



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

May 2019

Publication 2019.05

Do you have a question about your job and are you too shy to ask your Shop Steward? Do you just have a question about anything in your Postal world? Please e-mail your questions to [pavement.111.pounder@gmail.com](mailto:pavement.111.pounder@gmail.com) Questions will be answered without revealing the asker.

Question:

Can I be disciplined for missing 3 unscheduled sick days in a quarter?

Answer:

Discipline for attendance has always been around and will always be around. I would like to touch on the discipline that is for just cause. What constitutes just cause is not as clear as you might think but is looked at on a case by case basis. Of courses it's management's burden of proof to show just cause in any discipline action taken on a carrier. When management is successful in showing "just cause" the carrier might have not known what their rights are. There is no set amount of days you can take before discipline is issued and if you know that you will be absence more than one 8-hour shift notify management as to how long you think you might be out. Example: If you know that you will be out for 2 days due to illness you should report both days at the same time.

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.

Continued on page 3.

## The President's Report

# Safety is Paramount

I began my career in 1987 carrying mail in Mission Viejo, California. Back in 1987 you could leave your engine running while you were out of the vehicle if you were only going to be outside the vehicle for a short period of time (under 15 seconds), and not out of sight of the vehicle. It's hard to believe, but those were the rules in 1987.

One day during my first summer carrying mail, as I was outside of my ¼ ton jeep (much smaller than the vehicles we drive today), I heard a pop, turned around, and saw my jeep heading down the road at a pretty good clip (they used to set the idles pretty high on those old jeeps because the engines would “kill” if the idle was set too low). The result was that my jeep was going down the road and it was really moving fast. I had just turned 19 when this transpired, and I had been on the track team in High School, so I ran the vehicle down (barely), and got it stopped before it hit anything. I had just had a “runaway”, which is when your vehicle takes off with the engine running. It was a horrible experience, and I never wanted that to happen again.

Needless to say, the rules have changed in the last 32 years, and today you are not allowed to be outside of your vehicle with the engine running. In fact, anytime your backside is not in the driver's seat you are supposed to properly park your vehicle, which includes having your keys out of the ignition, the parking brake set, the gear selector in park, and your wheels curbed. So far the Postal Service still allows us to park without using anchors, airplane chocks, or tethering your vehicle to the nearest tree, but who knows what the future holds.

The point of this article is that Safety has become of paramount importance in the Postal Service during the last 32 years, and it is the most important thing you will perform every day. Some Letter Carriers believe that delivering the mail quickly and efficiently is more important than safety, but to those Carriers I say that those goals are of far less importance than practicing safety. You may not be able to deliver mail at all if you are hurt or injured, therefore safety is far more important than speed or accuracy. We should all have the goal of going home at the end of every shift uninjured and in good health, and the Postal Service completely agrees with us on this point. If you don't believe me, ask your Supervisor. Try this conversation out the next time your Supervisor is pressuring you to go faster. Say, “I'm going as fast as I can safely go, you aren't asking me to be unsafe, are you?”. I can pretty much guarantee that their answer will be “No”, but if it is “Yes”, then you need to ask to speak with your Shop Steward!

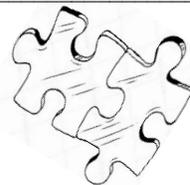
**Summer is nearly here, and kids will soon be out of school. Please watch out for children in the roads, and with more kids outside, more dogs will be outside, so watch out for them as well. If you find yourself overheated or without water, take time to cool down and get water! A good friend wanted me to remind everyone to protect your skin from the sun, a good tan is not worth skin cancer when you are approaching retirement, so use sun-screen and wear a hat! And the last thing I will say is to pick a pace that you can do for 30 years, not 30 months. I have watched Letter Carriers destroy their knees by running their routes, and then they expect to be treated like fallen heroes when they are permanently disabled after just a few years. While there are some who will become injured even while going at a safe pace, those who go too fast and become injured have done themselves and the Postal Service a disservice. I will end this article by saying that if you ever have any doubt as to whether something is safe, err on the side of caution by not doing it until you find out for sure that it is safe.**

**Please practice safety and go home healthy at the end of every shift!**

**Michael Wahlquist – President**

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## **Its Puzzling Me**



A few months ago I embarked on a new journey. This journey will take planning, attention to detail, and a steadfast will to complete. When I am done, I will be in the same, if not better position than before I started. Now one might ask what does this 18000 piece, 9 foot by 7 foot puzzle have to do with safety at the post office? Simply put, SAFETY. When one begins their daily journey at work, they have the option of not paying attention to the details, not putting the pieces where they go, and going as fast as managemently possible to do this. What you may end up with at the end of the journey, is a jumbled mess that may not make it back, but the others are pleased. OR one may take the time to check and make sure all the pieces are put in the correct place, in the order they go and be proud that at the end of the finished product. Oh and guess what, if you do the latter, you will not end up with extra papers in your personnel folder.

Christopher Zambos : Safety & Health

Question:

Why do I have to have green tags on my shoes?

Answer:

The United States Postal Service requires all approved letter carriers' shoes to be black 100 % leather (besides the sole) with the label (SR/USA) sewn on, indicating that the shoes meet the strict "slip resistant and made in the USA requirements. If you are not wearing proper foot wear and trip or fall your claim may not be covered under OWCP.

A Shoe Exemption does exist; ELM 939.12 [Exceptions](#)

Footwear must be purchased from a Postal Service–licensed vendor; however, exceptions to the certified footwear program may be granted, when appropriate (e.g., medical reasons, very unusual sizing restrictions), under the following guidelines:

Employees must submit their request for exception, in writing (with appropriate supporting documentation), to the district Human Resources manager. The employee's request, whether approved or not, must be filed in his uniform folder.

When authorization is granted to purchase footwear from other than a Postal Service vendor, employees must present an itemized invoice to the uniform clerk at their facility. Invoices must include the name of the employee; the name of the firm from which the purchase was made; the date of purchase; the post office finance number; the employee's anniversary date; the employee's Social Security number; an itemized description of the items purchased including size and color; and a statement by the employee certifying that the items listed were actually purchased.

Installations process the purchase in the same manner as a vendor invoice except that 81886 is used for the vendor number. This provides payment to the employee.

Question: What do I do if I fall at work?

If you need to get medical assistance call 911 and then call your supervisor.

You or someone on your behalf can fill at the **CA-1** and then ask for management to give a completed copy to you once they have completed their portion. Next important item to request is a properly filled out by management **CA-16** (voucher to get medical paid for) to give to the physician to fill out. This is the first and critical medical evidence needed to support your claim for injury. Next item to request is a **CA-17** (doctor to record your restrictions if any) management must complete the left side of the form corresponding to the injured workers assignment and the physician fills out the right side. **Key Point: Only a Medical Physician can sign the forms no Physician Assistants or Nurse Practitioners etc.**

If a can be of assistance, please feel free to contact me.

In Solidarity; Terry C Ehlers

## NALC HEALTH BENEFITS

Jimmy Kerekes

### WHAT IS DOUBLE COVERAGE? (Insurance double coverage)

The Health Plan needs to know if you have other health insurance or automobile insurance that pays health care expenses without regard to fault. That is a definition of “double coverage”.

Here is how some of it works.

The National Association of Insurance Commissioners’ (NAIC) guidelines set the rules. These rules determine which insurance company you have pays first. That is the primary payer. In double coverage then one health plan normally pays its benefits in full as the primary payer and the other plan pays a reduced benefit as the secondary payer.

NALC has a High Option (self and family coverage). Also there is the Consumer Driven and Value Options. Double coverage works different with these options. On page 175 of the official brochure (RI 71-009) section 9, it explains how double coverage works with other insurance coverage. On page 179 section 9 of the same official brochure it tells in the middle of that page how double coverage works if you have Original Medicare (Parts A & B). One paragraph explains double coverage if you have the High Option and the other paragraph explains if you have the Consumer Driven or Value Option coverage. Due to possibility of limited space in our newsletter, I may explain these paragraphs in more detail in next month’s issue.

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### Your Home Financing Resource

The Union Plus Mortgage Program provides:

- Special benefits for union members, their parents and children
- Educational tools to help you prepare for homeownership
- A wide range of financing option from Wells Fargo Home Mortgage



**Albino Reveredo**  
Private Mortgage Banker

[435-724-1856](tel:435-724-1856) (Office)  
435-724-1856 (Cell)  
[albino.a.reveredo@wellsfargo.com](mailto:albino.a.reveredo@wellsfargo.com)  
NMLSR ID 404353



**Jason Miller**  
Home Mortgage Consultant

801-525-2669 (Office)  
801- 698-6403 (Cell)  
[jason.c.miller@wellsfargo.com](mailto:jason.c.miller@wellsfargo.com)  
NMLSR ID 1501745

# Summer Pool Party!

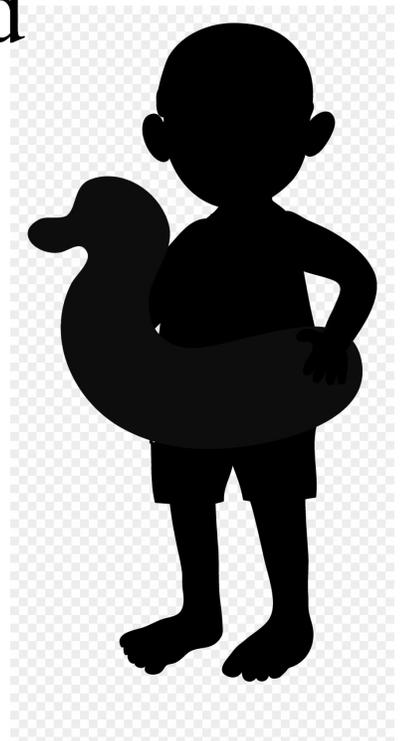


Save the Date!  
Saturday  
July 6th, 2019  
6pm—10 pm

292 East Murray Park Avenue .  
84107

Immediate Family Invited

Hamburgers  
Hot Dogs  
Chips  
Soda  
Ice Cream  
Will be served



# WHO NEEDS TO DO WHAT?

Every steward has heard from at least one supervisor and at least one carrier that the union needs to work with management. We are asked to work with management in circumstances when someone wants a provision of the contract ignored. Grievances are filed when our contract with the Postal Service has been violated. When stewards are asked to “work with management” they are being asked not to file a grievance. Our contract is no different than any other legal agreement you have made, in that it is a legally binding agreement between two parties. When we do not abide by our part of the agreement we are subject to discipline including removal from our job. When the Postal Service does not do what they agreed to do we file grievances or labor charges. The National Agreement, or contract, is how letter carriers and the Postal Service have agreed to work together, though it is not perfect, it is the agreement both parties were willing to sign. When we are abiding by our agreement we are working with management. If we allow management to violate any part of our agreement, we are complicit in the undermining of our mutual legal obligations. The best way we can work with management is to hold them to the National Agreement. We are filing grievances at a record setting pace in Branch 111, we are doing our part, it is past time that management started working with us.

**EXC. VICE-PRESIDENT**

Lance Henrie

It is proposed to amend the Branch 111 Bylaws as follows:

## **ARTICLE 7 COMMITTEES**

### **Section 5.**

Current

This Branch shall elect a full delegation and an equal number of alternates to all National and State Conventions. Rank shall be established by popular vote of those attending the regularly scheduled October meeting using a secret ballot. Ranking shall determine priority to funding for Conventions.

New

This Branch shall elect a full delegation and an equal number of alternates to all National and State Conventions. (Strike our remainder)

Current # A

Candidates for delegate to National and State Conventions shall be elected according to the number of votes received. Should delegate vacancies occur those candidates receiving the next highest number of votes should be delegates.

# A deleted. (Strike Out)

Current # B

The Executive Board will recommend and the Branch will determine the number of delegates who will receive financial assistance and the amount to be granted each delegate based on the designated funds available. These expenses shall not exceed IRS allowances.

# B Strike Out and Replace, becomes new section A.

**The Executive Board will recommend and the Branch will determine the Budget for convention. Each qualifying delegate will receive an equal portion of the budgetary amount. Any qualified delegates who chose not to attend the convention will notify the Branch President prior to applicable deadlines. Funds for delegates choosing not to attend will revert to those attending delegates.**

Current # C

Convention delegates and training seminar attendees shall receive funds, prior to departure to the event, from the branch for lodging, transportation and per diem. Adjustments for lodging may be made by the Branch President for delegates sharing a room. These expenses shall not exceed IRS allowances.

New # B

**Convention delegates and training seminar attendees shall receive funds, prior to departure to the event, from the branch. Adjustments for lodging may be made by the Branch President for delegates sharing a room. These expenses shall not exceed IRS allowances.**

Current # D becomes new # C

Convention delegates and training seminar attendees who choose to provide their own lodging and/or transportation will receive funds equal to those provided by the branch.

Current #E becomes new # D

Any losses incurred by the Branch due to a member's cancellation of travel plans shall be made good by that member.

## Article 7 Committees

### Section 6

Current

Be it further provided that no elected delegate or alternate elected to represent this Branch at a National Convention shall receive any expense monies from this Branch unless he/she shall have attended at least eight (8) meetings annually, held from April of Convention year to and including March of the next Convention year.

1. If a member enters the Postal Service following the April of Convention year, to receive monies he/she must be a member of Branch 111, NALC one (1) year and have attended two thirds (2/3) of the union meetings including March of the next Convention year.
2. Members of newly merged branches must attend two thirds (2/3) of Branch meetings from date of merger to the date of the convention.

New

Be it further provided that no elected delegate or alternate elected to represent this Branch at a National Convention shall receive any expense monies from this Branch unless he/she shall have ***physically*** attended at least eight (8) meetings annually, held from April of Convention year to and including March of the next Convention year. **Official N.A.L.C. or military duties will excuse the necessity for physical attendance. Members may be excused in cases of required USPS overtime extending beyond the scheduled start time of branch meeting. Such absences will require documentation prior to nomination of delegates.**

1. If a member enters the Postal Service following the April of Convention year, to receive monies he/she must be a member of Branch 111, NALC one (1) year and have attended two thirds (2/3) of the union meetings including March of the next Convention year.
2. Members of newly merged branches must attend two thirds (2/3) of Branch meetings from date of merger to the date of the convention.

Current

B. No elected delegate to Utah State NALC or Utah AFL-CIO conventions shall receive expense allowances unless he/she will have attended at least six (6) regular branch meetings annually, held from April of Convention year to and including March of the next Convention year. Members with less than one full year with the Postal Service (including merged branches) must attend sixty percent (60%) of regular branch meetings from their anniversary date to receive expense allowances.

New

B. No elected delegate to Utah State NALC or Utah AFL-CIO conventions shall receive expense allowances unless he/she will have ***physically*** attended at least six (6) regular branch meetings annually, held from April of Convention year to and including March of the next Convention year. Members with less than one full year with the Postal Service (including merged branches) must attend sixty percent (60%) of regular branch meetings from their anniversary date to receive expense allowances. **Official N.A.L.C. or military duties will excuse the necessity for physical attendance. Members may be excused in cases of required USPS overtime extending beyond the scheduled start time of branch meeting. Such absences will require documentation prior to nomination of delegates.**

## Article 5 Meetings

Current

### Section 7

For the purpose of convention eligibility, non-attendance of meetings will be excused for valid reasons (official NALC duties, vacation, military duty or illness). The member will submit the reasons to the President, Executive Vice President or Vice President who will report in writing, the member's attendance status to the Secretary,

New

### Section 7

For the purpose of convention eligibility, non-attendance of meetings will be excused for valid reasons (official NALC duties, vacation, military duty or illness). The member will submit the reasons to the President, Executive Vice President or Vice President who will report in writing, the member's attendance status to the Secretary. **For the purposes of convention eligibility attendance shall mean physical attendance with the exception of N.A.L.C. or military duties. Members may be excused in cases of required USPS overtime extending beyond the scheduled start time of branch meeting. Such absences will require documentation prior to nomination of delegates.**

**NALC BRANCH 111**  
**Minutes of the Regular Union Meeting**  
**May 9, 2019**

**Convened** at 6:36 pm

**Pledge of Allegiance** conducted by Mike Hansen

**Roll Call** by Steve McNees

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

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

· From the AFL-CIO: At their Executive Board Meeting they voted to purchase 15 Chrome Books to create a Phone Bank to help with election campaigns. They are requesting that each affiliate contribute \$200 towards the purchase of the Chrome books.

**Application for Membership** by Lance Henrie

New members read in: Zenn Williams, Rachel Willmore, Dusten Nielson, Sarah Haynes, John Paddock, Carlene Sumpter, Yuri Monroy, Jesse Salas, Faustin Rusine, Aimee Figueroa, George Hawpe, Christopher Carney, Valerie Mariner, Taylor Davis, Kirsten Fisher, John Hacking, Jonathan Hughes, Devion Harris, Thomas Pace, Brandon Kinnett, Shon Newton, Devin Fenton, Tanner Gittins, Candy Gonzalez, Jaquon Grant, Ramsey Atuatasi, Ada Martin, Dylan Cobb, Chantel Davis

**LETTER CARRIER POLITICAL FUND** by Josh Thibodeau – not present

**COMPENSATION and MDA** by Terry Ehlers

· The Branch Summer Party is July 6<sup>th</sup> at 6pm at Murray Park swimming pool. It is for the entire family. · The Steak Fry is August 24<sup>th</sup>, at the Murray Park.

**LEGISLATIVE and TRUSTEES** by Chad Mortensen

· New Bills we like (Call and write your representatives): HR-2382 would repeal the mandate for prefunding future retirees' health benefits. ·HR-2478 – The Federal Retirement Fairness Act. Allows Federal employees to make payments for their years of service after 1988 (you could pay into retirement for time served as a TE and CCA). · HR-54 would maintain 6 day delivery. We have a majority of support in the house. ·HR-33 to prevent the privatization of the Postal Service (none of our representatives in Utah have sponsored it yet). ·The State AFL-CIO Convention is June 20<sup>th</sup> at the Cultural Celebration Center in West Valley. ·The Trustees met Tuesday and reviewed the books. There was an issue with insufficient information on incentive pay requests (brought up with the Exec. Board).

**FOOD DRIVE** by Sharla Groves

The Food Drive is this Saturday. If you have extra cards, throw them away. Save the extra bags for next year.

Volunteers (and trucks) probably won't be staying as late this year. If you have large amounts of food that need to be picked up, call the food bank Monday. Call Sharla or our office if only a small amount needs to be picked up.

**HEALTH BENEFITS** by Jim Kerekes – There were 5,600 new members added to the program this year.

**SAFETY AND HEALTH** by Chris Zambos – no report

**ORGANIZER** by Justin Lindquist

They have signed up every CCA (30+) in the last 3 trainings. Lance Henrie and Destiney Carrillo are helping.

Our branch is 86.94 % organized. That is really good. We've gone up over 5% in the last 5 years.

**DIRECTOR OF RETIREES** by Jeff Asay. No report

**TREASURER** by Mike Madsen

April report: \$24,979 of income (\$135 from advertising). \$31,487 of expenses (816 building insurance, 1,586 office supplies, 10,072 steward payroll, 25,112 total payroll). \$6,507 net loss.

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

· Steward training Wednesday at 6:30pm. · We need uniforms for the uniform bank. · Food drive – post it on your social media.

**EXECUTIVE VICE PRESIDENT** by Lance Henrie - · 4,019 grievances filed so far this year.

**PRESIDENT** by Mike Wahlquist.

· Still finishing up the Orem intervention. About 3500 of the 4000 branch grievances this year are from Orem. All are settled except the improper mandates. · Orem has a new postmaster named Sunny Bullets (no joke). · The caser/streeter program is coming to our branch. Two offices (Downtown and Orem) are being looked at (one zone in each). They haven't given us any dates or specifics on where. Some carriers case 8 hours and some carry 8 hours

**SPECIAL ORDERS:**

Election of AFL-CIO delegates: Because we failed to have nominations last month, it was proposed to have nominations and elections tonight and continue next month. If 11 or fewer are nominated, they will be elected by acclamation. This was approved without objection. The convention is Thursday, June 20<sup>th</sup> and lasts about 7 hours. The branch will pay the registration of \$75 and there is a free lunch. **NOMINATIONS:** Chad Mortensen, Steve Warren, Chris Zambos, Tracie Butler, Keith Warner, Destiney Carrillo, Josh Wright, LoEne Simpson, Kirk McLaughlin

**UNFINISHED BUSINESS:** none

**NEW BUSINESS:**

· Reading of a proposed bylaws change regarding convention funding rules (see below). We will vote on it next month.  
· Motion to donate \$200 to the AFL-CIO to purchase Chrome Books for their Phone Bank. Motion passed.

**FOR THE GOOD OF THE ASSOCIATION:** Nothing

**FOR THE IMPROVEMENT OF THE SERVICE:** Nothing

**DRAW AND ADJOURN** – 7:33 pm

- \$25 drawing winners: Jimmy Kerekes, Josh Jessop
- RETIREES – \$ 125 (Larry Allen was not present). Next month it will be \$150.
- PROGRESSIVE A - \$1,125 (Tim Gallo was not present). Next month it will be \$1,150.
- PROGRESSIVE B - \$275 (Peter Stranky was not present). Next month it will be \$300.
- Donuts: Eric Grotepas, Aaron Saxton

National Association of Letter Carriers  
2261 South Redwood Road, Suite 14  
Salt Lake City, Utah 84119

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Salt Lake City, UT  
Permit No. 1981

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**Keep on delivering!!!**

**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-  
PRESIDENT**  
Lance Henrie  
**VICE-PRESIDENT**  
Mike Hansen  
**TREASURER**  
Mike Madsen  
**SECRETARY**  
Steve McNees  
**SGT-AT-ARMS**  
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**TRUSTEES**  
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Joan Larsen  
Kirk McLaughlin

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