because the contract may ultimately be decided by an Arbitrator. However, our leaders now know how we feel about the issues, and they will strive to enact our will.

During the convention, Branch 111 was given 3 awards. We were given an award for having 18.05% of our members contributing to the Letter Carrier Political Fund (Second place for a branch having 1000-1999 members), an award for having a per capita donation rate of \$34.69 (Second place for a branch having 1000-1999 members), and an award for having a 3.45% increase in the number of carriers donating since the last convention (Third place for a branch having 1000-1999 members). I want to give special thanks to Kim Mortensen, Destiney Carrillo, Phil Rodriguez, and Chad Mortensen, and to everyone else who has helped Branch 111 get to these impressive numbers! Yet we can still improve, and we can still do better.

As I stated in an article several months ago, all you have to do to sign up for the Letter Carrier Political Fund is to log on to [www.nalc.org](http://www.nalc.org), then go to the "Government Affairs" tab, click on it, then on the drop down menu select "political", then move to the side and select "Letter Carrier Political Fund". Once you have done that, you can just input your name, email, phone number, and branch number, and a NALC representative will call you back and set up a contribution for you through an automatic payroll deduction. Our National Union has encouraged every Letter Carrier in America to donate \$5 per pay period, and I would recommend starting at that amount unless you want to donate more. If you need any help signing up, or would like any additional information, please give me a call at the Union Hall.

I am going to keep my article short this month, as we have many proposed Bylaw Changes to include in this edition of the Pavement Pounder. One of the Bylaw Changes that we will be discussing during the next meeting is a reduction to our dues, and there are many more. I encourage Branch 111 members to come to the September meeting to discuss the resolutions, and make your voice heard!

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



#### LETTER CARRIER POLITICAL FUND

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



# Why Wait?

I just wanted to encourage all of our membership to talk to the incoming CCA'S about how important joining the NALC really is. Over the last couple years I have had the opportunity to be a DSI (driving school instructor) and a OJI (on the job instructor) so I get to speak with many new CCA'S in their first couple days on the job. I am often discouraged when I ask them "have you joined the Union?" Although many of the new recruits tell me yes they have joined the NALC, there is a growing number of new CCA'S who choose not to join. 99% of the time the reason given to me on why they haven't joined is "I'm waiting to get through my 90 days before I join." I have been told on several occasions that somewhere in the orientation process management is encouraging them to wait. Telling them the untruth that the Union can't do anything for them in their 90 days anyway. This is not true. It may be true that CCA's in their probation period are not afforded the grievance process for certain circumstances but there are many reasons why joining day one makes sense. CCA'S are still named in class actions, uniforms are donated and the overall help and comradery CCA'S will receive from other members is invaluable. Also we all know if you join right away you will never miss the dues paid. Please get to know your incoming CCA'S and ask them about their membership. If you get the answer I so often do please remind them that joining is the right thing to do. Also remind them if for some unfortunate reason they don't make it through their 90 day probation, the money for all dues paid will be refunded. All they have to do is request it.

In solidarity,  
Mike Hansen  
Vice President  
Branch 111, NALC



Executive Vice President - Lance Henrie

## **Silence and Cowardice the allies of Tyranny:**

The windmill that I have been flailing at from the day I first sallied forth as a Steward is called workplace environment. After several runs at the beast I have a fine collection of pretty words and unkept promises. The Statement of Violence and Behavior in the Workplace contains some of the most beautiful language ever used in a contractual document. However the difference between words and reality is discouraging. I like many others have been blaming management for the inconsistencies between words and reality, after all the frontline supervisor is responsible for maintaining an atmosphere of mutual respect on the work room floor. To be completely honest with you I have been going about it all wrong for 15 years. Every time that I hear a coworker in any craft or managerial position say something negative about any other coworker and remain silent I share the blame for the atmosphere created by those words. Every time that I witness any bullying at any level and remain silent I take the bully's side. And every time I hear coworkers talk about another coworker's medical condition or use of sick leave and remain silent I am in violation of laws designed to protect all of our rights to privacy. When it is a managerial employee making those kind of statements they can and should be held accountable through the grievance procedure, the Department of Labor or courts of law, but each of us that listens or witnesses improper behavior and remain silent have helped create the environment in which that behavior thrives. The "boss" is no more than a coworker with different responsibilities. When they behave badly let them know the behavior will not be tolerated. If you see a managerial or any other employee retaliate against a coworker stand up, say something, to do otherwise is an act of cowardice and you are the tyrants ally.

The  
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**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.**





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THE WORKER'S COMPENSATION EXPERTS

**NALC BRANCH 111**  
**Minutes of the Regular Union Meeting**  
**August 09, 2018**

**Convened** at 6:41 pm

**Pledge of Allegiance** conducted by Mike Simonsen  
Moment of Silence for Bill “Frenchy” Feveryear and Richard Stewart

**Roll Call** by Steve McNees

**Minutes** of the July meeting were posted. Without objection, they will be filed for future reference.  
**Reading of the Communications** by Steve McNees. =The Draney family sent a thank-you card for flower the branch sent. =Letters to Paul Price, Amy Ellis and Rafael Rodriguez inviting them to our Steak Fry on Aug. 15<sup>th</sup>. = Letter announcing the Safety and Health Committee meeting on Friday, July 27<sup>th</sup> at 2:30pm. =Letter to Karen Mayne announcing the branch’s unanimous endorsement of her Senate run in District 5. = Amie Gallo sent a packet of documents showing that the proper time limits for reading and voting on the by-laws change that created the Exec Vice President position wasn’t proper and that she would like to see that time lines are followed in the future.

**Application for Membership** by Lance Henrie  
New Members: Brian Doolittle, Jack Smith, Jared Willis, Leah Swartz, Joseph Christensen, Michael Fucile, Jessica Munoz, Jessica Valdez, Kortnie Chatterton, Ashlee Hardy, Aaron Fodor, Isidro Pitayo, Joshua Riley. Aaron Fodor was present and sworn in as a member.

**LCPF** by Monte Jones not present.  
**ORGANIZER** by Justin Lindquist. Not present

**FOOD DRIVE** by Stan Hawker  
Total food collected in the state was 553,852 pounds. Julie Adams from the Food Bank was impressed by the hard work and positivity of each carrier. The food drive was very successful.

**LEGISLATIVE and TRUSTEES** by Chad Mortensen.  
=Sept 14<sup>th</sup> – has a meeting with Mia Love’s office to discuss issues (Karen Mayne going also). =Rob Bishop has Town Hall meetings next week (14<sup>th</sup> -16<sup>th</sup>). =New resolution, HR993 is to prevent privatization of the Postal Service. Republicans and Democrats are supporting it. Everyone should contact their reps to support it!  
=Register to vote! Update your address if you have moved. =Download the NALC APP to get updates =Time off to help with elections has been restored.  
The Trustees met last night. Several warrants had not been completed but were fixed. =Troubles with hotel and shuttle services at National Convention – charges being challenged by the branch. = Mileage expenses need to be more specific, including distance. Procedure changes are going to be proposed.

**MBA-COMPENSATION-MDA** by Terry Ehlers (excused) = MDA –Jeremy Bailey announced the bowl-a-thon on Aug. 18<sup>th</sup>. Cost is \$25 each or \$20 if you have a team of 5. Free pizza and drinks. Place/time: 2500 S. Main at 6:30pm. Donations should be made by check to the MDA. =Joey Wiscomb told how the MDA Camp was run by the staff this year and the kids had a great time.

**HEALTH BENEFITS** by Jim Kerekes  
Open season this November = You can call around and price other pharmacies to possibly get a cheaper price. Sometimes the price without insurance is less. There is a booklet that has the rules and how to get help. You can get reimbursed from the health plan in some circumstance for getting prescriptions out of system. NALC pharmacy: 800-933-6252

**DIRECTOR OF RETIREES** by Jeff Asay.  
Retirees’ Dinner Sept 27 at Chuck-A-Rama in Draper, 4:30-6:30pm. You and one guest. No tickets or reservations required. No political speeches. = Wahlquist has Steak Fry (Aug 25<sup>th</sup>) tickets for retirees at the union office. No cash.

## **TREASURER by Mike Madsen**

Last month's income was \$28,209 and expenses were \$36,978 (National Convention was about \$6800). A detailed breakdown of all income and expenses was on the back table. \$26,400 under budget on the National Convention last month.

## **VICE PRESIDENT'S REPORT by Mike Hansen**

He covered the hall for a week, visited Holladay, Sandy, Bountiful, Tooele, and Murray. =All closed grievance records are up to date and filed away. =Steward training next week on equalization (by LoEne). He has been splitting stewards to give more individualized training for newer stewards.

## **EXECUTIVE VICE PRESIDENT by Lance Henrie.**

797 grievances as of today. Yesterday 49 grievances were assigned. Many grievances are for renegeing on settlements.

=Organizing – been doing well (room to improve). Travis Richeson is helping. =Remembered “Frenchy” (Bill Feveryear) in Cottonwood and how he was personally helped by Frenchy when he was a new carrier.

## **PRESIDENT by Mike Wahlquist.**

Good National Convention last month. There were many good speakers and classes. =Everybody that wanted to go to convention, and qualified, went this year. =Our branch received 3 LCPF awards at Convention (2<sup>nd</sup> highest per capita donation (\$34.69) for our branch size, 2<sup>nd</sup> highest number donating (18.05%), and 3<sup>rd</sup> greatest increase in donations over the last 2 years (3.45%). Kim Mortensen and Destiney Carrillo worked especially hard organizing along with Chad Mortensen and Phil Rodriquez. =Steak Fry tickets available tonight. Stewards will get them Wednesday (no cash). =Jeremy Bailey's phone number to sign up for the bowlathon. 801-759-2972 (he would like a retiree team) = The Labor Day picnic is coming up at Magna Park with activities, food, car show, etc. We have always sold some food with all money going to MDA. Volunteers are welcome at the picnic to help cook hamburgers. Call Terry Ehlers at 801-694-0558 to volunteer (work in shifts). =Swimming, canoeing, and riding horses were first time experiences for most of the kids at MDA camp. Parents are 24/7 caregivers so this camp gives them some needed relief. It costs about \$2,000 per kid to go to camp.

## **SAFETY AND HEALTH by Chris Zambos –**

One office had a rollaway where the transmission and vehicle indicator failed, and the parking brake had issues. After a safety talk they found 7 more vehicles where the parking brakes failed. =Trouble with wasps this year. Report it right away just in case it gets infected. =Heat Stress cards should have been given to every employee. =Mosquitos that transmits lime disease are now in Utah. =Management is required to have masks available for bad-air days (smoke).

## **SPECIAL ORDERS:**

= Eleven bylaws proposals were read by Steve McNees. They will be presented and voted on next month. They are attached at the end of these minutes.

## **UNFINISHED BUSINESS: None**

## **NEW BUSINESS: None**

## **GOOD OF THE ASSOCIATION –**

LoEne Simpson– if you have a traumatic injury, immediately get a CA-16, whether you have expenses or not. =Chad Mortensen – the union hall stage is being refinished and new vinyl banners will be put up for all unions. =Kim Mortensen is finalizing arrangements for State Convention. It will be in Price Utah. **Nominations for State Convention delegates will be next month.**

## **IMPROVEMENT OF THE SERVICE – none**

## **DRAW AND ADJOURN AT 7:10 pm**

\$25 drawing winners: Eric Grotepas, Rick Watson

RETIREEES – \$525 (Glen McKell was not present). Next month it will be \$550.

Progressive A - \$900 (Mike Kutch was not present). Next month it will be \$925.

Progressive B - \$50 (Shauna Poast was not present). Next month it will be \$75.



## **BYLAWS PROPOSALS READ AT THE AUGUST 2018 UNION MEETING**

**CURRENTLY READS:** 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:** Article 3, Section 1: "The dues of this branch shall be 1 hour per pay period at city letter carrier **grade 2 step C**, table 1. Any member not on dues check off shall maintain their dues (1) year in advance."

**CURRENTLY READS:** Article 4 Section 16 If any Branch office, except that of the President (Refer to Article 6 section 2 of the Subordinate and Federal Branches of the National Constitution) becomes vacant, the Branch President will, within thirty (30) days and in accordance with applicable rules specified within the NALC Constitution, appoint a member in good standing to fill the vacancy until the end of the office's term.

**PROPOSED CHANGE:** Article 4 Section 16 - If any Branch office, except that of the President (Refer to Article 6 section 2 of the Subordinate and Federal Branches of the National Constitution) becomes vacant, the Branch President will, within thirty (30) days and in accordance with applicable rules specified within the NALC Constitution, appoint a member in good standing to fill the vacancy until the end of the office's term. **In the event that the office of President becomes vacant, the Executive Vice President shall succeed to the Presidency.**

**CURRENTLY READS:** Article 4 Section 15 The office hours of Branch 111 will be established and posted, National and State holidays exempted. If the President cannot be at the office during the designated hours, he/she will ensure that a telephone-recording device will be in place or he/she will designate (in this order) the Executive Vice President, Vice President, a bonded officer, or steward to take his/her place.

**PROPOSED CHANGE:** Article 4 Section 15 - The office hours of Branch 111 will be established and posted, **including the lunch hour**, National and State holidays exempted. If the President cannot be at the office during the designated hours, he/she will ensure that a telephone-recording device will be in place or he/she will designate (in this order) the Executive Vice President, Vice President, a bonded officer, or steward to take his/her place.

**CURRENTLY READS:** Article 7 Section 5 E - Any losses incurred by the Branch due to a member's cancellation of travel plans shall be made good by that member.

**PROPOSED CHANGE:** Article 7 Section 5 E - Any losses incurred by the Branch due to a member's cancellation of travel plans shall be made good by that member. **Convention delegates and training seminar attendees are required to be in attendance, aside from lunch and Union business or similar validated needs. Any delegates and/or attendees not in attendance will reimburse the Branch for the time period of their absence.**

CURRENTLY READS: Article 8. Section 6 F. The President of Branch 111 shall receive an annual clothing allowance equal to the sum of a Letter Carrier uniform allowance as determined by the National Agreement (Article 26, Section 2a).

PROPOSED CHANGE: **Remove in whole**

CURRENTLY READS: Article 8 Section 6. D. - The President shall receive annual leave equal to the amount that he/she would earn if working full time for the Postal Service. The President will not be required to use annual leave for actual days while attending official NALC functions and events. Annual Leave may be accrued during each term of office, but must be used before the end of their term or forfeit all unused leave. The President shall record on a calendar starting January all Annual Leave used for the year, the Trustees will quarterly monitor leave usage of the President.

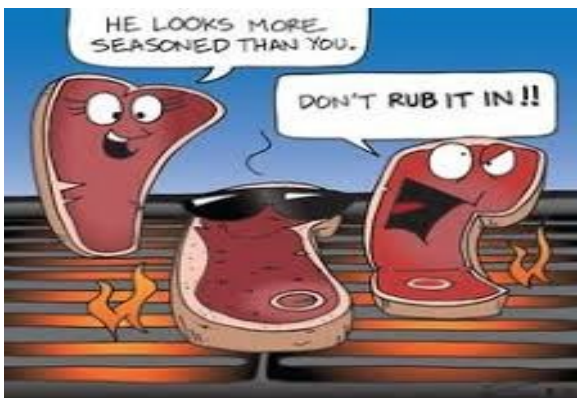
PROPOSED CHANGE: Article 8 Section 6. D. - The President shall receive annual leave equal to the amount that he/she would earn if working full time for the Postal Service. The President will not be required to use annual leave for actual days while attending official NALC functions and events, but will not receive salary from the Branch while attending such events. Annual Leave may be accrued during each term of office, but must be used before the end of their term or forfeit all unused leave. The President shall record on a calendar starting January all Annual Leave used for the year, the Trustees will quarterly monitor leave usage of the President.

CURRENTLY READS: Article 8 Section 6 G. The President shall receive an entertainment expense allowance of \$800 per year.

PROPOSED CHANGE: **Remove in its entirety.**

CURRENTLY READS: Article 8 Section 6.H. - The President shall have up to one hundred twenty (120) days per year salary, to distribute to any union member in good standing, to conduct union business, attend special meetings, regional assemblies and conferences. Pay shall be equal to NALC Grade 2 Step O Letter Carrier. The Executive Board must approve the use of monies from this account to pay the President.

PROPOSED CHANGE: Article 8 Section 6.H. - The President shall have up to ninety (90) days per year salary, to distribute to any union member in good standing, to conduct union business, attend special meetings, regional assemblies and conferences. Pay shall be equal to NALC Grade 2 Step O Letter Carrier. The **members** must approve the use of monies from this account to pay the President.



Hidden Message: You are what you eat and set your parking brake.



CURRENTLY READS: Article 8 Section 6 J. Compensation for time spent outside regular duties and expense monies shall be paid to any officer(s) or member(s) on official business incurred in conducting the business affairs of Branch 111. Proof of expenses will be turned in monthly for reimbursement. Expenses will be paid in full for: all union business, meals, room, travel, and daily expense monies. The President or Vice President must give prior approval for the above- mentioned expenses.

PROPOSED CHANGE: Article 8 Section 6 J. - Compensation for time spent outside regular duties and expense monies shall be paid to any officer(s) or member(s) on official business incurred in conducting the business affairs of Branch 111. Proof of expenses will be turned in monthly for reimbursement. **Expenses will be paid in full for: all union business, travel, and daily expense monies. When requesting mileage to/from any station within Branch 111, a signature of a member in good standing from said office must accompany the proof of expense.** The President or **Executive Vice President** must give prior approval for the above-mentioned expenses. **In the case of the President's expenses, the Executive Vice President must give prior approval for the above-mentioned expenses.**

CURRENTLY READS: Article 8 Section 10. Shop Stewards shall receive a salary equal to Union dues, payable quarterly.

PROPOSED CHANGE: Section 10.- Shop Stewards **WHO ATTEND REGULARLY SCHEDULED BRANCH MEETINGS** shall receive a salary equal to Union dues, payable quarterly. **ATTENDANCE WILL NOT BE REQUIRED FOR STEWARDS WHO ARE ON UNION, POSTAL OR U.S. GOVERNMENT BUSINESS. 1 DAY SICK LEAVE AND 1 DAY ANNUAL LEAVE WILL BE GRANTED PER YEAR.**

CURRENTLY READS: ARTICLE 9 Parliamentary Authority - The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the Branch in all cases to which they are applicable and in which they are not inconsistent with the National Constitution, these bylaws, and any special rules of order the branch may adopt.

PROPOSED CHANGE : ARTICLE 9, Parliamentary Authority -The rules contained in the **Democratic Rules of Order** shall govern the Branch in all cases to which they are applicable and in which they are not inconsistent with the National Constitution these bylaws, and any special rules of order the Branch may adopt.

PROPOSED NEW ARTICLE: Article 4, Section 20. **No Branch 111 Steward, Alternate, or other Officer may request a progressive/permissive remedy for themselves or for another Steward, Alternate, or other Officer. All progressive/permissive remedies must be requested to be paid to Branch 111. (Progressive / permissive remedies are defined as remedies above and beyond actual harm to a grievant).** *NOTE: This proposal was accidentally read a month too early. It will be read again next month.*

September 6th —E— Board Meeting 6:30 pm

September 13th —Union Meeting 6: 30 pm

September 19th —Steward Training 6:30pm

September 27th —Rights Night 6:30 pm

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National Association of Letter Carriers  
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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**  
Mike Simonsen  
**MBA & OWCP**  
Terry C Ehlers  
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**TRUSTEES**  
Chad Mortensen  
Joan Larsen  
Kirk McLaughlin

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**is the Official Publication of**  
**Branch 111 NALC**  
**the**  
***“Wasatch Branch”***

**Mon— Fri. 8:00 AM—6:00 PM**

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