



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

March 2019

Publication 2019.03

## Question:

Does management have fourteen days to address a complaint listed on Form 1767?

## Answer:

Instructions on Form 1767 say management has not less than the end of the shift or twenty-four hours to address the complaint

## Question:

Can management discipline a Carrier for failure to meet the "18 and 8" casing standards?

## Answer:

NALC's position "Daily piece counts (PCRS) recorded in accordance with the (POST or DOIS) will not constitute the sole basis for discipline. However, daily counts recorded in accordance with these procedures may be used by the parties in conjunction with other management records and procedures to support or refute any performance-related discipline. This does not change the principle that, pursuant to Section 242.332 of the M-39, "No carrier shall be disciplined for failure to meet standards, except in cases of unsatisfactory effort which must be based on documented, unacceptable conduct that led to the carrier's failure to meet office standards." Furthermore, the pre-arbitration settlement H1N-1N-D 31781, dated October 22, 1985, provides that "there is no set pace at which a carrier must walk and not street standard for walking."



# The President's Report

## 120 Days Pay

For as long as I have been around, Branch 111 has had a fund to pay members who do necessary work for the Branch. When I first became an officer of the Union (in 2001), it was called the 90-Days fund. Sometime around 2010, it was increased via a bylaw change to become the 120 Days fund. The bylaw now reads:

*“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.”*

This fund pays for work done by Branch 111 members necessary to conduct the business of Branch 111. Approximately 50 days are used to cover the leave of the President (26 days of Annual Leave, 13 days of Sick Leave, and about 10 days to cover conventions, RAP sessions, Committee of President Meetings, and other trainings). We use about 50 days to send Shop Stewards to help out in the Associate Offices of Branch 111 when we need additional help in those offices for various reasons (Shop Stewards are not paid by the Postal Service when they go from one Installation to another Installation). That leaves about 20 days to cover lost time for Letter Carriers who work on various events when they are not able to donate their time, such as, but not limited to: Food Drive, the Steak Fry, Muscular Dystrophy Association Fundraisers, Summer Parties, and Branch Meetings. We also pay Letter Carriers out of this fund who do additional necessary work such as mailing the Pavement Pounder, being the Branch 111 Webmaster, filing, cleaning, building computers, building equipment, and that list goes on indefinitely according to the needs of the Branch.

During the last two years, we have voted as a Branch to supplement the 120 Days fund due to the actions of Management in two of our offices. In 2017 we voted to spend additional money to cover the “Elite Team” management blitz of the Downtown office when management placed about 20 managers there for approximately 3 months. In 2018 we again supplemented the account to spend additional 120 Days pay to help the Stewards in the Orem Installation when management violated the contract so severely and so repetitively that a “back-log” of grievances was created of approximately 400 grievances, which would eventually grow to be over 3000 before the February 16<sup>th</sup>, 2019 Intervention (I will talk about this intervention in my Article next month, as the clean-up is still ongoing).

It was these last two years that alerted me to a problem that we had never experienced before in dealing with the 120 Days Pay account, and that was that we had so many Letter Carriers working for Branch 111 at the same time that it became difficult to track the hours that had been approved/authorized, and occasionally there was confusion as to how many hours had been approved, or for which work hours had been approved. This problem was discussed in the Executive Board Meeting the first week of November, 2018, and it was decided that we would start using an official Authorization form for all 120 Days Pay hours worked for Branch 111. This was done so that we would know (to the hour) exactly how many outstanding hours we had on the books, what work was accomplished with those hours, and who had performed the work. I am including a sample copy of this authorization form in this month's edition of the Pavement Pounder so that everyone can see the form we are using to track the time. I should add that this form is similar in content and function to what the National body of the NALC uses to track time worked for the Business Agent's Office, and for every other office of our National Organization.

This local form has already been changed several times to make it better and simpler, and it may be revised again in the future if we figure out ways to make it more useful.

I also want to remind all our members that Branch 111 has always sought complete financial transparency to our membership, and we have made many changes over the years to make things easier for the membership to understand. As we state in every edition of this Newsletter, the financial records of the Branch are available to be examined by any member, with an appointment.

**Lance Henrie**

**BRANCH 111**

**Steve McNees**

**Exec. Vice Pres.**

**NATIONAL ASSOCIATION OF LETTER CARRIERS**

**Secretary**

**The Wasatch Branch**

**Mike Hansen**

**Vice President**

**Michael Wahlquist**

**President**

**Mike Madsen**

**Treasurer**

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**Date:  
March 17, 2019**

**Authorization for 120 Days Pay from Branch 111**

\_\_\_\_\_ is hereby authorized to work \_\_\_\_ hours for branch 111 to work on \_\_\_\_\_.

**Upon completion of the hours, please list the dates, the times, and the work which was completed:**

**Date:                      Times:                      Work Completed (I.E. Grievance #)**


**(if necessary, please attach a separate sheet)**

**Actual hours used under this authorization (total):**\_\_\_\_\_

**Please return the completed form to Branch 111. This form will be attached to warrants for lost time compensation. If additional time is needed beyond this authorization, please contact the Branch President. To be valid, this Authorization form must signed and be dated prior to the dates of hours worked.**

\_\_\_\_\_  
**Mike Wahlquist**

**President**

**Branch 111, NALC**

\_\_\_\_\_  
**Date**

# **Contract Crossroads:**

## **Question:**

I called in sick for one day and was told that I had to provide medical documentation of my absence. Does management have the right to do this?

## **Answer:**

The short answer is yes, management "can" request documentation for a single day absence. However, there is much more to consider with this issue, and as is usually the case, the devil is in the details. The Employee and Labor Relations Manual (ELM) section 513.361 states, in part: "For periods of absence of 3 days or less, supervisors may accept the employee's statement explaining the absence. Medical documentation or other acceptable evidence of incapacity for work or need to care for a family member is required only when the employee is on restricted sick leave or when the supervisor deems documentation desirable for the protection of the interests of the Postal Service. " This language simply means that normally an employee sick leave absence of 3 scheduled workdays or less does NOT require documentation. However, the last portion of that language allows for two exceptions. "Restricted Sick Leave" is an administrative action that management can take under the provisions of the ELM 513.391. However, to legitimately place an employee on restricted sick leave, management must first follow a sequence of attendance reviews and discussions that takes at least 9 months to complete. So instead, management typically relies on the "or when the supervisor deems documentation desirable for the protection of the interests of the Postal Service" language. This is precisely what management's internal "deems desirable" program was created to do and is why they can request documentation even of a single -day absence So, what should a letter carrier in this situation do? If notified by management that you have been placed on a "deems desirable" list," merely respond that you intend to initiate a grievance anytime that you are required to provide documentation of a sick leave absence of 3 work days or less. Then follow up, the first time and every time. The most effective response to arbitrary medical documentation demands to consistently make management pay for deliberately inconveniencing you while you or a family member is ill. Customary grievance remedy in such situations is for payment for any out-of-pocket expenses incurred by complying with the documentation demand, such as copays and mileage. Other form(s) of remedy might also be appropriate. Additionally, grievance processing and grievance meeting time also costs management work hours and expenses. In summary, management "can" require documentation of a short-term absence. However, there is plenty that you can do and should do about it in response.

Terry Ehlers,  
In Solidarity

The first two questions on the cover are  
From this article.

# Legislative Report

On February 26, 2019 five Letter Carriers from Utah went to D.C. and visited our 4 Representatives offices, and both our Senators office. We presented them all with copies of Orrin hatches Bill (S. 3532) and Mia Loves Bill (H.R. 7019) that was introduced last year. We are asking our Senators and Representatives to reintroduce the bills that Orin Hatch and Mia Love introduced last year. The bills would authorize the United States Postal service to provide certain nonpostal Property, products, and services on behalf of state, local and tribal governments. The State of Utah has passed a bill that would enable State and local bodies of government to be able to use the Postal Services network of buildings and structures. There are other states just waiting for the federal bill to pass, and then they will be introducing similar bill as the one we have passed in Utah.

While back in D.C. we were able to meet at our national office and receive Legislative training from our national officers. It is always a great opportunity to be able to exchange ideas and information with other brothers and sisters from other states. The national office is asking that we try and get our Representatives to co - sponsor H- Res 23 (Maintain Door Delivery), H-Res 33( insure that the Postal Service is not subject to Privatization), H-Res 54 ( Continues six-day delivery), H-Res 60(Restore service standards). On the Senate side get our Senators to co-sponsor S-Res 99(Insure that the Postal service is not subject to Privatization).

I would like to remind everyone about the NALC app you can download on your smart phones. From the app you can go into the Government affairs tab and be able to download and read the fact sheets for all the resolutions we have and also to be able to stay informed of what is going on in our National headquarters. Also if you do not give to the Letter Carriers Political Fund I encourage you do so. This is the PAC we use to be able to gain access to events in order to lobby with our representatives. If you are not the type of person that wants to make phone calls asking your representative to co-sponsor a bill or to write them a letter giving to the Letter Carrier Political fund is the next best thing.

Chad Mortensen

# Two Years is a Long Time

Over the years I have worked on dozens and dozens discipline grievances. I am yet to see any discipline stay at the maximum retention period of two years when grieved in a timely manner. The only time I have seen discipline retain the two year maximum is when the Carrier disciplined failed to let their Steward or the Union know that discipline was ever issued. First of all you should NEVER participate in a Management Investigation (MI) without representation from the Union. After an MI is completed your Steward will tell you if Management decides to issue discipline to bring a copy of the discipline to them ASAP so it can be grieved. I have heard several reasons why Carriers fail to do this. "I'm Guilty" or "I won't do it again" are common reasons. NEVER let your discipline go ungrieved EVER!! Two years is a very long time and you never know what may happen in those two years. Retention periods can easily be negotiated with Management by your Steward. Much shorter retention periods are expected by Management.

So let me quickly explain the grievance process for those of you who have never had to deal with discipline. When Management decides to issue discipline they will come to you and ask you to sign the document acknowledging receipt of the discipline. Ask for a copy and take it straight to your Steward or call the Union hall. The Union then has 14 days to grieve your discipline. Your Steward will go to work requesting information and time for filing a grievance. There are 4 steps in the grievance process.

Informal A.....Immediate supervisor and Union Steward.

Formal A.....Postmaster or Station Manager and Union Formal A Representative.

B Team.....Dispute Resolution Team in Portland Oregon.

Arbitration....Management representative and Union representative decided by impartial Arbitrator.

It is in the best interest for both parties to resolve grievances at the the lowest level possible. In most cases that will happen and the grievance will be resolved at the Informal or Formal A level. In any case the point I am trying to get across is to NEVER let discipline go ungrieved for any reason.

In Solidarity  
Mike Hansen  
Vice President  
NALC Branch 111



I found a newspaper article I had put in a file years ago. It is titled “new Brain Research”. It is from the American Medical Association Fact Sheet 2003. If there are any errors it will be my fault. What we eat and drink that we put into our bodies keeps us healthy and feeling chipper, but it can also be the opposite. The following are three word for word quotes from the article.

#1- Our brain is more complex than the world’s most powerful computer. It is responsible for everything we think, see, hear, feel, smell or do. It even creates and directs all our emotions. The brain is divided into different areas that direct different parts of our body. Like a complex computer, all the different parts of the brain work at the same time- like parallel processing.

It does this through more than 100 billion brain cells called neurons. A neuron looks sort of like a tree, with “branches” called dendrites, a “trunk” called an axon, and “roots” called axon terminals. The tip of each “root” contains tiny sacks of powerful chemicals called neurotransmitters. At the top of the “trunk” is a tiny electrical generator called a soma.

The brain neurons communicate by sending electrical and chemical messages from the “roots” of one neuron to the “branches” of another. If a thought or action is repeated often, the “roots” of one neuron send more chemical, and the receiving neuron makes more “branches” to receive it. The neural connection is strengthened until it begins to look like a busy tree instead of a spindly tree. It becomes a dominant neural pathway.

Forty percent of our neurons are “wired” at birth. They perform automatic functions such as breathing, heart and lung functions, digestion, etc. The other 60% are waiting to be stimulated by our learning and experiences to make connections or “wiring”. When we learn new things, new “Neural Connections” are made in our brain. This is referred to as “wiring” our brain. It is like loading new software into a computer so it can do more things. The more neural connections we make the smarter and more capable we become.

#2- The BRAIN is the major organ of the central nervous system and the control center for all the body’s voluntary and involuntary activities. It is responsible for everything we think, feel, see, say and do. The BRAINSTEM controls vital body functions, such as breathing and digestion. The CEREBELLUM maintains posture, coordination of body movement and provides long-term storage for memories of how to do things that involve our body- like riding a bike. The CEREBRUM, which consists of the right and the left cerebral hemispheres, is the site of most conscious and intelligent activities.

#3- How the brain develops when we are very young. It is called “BRAIN PLASTICITY”. During peaks of plasticity, the adolescent brain is “wiring” two important brain areas: The Pre-frontal Cortex (responsible for planning, decision-making, good judgement and impulse control) and the HIPPOCAMPUS (involved in memory and learning). During this period of development, the brain must make the key neural connections to wire itself to become a responsible, thoughtful adult. Therefore what things we put in our bodies can affect how this development progresses.

Therefore, three main areas can be affected by what we eat and drink. The PREFRONTAL, the HIPPOCAMPUS and what is called WHITE MATTER DAMAGE. The first two and their functions have been described above and they can be affected by what we eat and drink. The White matter is described with another matter called GREY MATTER. Word for word quote from the article about these two types of matter. “The brain is made up of grey matter (neurons) and white matter. White matter – the fatty-wax coating which insulates the part of neurons that send electrical signals”. If white matter is affected then our thinking and memory skills are affected too.

Maybe if we start to do better now, it is your choice, we can still improve our health. And finally, “Live long and prosper”- Leonard Nimoy -SPOCK.

#### 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 the 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.





## What Are You Laughing At? Lance Henrie

Some advice free of charge if you will take it, potentially costly if you don't. But before I offer that I would like to share part of a story. Let me start with a quote "Humor is merely tragedy, standing on its head with its pants down." *Irvin S. Cobb*. I've always wondered, well not always, I guess. The first time it happened, not wondering of course cause now I'm telling the part of the story I referred to earlier. I was younger than 8. See I was born with a smirk, I should've started with that, but a smirk is a curse. If you were born with the same abnormality you understand if not you could be an anti-smirkite. I must've been about 6 when this happened. In the small town I grew up in, adults talked to children without fear of accusation, and children talked to adults without fear of abduction. I was in the S&H Mercantile buying candy. The S&H sold everything except lumber which you purchased at Excell's. My Aunt Vici worked at the S&H, but I never went there when she worked, because I liked to slip a little something into my pocket, and my Aunt Vici is smart. This Farmer walked into the S&H, I assume he was a farmer because there was cow sh.t on his boots. Anyway, I was looking at him wondering, that's how I know wondering had started before age 8. Wondering why he didn't wipe his boots off like decent folk, the S&H Mercantile had a boot scraper out front like the other establishments on main. The farmer saw me looking at him and asked what you grinnin at boy. I answered honestly "nothin". I had not yet met an anti-smirkite so I was shocked when he threatened to wipe that "stupid grin off my face". That night I told my dad of my experience at the S&H he said, *"When a man believes he is your better he becomes offended when you look him in the face and smile."* Then he gave me some free advice *"Tip your hat to no man."* My dad was a wise man he even explained why the anti-smirkite didn't wipe the cow sh.t off his boots. *"The Cow Sh.t is the best part of that man, if he wiped it off, everyone would know he is nothin."* I have found my dad to be right, many teachers, principals school superintendents, counselors, bosses, doctors, and most of the rich and famous have shown the same prejudice. They believe the authority of their position should put a ent awe on my face. Many Postal Service managerial employees smirkites. I have frequently scene the ugly side of that prejudice fice, in addition to being asked what I'm grinning at, or smiling been asked what's so funny dozens of times. This blatant dis-beyond the pale. Try this experiment with every person that truly believes they are your better. Smile at them, look at them, and when they frown, turn up the

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NMLSR ID 1501745



**NALC BRANCH 111**  
**Minutes of the Regular Union Meeting**  
**March 14, 2019**

**Convened** at 6:39 pm  
**Pledge of Allegiance** conducted by Mike Simonsen  
**Roll Call** by Steve McNees



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

**Reading of the Communications** by Steve McNees.

Letter from Local 332 NPMHU (Mailhandlers Union): Inviting the president to attend their annual dinner on April 6<sup>th</sup>. · Letter from Paula Sawyer, Regional Director of the NLRB notifying the parties of the withdrawal of charges in Case 27-CA-234093 out of Orem.

**Application for Membership** by Lance Henrie

New members read in: Trudi Anderson, Kyle Rantz, Zach Lee, Shane Foster, Luis Romero, Jennifer Czech, Teleita Makoni, Taylor Day-Twitchell, Justin Jensen, Steven Edgin, Samuel Longaker, Brett Cottrell, and Anthony Nichols  
· Chuck Richardson was sworn in as a member of the union.

**Special Order** – A motion to adjourn by 8:30pm passed.

LoEne Simpson – showed the quilt she made to auction off at the State Convention on April 6<sup>th</sup>. The money goes to the AFL-CIO Food Pantry. Contact LoEne, Phil Rodriguez, or Terry Ehlers for tickets (\$2 or less in quantity).

**LCPF** by Josh Thibodeau- not present

**ORGANIZER** by Justin Lindquist. Not present

**OWCP, COMPENSATION, and MDA** by Terry Ehlers.

· The MDA summer party is at Magna Park on Labor Day. Terry needs many people to volunteer to help make sandwiches, take orders, BBQ, etc. Having shifts of 2-3 hours will make it easier and appreciated. Contact Terry or Wahlquist. · The Summer Party will be July 6<sup>th</sup> at Murray Park – we have the swimming pool reserved. Hamburger, hot dogs, ice cream. It is free to members and their families. There will be hamburgers, hot dogs, chips and ice cream. · The Steak Fry is Aug 24<sup>th</sup> at the Murray Park (Pavilion 5). The cost is \$10 per person for members and significant other.

OWCP – Management doesn't seem to know the rules, making it easier to challenge their positions. There are new folders for working on compensation grievances from national (blue).

**FOOD DRIVE** – Sharla Groves

The Food Drive is the Saturday before Mother's Day (May 11<sup>th</sup>). Bags and cards have been ordered. Stewards- Let Sharla know if you have extra bags from last year. The 19 zone or 20 zone, and the Airport office's food will go to the AFL-CIO food bank.

## **LEGISLATIVE** by Chad Mortensen

Lobbied in D.C. on Feb. 26<sup>th</sup> met with the staff of all representatives (Curtis personally) and both Senators.

They were asked to reintroduce the Hatch/Love bill from last year that allows the USPS to negotiate with cities and states to provide services. Romney and McAdams were interested and will take the lead on the bill. Other states are waiting to see how we do. · They went to National Headquarters and received legislative training (how to lobby, etc.). · Current legislation: HR 23 – will protect door to door delivery. HR33 – insure the USPS is not subject to privatization. HR54 – maintain 6 day delivery. HR60 – restores service standards. So far this year, nobody in Utah is on-board. Contact your representative and get them to support these bills.

· Download the NALC App and look at Government Affairs to see all the resolutions and fact sheets. · If you are uncomfortable talking to or writing to legislators, you can donate to the LPFT fund.

· *Women in the Trades* first Conference is on April 15<sup>th</sup> at the West Valley Cultural Celebration Center. We will have a lady on the panel representing the Letter Carriers. Flyers will be in their bags letting them know the post office is hiring.

## **TRUSTEES** – Chad Mortensen

· They met yesterday. 2 months of records were reviewed. A personal card was used instead of the branch credit card by mistake. It was fixed. · Be specific when completing a request for reimbursement when working on grievances (what, when, where). Include the grievance numbers. **HEALTH BENEFITS** by Jim Kerekes - excused

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

Working while fatigued – lots of discipline for working while tired and having an accident (like slipping on black ice) or refusing to walk on black ice that is unsafe. Tell management when you are too tired or told to work unsafely. Fill out a 1767 if management tells you to work anyway.

## **DIRECTOR OF RETIREES** by Jeff Asay.

· Steve McNees received his gold card and pin for 50 years of service. · Pat Busath received a 25 year service pin.

· Let Jeff know if you have any preference for when or where to hold the Retiree's Party.

## **TREASURER** by Mike Madsen

Last Month: Income \$23,740, spent \$24,481, deficit \$741. Payroll was \$16,000. Registration for State Convention cost \$1,000 and Steward College was \$2,000.

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

· Steward Training is next Wednesday at 6:30pm. · Steward College is less than 3 weeks away. 16 or 17 are going from our branch.

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

3,908 grievances filed so far this year. · Our grievance appeals have backed up the Step B team so much that they are sending our grievances all over the country to be handled by other Step B teams (some parts of the country don't know the rules). · Good: A manager actually proposed they take action to correct some problems (kind of surprised Lance). They did follow up with a joint standup that went well.

**PRESIDENT** by Mike Wahlquist.

·OREM: Since our last meeting they have had an intervention in Orem. NBA, Nick Vafiades, was there also. We did walk out with a process and plan to resolve all of the backlogged grievances. Nick and an Area manager will work on 2,700 grievances about steward rights. Amy Gallo will work on most other backlogged grievances. Spencer Heinz will be given time to work on all current grievances. Mike Wahlquist and Tony Cline are working on Article 8 grievances from the last 2 years. Things are gradually getting better in Orem.  
·A new Warrant form for requesting reimbursement is being created.

**SPECIAL ORDERS:** none

**UNFINISHED BUSINESS:** none

**NEW BUSINESS:** none

Bylaws proposal from the Executive Board: The following bylaws change is proposed to make our bylaws language consistent with the new pay schedule. The cost of dues and the amounts paid to officers and stewards will not change.

·**Proposed Bylaw Change:** *Effective immediately, all references to officer or steward pay shall be changed from Grade 2, Step O, to **Grade 2, Step O, Carrier Technician rate, Table 1.** Likewise, dues will change to **Grade 2, Carrier Technician Rate.** A motion to make these changes will be presented and voted on at the next union meeting.*

Jeremy Bailey – The Labor Day Picnic is coming up. ·He made a motion to donate \$1500 to pre-fund the Labor Day Picnic. The motion passed by voice vote. ·A motion to donate up to \$300 to be a bronze sponsor of the event was made. The motion passed by voice vote.

·Question – did the Executive Board discuss the splitting of the National Convention fund? Yes, a committee was formed and will report in two months.

**GOOD OF THE ASSOCIATION:**

·Motion was made to make Terry Ehlers an unfunded delegate to State Convention. The motion passed by voice vote.

·Motion was made to make Russ Shosted an unfunded delegate to State Convention. The motion passed by voice vote.

**FOR THE IMPROVEMENT OF THE SERVICE:** nothing

**DRAW AND ADJOURN** – 7:42 pm

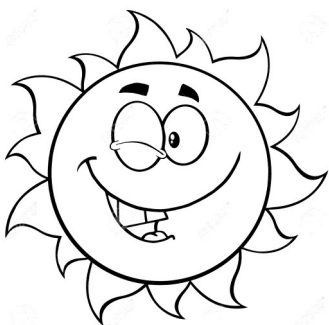
\$25 drawing winners: Mike Madsen, Sharla Groves

RETIREEES – \$ 75 (John Ehlers was not present). Next month it will be \$100.

PROGRESSIVE A - \$1,075 (Arlynn Venema was not present). Next month it will be \$1,100.

PROGRESSIVE B - \$225 (Roger Wilson was not present). Next month it will be \$250.

Muffins: Mike Wahlquist, Brent Bray, Kirk McLaughlin,



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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.

**PRESIDENT**  
Mike Wahlquist  
**EXC. VICE-  
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Lance Henrie  
**VICE-PRESIDENT**  
Mike Hansen  
**TREASURER**  
Mike Madsen  
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Steve McNees  
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Joan Larsen  
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is the Official Publication of  
**Branch 111 NALC**  
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