



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

Pavement Pounder

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January 2019

Publication 2019.01

Honor Roll Celebrating Long Time NALC Membership in Branch 111



The February 14 General Branch Meeting will honor all those found in the list below for their long time membership and service to Branch 111 and National Association of Letter Carriers. It will be Branch 111's honor to present these awards. We invite all to attend . If for some reason an honoree is unable to attend please contact Jeff Asay, (Director of Retired Members), to make alternative arrangement for us to honor the member with their award. (801) 597 - 2380 or jeffery.asay@gmail.com.

60 year Awards.

Shingleton, Lorin D
Robison, Paul M
Butters, Delbert E
Searle, Philo W
Spilker, Melvin B
Rohrbach, Lowell
Stewart, Closs L
Stephenson, Merlin J
Cracroft, James W
Jewell, Argel M

55 year Awards

Anderson, Bryant D
Bankhead, Eugene E
Cracroft, David L
Groos, Adrian
Larsen, Theron J
Litster, Byron W
Saldivar, Marcel
Scherzinger, Narvel E
Yensen, Harry D
Christensen, James D
Van Ry, Ronald L

50 year Awards

Condas, Harry P
McNees, Stephen L
Frankland, Barrie B
Allen, Ralph F
Ball, Donald C
Bascom, Sterling L
Bennett, Dale L
Bennett, Ray W
Bonella, Monte J
Bradbury, George A
Buddle, Alan C
Burmood, Stanley M
Casper, Richard
Chance, James H
Christensen, Lavon C
Cope, Allan L
Curtz, Robert L

50 year awards (continued)

Despain, Lee D
Ehlers, John H
Evensen, Melvin V
Graham, Marvin L

Granger, Charles C
Hamilton, Thomas R

Hansen, Blaine L
Hardcastle, Blaine H
Hardy, Douglas K
Haslam, Bravant W
Horrocks, James R
Irvine, William L
Johnson, David I
Jordison, John R
Kilby, Arthur L
Maggio, Michael J
Mayhew, Deon H
Morris, Steven K
Myers, James W
Nichols, Virgil G
Nielsen, Richard
Polster, David E
Pritzkau, Clifton E
Rivera, Joseph
Schmidt, George A
Siddoway, Robert W
Simmons, Donald G
Speirs, Randall K
Thorne, Gary A
Tremelling, LaGrande W
Tyler II, David M
Wasescha, Ronald R
Weir, Harry M
Wise, Calvin M
Young, Dana R
Colman, Donald D

Boys Glee

I hesitate to write stories from my own life, but not long enough. In the seventh grade I attended Southeast junior high. I don't know if the school even exists today I certainly never bothered to check. During my year at Southeast I had a class called Boys Glee. No seventh grade boy wants to be associated with boys glee so I cannot explain why a group of the most obnoxious boys at the most self conscious time of their life ended up in the class. At the beginning of the year we did not know one another the first day we did not even speak to each other. Our teacher for the year was new to the job, I do not recall her name, her goal was to create a sort of Vienna boys choir that sang pop rock and show tunes. Each of us as individuals had decided that we would not embarrass ourselves by singing. This of course was frustrating to our ambitious teacher and before the class was over she left the room in tears. We were elated an unexpected victory. The tallest boy in the class Mark was the first to speak about what happened. I don't recall his words but the gist was let's have fun in this class every day. And we did, the school administrators were in the class several times a week the teacher was frustrated, concerts were canceled we did sing, but made up our own words sang out of tune and laughed until we hurt. It all came to an abrupt end however when we took a bus to sing carols on the giant wood Christmas tree at the Cottonwood Mall, we stripped that tree of all the colored lightbulbs and threw them out the bus windows at cars on the way back to school. Boys glee was cancelled mid year and we were disbanded.

As you know a start time change was forced on most carriers in our Branch a couple months ago. We have been told that if we improve our a.m. Office times we can start earlier. Some offices have been moved back to their previous start time some have moved back a half hour. Some are still at the later start time. In Orem management refused to follow the contract, refused to provide documents and union time to Stewards so they could file the necessary grievances. Last year management flooded downtown in an a failed attempt to weaken the union. When are we going to stop this. Do we allow them to strip our rights in the manner out of control boys stripped the mall Christmas tree. My glee class behaved in an inappropriate bullying manner and should have been shut down before we were unleashed on the Cottonwood mall. We have let the obnoxious bullies behave in similar manner far too long.

EXC. VICE-PRESIDENT

Lance Henrie

OFF AND RUNNING

It's hard to believe it is already 2019, but here we are. I want to wish everyone a very happy New Year and nothing but the best for you and your families in this upcoming year. I am very excited to serve the members of Branch 111 as your Vice President again this year. I feel like I have settled in and appreciate all the support I have received from so many of you.

As some of you heard Mike, Lance and I talk about at our last Union meeting we have started 2019 off with a bang. As I write this Branch 111 has already filed over 300 grievances. 300 grievances in less than 2 weeks. Although I don't expect grievances to continue all year at this rate it is still very impressive and concerning at the same time. As we closed 2018, grievance number 1,646 was given out and it made me wonder if 2018 was a record year. It was, I pulled the last ten years of grievances filed to gain some perspective on how busy we really are. So in 2018 there was 1,646 grievances filed. Up from 1,096 grievances in 2017. 2016 was 1,125 and the seven years I looked at prior to 2016 we hovered around the 700 range. More the double the grievances in 3 years made me wonder why. I believe it is due to a few factors. We have welcomed Orem to our Branch. Orem has strong, motivated stewards that we are lucky to have in our ranks. We have many new stewards throughout our Branch that are working very hard filing grievances. Another very big reason as I see it is a new group of very young, very inexperienced managers. Most of these new managers were hired as CCA'S not long ago and after working for a very short time jumped into a 204B role and were soon supervisors. Many of these supervisors have no grasp on the Contract and no intentions of following it. The lack of respect for bargaining in good faith is shocking. They violate the Contract and when stewards file grievances we are given no information, no time, and no meetings. As you can imagine this causes grievances to snowball and become a monumental task to get all the work done. I am very proud of the work our stewards have done over the last few years. Keep up the good work and continue to try and build good working relationships with our managers. As much as I dislike management sometimes it is in all of our best interest to work together and avoid violations in the first place.

In Solidarity
Mike Hansen
Vice President
NALC Branch 111

NALC HEALTH BENEFITS
Jimmy Kerekes

This article is for those who have MEDICARE A or will have it in the near future. It is taken from the official Medicare handbook of 2019, section 2, pg.28.

AM I AN INPATIENT OR OUTPATIENT

Staying overnight in a hospital doesn't always mean you're an inpatient. Your doctor must order your hospital admission and the hospital must formally admit you for you to be an inpatient. Without the formal inpatient admission, you're still an outpatient, even if you stay overnight in a regular hospital bed, and/or you're getting emergency department services, observation services, outpatient surgery, lab tests, or x-rays. **You or a family member should always ask the hospital and/or your doctor if you're an inpatient or an outpatient each day during your stay, since it affects what you pay and can affect whether you'll qualify for Part A coverage in a skilled nursing facility.**

A Medicare Outpatient Observation Notice (MOON) is a document that lets you know you're an outpatient in a hospital or critical access hospital. You must receive this notice if you're getting observation services as an outpatient for more than 24 hours. The MOON will tell you why you're an outpatient receiving observation services, rather than inpatient. It will also let you know how this may affect what you pay while in the hospital, and for care you get after you leave the hospital.

FERS Federal Disability Retirement

As we age out health begins to decline, activities we enjoyed are now becoming unenjoyable or even very painful. We begin to have performance problems at work, frustrating talks with management. The repetitive motions that letter carriers do everyday at work begin to take the toll on our bodies. This might be the time to talk with your local Branch office to prepare for an exit out of the Postal Service. Applying for Federal Disability Retirement just might be the right option for you.

Federal Disability Retirement is an occupational disability program for federal employees with over 18 months of service. The benefit is administered by the Office of Personnel Management (OPM) and is a part of the Federal Employee Retirement System (FERS). While the program can oftentimes be a life-changing asset for an injured or disabled federal worker, most know little about the benefit, and sometimes confuse common misconceptions as fact.

Five Myths;

“You cannot qualify if you have an OWCP Federal Workers Compensation claim.”

OWCP Federal workers’ compensation and FERS federal disability retirement are two completely different programs under two separate agencies (OWCP and OPM). You can apply and be approved for federal disability retirement while also having an ongoing OWCP claim; however, you cannot receive OWCP wage loss reimbursement benefits in conjunction with federal disability retirement. Since OWCP wage-loss reimbursement may sometimes be unexpectedly terminated, many federal workers choose to go ahead and apply for federal disability retirement and use the benefit as a contingency plan for when they exhaust their OWCP wage loss reimbursement.

“The medical condition must be caused by work.”

Many federal workers are often unaware of this critical point. While a work-related injury very well may qualify for federal disability retirement, other non-work-related conditions such as depression, cancer, or diabetes may also suffice. The medical condition must have arisen during your tenure as a federal employee, but it does not need to result from a work-related activity.

“You must have stopped working to apply or qualify for federal disability retirement.”

It may seem counterintuitive, but you can apply for federal disability retirement while still employed with the federal government in both full-time and modified positions. It’s important to complete the application as soon as possible, since it can take anywhere from six months to one year for a decision. There is also a very strict one-year deadline from your formal date of separation to apply for the benefit.

“You must also qualify for Social Security Disability.”

It is true that when applying for federal disability retirement, you must also apply for social security disability. You do not, however, need to be approved. It is just an additional step in the application process. Whether or not you are approved for social security disability will have no direct effect on the outcome of your federal disability retirement application.

“You have to be totally disabled to qualify.”

The word “disability” sometimes causes federal workers to disregard the benefit in relation to their personal situation. They often don’t realize that federal disability retirement is for someone who is occupationally disabled, not totally disabled, which has a very different meaning. For a federal worker to be deemed occupationally disabled, they must prove that their medical condition causes them to no longer successfully perform certain job duties required by their specific occupation. In other words, to qualify for federal disability retirement, your application must prove that you can no longer perform YOUR job – not that you can’t work any job. This is an important point to clarify both internally, to have a solid understanding of what the benefit entails, and when collecting medical evidence during the application process. The meaning of the word “disability” varies among practitioners, and you must make it clear to your doctor that you are needing to prove that you are occupationally disabled.

If you should have questions, please contact Branch 111 for assistance.

In Solidarity;

Terry C Ehlers

NALC BRANCH 111
Minutes of the Regular Union Meeting
January 10, 2019

Convened at 6:41 pm

Pledge of Allegiance conducted by Mike Simonsen

Moment of silence for Monica Wilkerson, Robert Siddoway, Daniel Krisman, and Allan Cope who have passed away.

Roll Call by Steve McNees

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

Reading of the Communications by Steve McNees.

Notice – MDA Family & Community Party on Feb. 9th from 12-3pm, Thank you card from Rex and Kandi Searle for the flowers and money donated to help their son-in-law. We applied to National to participate in the National Deferred Collection of Per Capita Tax. We received Christmas cards from the Lala Prskalo family, all our friends at MDA, Nick Vafiades our new NBA, and Christopher Jackson the National director- Department of City Delivery.

Application for Membership by Lance Henrie

Alfonso Rios, Christine Peterson, Rebecca Bishop, Logan Summers, Josh Thibodeau, Mitchell Staker, James Phillips, Scott Spence, Albert Arellano, Slava Khamenushko, Samuel Rohbock. Josh Thibodeau was sworn in.

Special Guests: Tracie Wilson and Heather Reindow from MDA.

We tripled last year's donations. MDA supports over 1500 families locally (medical equipment, summer camp, and other outreach programs). The branch was awarded a plaque with our donations recorded (over \$20,000 since 2011).

Service Awards:

40 Year pin: Jimmy Kerekes, John Groves, John Johansen, Vicki Pfeifer

35 Year pin: Jonnie Johnson, Mike Madsen

30 Year Pin: Sharla Groves, Kirk McLaughlin, Bruce Morgan, Bob Valdez, Keith Warner, Robert Jewell, Rick Watson

25 Year Pin: Gerald Maxfield

PRESIDENT by Mike Wahlquist.

Introduced Josh Thibodeau – He is the new LCPF coordinator. He has worked in politics for the last 4 years and is a new CCA. This has been the busiest January ever. The Majority of grievances are from Orem. Our office has been open until 8-8:30 each night for those working on Orem grievances. Our NBA is working on an intervention in February. Spencer Heinz and Brent Console have been the unsung heroes of the branch for the last several months. This has been the worst/heaviest December for delivering that anyone could remember. Amazon prime drivers took some of the parcel load off of Lehi and Orem.

LANCE HENRIE took over conducting the rest of the meeting. Mike Wahlquist was excused to take care of his wife.

LCPF by Josh Thibodeau- No additional report.

ORGANIZER by Justin Lindquist.

November CCA trainings were good. 3 of 4 meetings were 100% signed up and most CCAs since.

A **special request** to pass the hat for the family of Orem carrier Monica Wilkerson who just passed away was approved.

OWCP, COMPENSATION, and MDA by Terry Ehlers. MDA: The MDA has asked us to triple last years' donation.

LEGISLATIVE by Chad Mortensen

Today (day off) he went to Ogden to support the NTEU (represent IRS workers) rally in front of Rob Bishop's office. The local and national media were there. The Northern Utah Labor Council and the Central Fed were also present.

McAdams has town hall meetings on Jan. 23rd in Lehi, then in West Valley on Jan. 24th. McAdam and Curtis are working on entering last year's Postal Bill. Chad has a lobbying trip Feb. 26th to get the Postal Bill introduced. Mitt Romney's phone is finally working in DC. Jan 30th - labor caucus breakfast. Contact Chad if you would like to go and see how bills go through.

TRUSTEES – Chad Mortensen

Met last night and went through Nov. and Dec. records. One warrant was missing info that was quickly fixed. One warrant had no receipt so the individual had to pay for it out of their own pocket.

HEALTH BENEFITS by Jim Kerekes

OPM controls all Federal Health Benefits programs. They average the costs per organizations to determine premiums. It pays to shop around every year.

SAFETY AND HEALTH by Chris Zambos

Safety is your responsibility, not your boss's. Make sure you lift properly !

DIRECTOR OF RETIREES by Jeff Asay.

Gold cards will be awarded at next month's meeting (see list elsewhere). He transferred over \$1200 to savings from last year's budget. Retirees and spouse tickets to the Steak Fry this summer will be paid from the branch's retiree fund. The retirees' dinner will become a retirees' luncheon this year.

TREASURER by Mike Madsen

30 copies of the proposed budget for next year are on the back table. It is based on last year's income and expenses. It will be posted on the website (branch111.com). The proposed budget has an \$84,000 budget deficit. Partly because of a new officer and to prepare for the costs of Orem grievances. There is also a Hawaii convention coming up. We usually spend about \$30,000 less than is budgeted. All December receipts and expenses were on the back table. December summary: Revenues ~\$27,000 (\$25,000 from dues). Expenses were ~\$30,000. Deficit for Dec. ~\$3,100

VICE PRESIDENT'S REPORT by Mike Hansen

Grievances: 285 grievances this year already. Historical: 2018 – 1646, 2017 – 1096, 2016 – 1100, previous 8 year averaged 700-800. New CCA made managers don't know the contract at all. Steward training next Wednesday at 6:30pm.

EXECUTIVE VICE PRESIDENT by Lance Henrie.

At this rate we will have about 30,500 grievances by the end of the year. Orem grievances are all the result of management's actions and not the union.

SPECIAL ORDERS: none

UNFINISHED BUSINESS: none

NEW BUSINESS:

Steve McNees made a motion, approved by the Executive Board, to create a new standing order on how to handle unpaid dues by members:

The first 5 Pay Periods without dues being deducted in each calendar year will be forgiven if there are no more than 5 Pay Periods with no dues payments made in the year.

If there are more than 5 Pay Periods in a year without dues deductions, members will be expected to pay all costs incurred by the branch for all pay periods where dues were not deducted during the year. This amount shall be equal to the National and State dues that the branch has to pay each Pay Period (approximately \$10 per pay period).

Once arrears reach more than 5 Pay Periods in the calendar year a notice will be sent documenting the amounts paid and the amounts that are due. Failure to pay dues that are in arrears within 6 months of such notice shall result in the termination of membership. Arrangements for payments will be considered to have met this requirement. The minimum monthly payment will be \$20.

An amendment was made to make the effective date of the motion January 1, 2019. The amendment passed

Another amendment was made to "Forgive all dues in arrears from 1/1/2016 to 12/30/2018 and reimburse those that have paid during that period." The amendment passed by a vote of 38 to 5.

The original motion, as amended, passed by voice vote.

GOOD OF THE ASSOCIATION –

Kim Mortenson made a motion to have the branch pay 3 hours of pay to Kim Jensen for work doing the 2 zone vacation drawing on her own time. Motion passed.

LoEne Simpson reported that the money collected for Rex Searle last month totaled \$490. Tonight, \$371 was collected for Monica Wilkerson's family.

DRAW AND ADJOURN – 8:35 pm

- \$25 drawing winners: Aaron Saxon and Wendy Tadlock
- RETIREES – \$25 (Bob Valdez was not present). Next month it will be \$50.
- PROGRESSIVE A - \$1,025 (Jeanette Long was not present). Next month it will be \$1,050.
- PROGRESSIVE B - \$175 (Bruce Rieske was not present). Next month it will be \$200.

Donuts: Bob Valdez (not present), Kim Mortenson, Mike Madsen

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

Mon— Fri. 8:00 AM—6:00 PM

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