



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

June 2019

Publication 2019.06

Summer Pool Party!

July 6th! Saturday, 292 East Murray Park
Avenue, 6pm—10 pm

Branch 111 MDA Bowl-a-Thon July 14, 2019

First come first served to reserve time slot of 1pm or 4pm

Bonwood Bowl

2500 South Main Street Salt Lake City, Utah 84115

\$25 Dollars per person or \$100 Dollars for a 4 member Team.

Registration needs to be completed and money paid by July 1, 2019

\$30 Dollars per person for registration on the day of event

Contact: Jeremy Bailey 801-759-2972 or

Email MDAbowling@branch111.com

For Sign Up and any Questions

Free "Pizza"

Bar on the premises

Opportunity Drawing for prizes

\$1 a ticket or 6 for \$5



The "S" Stands for Service

I remember back when I started my career at the Post Office. One of the first things I learned from veteran Carriers was to take excellent care of my customers. This is advice I have always remembered and try to share with new employees. In my opinion service is the most important thing we can do as Letter Carriers, next to staying safe of course.

It seems to me that over the last several years management has lost sight of the importance of good customer service altogether. Our new workforce has been trained to go as fast as possible and, as a result, routes are growing and growing. In my opinion, it is impossible to give great service to customers when routes are growing to 1,000 stops or more. That is not how the job was designed. How could we ever properly maintain a route that size? Boxes are full, alert cards are ignored and misdelivered mail has become normal.

Recently in my office in Sandy several Carriers with apartment routes were given an instruction to notify customers with a 3849 when they had packages that wouldn't fit in the parcel locker. This happened without ever even taking the package to the street.

In one apartment lobby there was a sign that said "any package that doesn't fit in the parcel locker can be picked up at the Post Office". This is wrong in so many ways. Why not just put up a sign that says "if you want good service call UPS". This has been corrected in my office but I fear that it is still happening in many other offices. I have also heard several Carriers tell me that they don't have time to look at alert cards. How else are we going to properly forward mail? So many Carriers rely on customers putting the flag up or writing on mail when it doesn't belong to them. Again, not very good service.

Please take pride in providing your customers with excellent service. Please encourage fellow Carriers to do the same. Demand time to maintain your routes and watch them get smaller. Demand the time to do it right. The USPS has been protected for decades and decades because of the way we are viewed by the public. We are loved and trusted by our customers and I fear that we won't be protected in the future when that love and trust is lost.

In Solidarity
Mike Hansen
Vice President
NALC Branch 111

We would like to invite you to organize your own team from friends and family to come and have a great time bowling. If you can't make the event and would like to help the MDA, please feel free to donate any amount.

This year the event has been opened to all the unions in the valley. Come one come all and help some kids get to summer camp, which many report to be a high point in their life.



APPROVED BYLAWS CHANGES:

ARTICLE 7 _ COMMITEES

Section 5.

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.

~~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. 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 the attending delegates.

~~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.~~

~~C. B. 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.~~

Section D. becomes Section C.

Section E. becomes Section D.

Section 6.

A. 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.

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

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 HEALTH BENEFIT PLAN

Jimmy Kerekes

TOPIC: What is NALC's Catastrophic Coverage?

Source: Official Brochure (RI 71-009) pages 29-30

Catastrophic Protection out-of-pocket maximum for deductible coinsurance and copayments, also mental health & substance abuse disorder care.

1. If you have the High Option coverage, the catastrophic amounts are \$3500 per person and \$5000 per family for services of PPO provider/facilities.
2. Next is \$7000 per person or family for services of PPO and Non-PPO providers/facilities combined.
3. There is also an out-of-pocket maximum on Prescriptions. The amounts are \$3100 per person or \$4000 per family. There are some things that count towards those amounts and some things that don't count. See Official brochure for full details on the prescription maximums.
4. The Consumer and Value Options have a Personal Care Account and a deductible. Once those are satisfied the out-of-pocket maximums begin to apply.
5. Also, due to the length of the information on the Consumer and Value Options for out-of-pocket maximums refer to the official brochure on page 30 for the dollar amount maximums.

October 10, 2019 - Nomination of delegates to National Convention

November 14 - Election of Delegates to National Convention

July 6th - Summer Pool Party - Murray Park

Sept 9-11 - National Rap Session

Sept 24 - Branch Steak Fry - Murray Park

Sept 29 - Oct 4 - Region Rap Session

2020

Aug 17-21 - National Convention

Summer Pool Party!

Hamburgers, Hot Dogs, Chips, Soda, and Ice Cream Will be served

Working Off the Clock

The National Agreement provides that carriers may not start early to get a head-start on their routes. Article 41.3K states, "Supervisors shall not require, nor permit, employees to work 'off the clock.'" Additionally, working off the clock is, a violation of the Fair Labor Standards Act. And sometimes carriers will only take a short lunch or skip street breaks to make it back to the office on time. Why should a Steward or other coworker even care if someone gives an extra 5 or 10 minutes? Does "the Union" want to kill a carrier's initiative, their work "ethic"? Of course not. Both Postal Service and the National Association of Letter Carriers recognize and agree that for many reasons it is best that we work when we are paid and are paid when we work. Sometimes we get behind while carrying mail. Sometimes we are off on our daily estimated return time. And sometimes carriers will only take a short lunch or skip street breaks to make it back to the office on time. In Most offices' carriers are required to let management know that they will return later or sooner than they estimated. This phone call, text, smoke signal or other communication takes place while you are being paid. Today the pay scale runs from \$19.05 to \$30.97 an hour 31 too 50 cents a minute. The Postal Service wants to pay you 3 to 5 dollars to take a break. And will pay you an additional 10 to 15 bucks if you don't work through your lunch. That's at the straight time rate, if you miss out on 1 hour of O.T. because you worked through breaks and lunches 46 dollars is lost. My suggestion to you is to follow what ever reporting requirement your boss requests, if that takes 2 minutes, they will pay you 1\$ to make the call. If the number is busy or if they don't answer, try again for another dollar towards say retirement depending on priorities. The additional time/money that is given the Postal Service in violation of their rules, you will have an additional 50 dollars or so to invest each time that happens. If you invest an additional 50 dollars once a month at a 10% return you will boost your retirement by \$98,696.00 over 30 years. If you are giving the Postal Service that 50\$ twice a month 197,392.00 could be added to your post-retirement budget. Three days a month is 286,389.00 in your pocket. These numbers assume that is all the money that you invest. With a regular yearly 5% of your check invested towards retirement, the additional matching contribution about 8125.00 invested over 30 years at 10% interest you have 1,336,514.00 for retirement. Add an additional to 2 days of taking lunch and breaks your total jumps to 1,632603.00. That is 269 thousand dollars the post office will put in your pocket over your career if you just take your breaks and lunch like they want you to.

EXC. VICE-PRESIDENT

Lance Henrie

NALC BRANCH 111
Minutes of the Regular Union Meeting
June 13, 2019

Convened at 6:39 pm

Lance Henrie Conducting

Pledge of Allegiance conducted by Mike Hansen

Moment of Silence for Don Williams who passed away.

Roll Call by Steve McNees

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

Reading of the Communications by Steve McNees. None

MDA: Tracy Wilson, Director of the MDA spoke. She told about the trials of parents of kids with Muscular Dystrophy and the joy that MDA Camp brings to their kids. The kids really enjoy getting away from their parents for a week (and vice versa). It costs \$2000 per child to attend which includes a full-time medical staff. There are over 1500 families served by the local MDA and over 60 kids going to camp this year. Terry Ehlers would like the branch to sponsor 2 kids through our charity activities this year

COMPENSATION: by Terry Ehlers

The CA-16 has two sides. One gets you paid for an on-the-job injury and the other is the medical report from the attending physician (that many managers are not getting). Make sure you get the medical side of the CA-16 completed.

Application for Membership by Lance Henrie

New members read in: Ty Autrey, Justin Beary, Logan Callister, Maxwell Haslam, Allison Brown, Liliana Samaniego, Joaquim Dos Santos, Naomi Salt, Samuel Kennard, Brad Beecher, Paul Rodela, Kyle Spainhower, Michael Rogers, Raphael Sullivan, Melanie Merkley, Paul Gonzalez, Kellie Gutierrez, Serenia Heddlesten, Robert Hawkins, Alma Olivares-Delgado, Mykenzi Donnelly, Sherise Morgan, Adylee Manhart, Brock Lister, and Matthew Garner.

LETTER CARRIER POLITICAL FUND by Josh Thibodeau – not present- still carrying mail.

ORGANIZER by Justin Lindquist

They have been signing up almost every CCA at training.

LEGISLATIVE and TRUSTEES by Chad Mortensen

· The House Appropriations sub-committee approved a fiscal year budget for 2020. This includes a provision that the USPS will be required to keep six day delivery at the 1983 level. ·The Anti-Privatization Act has a majority in the House and Senate which includes a requirement to not privatize the USPS. ·Continue to write to your Senators and Congressmen! ·June 20th is the AFL-CIO convention. · The Trustees reviewed financial records last Tuesday. There are still issues with the charges from the State Convention and Steward's College hotels. · The LM2 was reviewed and needs clarifications on what constitutes an asset.

HEALTH BENEFITS by Jim Kerekes

Any time you are going to have surgery you should check the key codes that are going to be used bill insurance. Then you should check your insurer to make sure the service is covered or ask questions of your provider to determine what was done and confirm with the billing company.

SAFETY AND HEALTH by Chris Zambos – Excused

DIRECTOR OF RETIREES by Jeff Asay. No report

TREASURER by Mike Madsen - Excused

VICE PRESIDENT'S REPORT by Mike Hansen

· He spent all day Tuesday closing and filing grievances. He is filling the filing cabinets as fast as they can be bought. · Steward training is next Wednesday. The subject will be holiday scheduling.

EXECUTIVE VICE PRESIDENT by Lance Henrie · Over 4,400 grievances filed so far this year.

FOOD DRIVE by Sharla Groves

· We had a very successful food drive partly because of good weather. The food collected from one zone in West Valley went to the AFL-CIO food bank. It was more than the Food Bank could handle. Branch 111 collected over 330,000 pounds of food. The total for our state was 755,000 pounds. · Money counts toward the weight of the food collected.

PRESIDENT by Mike Wahlquist. Excused.

SPECIAL ORDERS:

The motion from the Executive Board to change the bylaws regarding convention funding rules for National, State, and AFL-CIO conventions was presented. The motion passed 31 to 0. See below.

UNFINISHED BUSINESS: none

NEW BUSINESS:

· Jeremy Bailey made a motion (approved by the Executive Board) to fund \$1500 for the MDA bowl-a-thon expenses, including pizza, and a traveling trophy (being built by the Ironworkers). The motion passed. · The bowl-a-thon is July 14th at 1pm and 4pm with all money going to MDA. \$100/team. There are already 3 other unions providing teams.

FOR THE GOOD OF THE ASSOCIATION: Nothing

FOR THE IMPROVEMENT OF THE SERVICE: Nothing

DRAW AND ADJOURN – 8:01 pm

- \$25 drawing winners: Chris Shipley, Bob Valdez
- RETIREES – \$ 150 (Harry Yensen was not present). Next month it will be \$175.
- PROGRESSIVE A - \$1,150 (Karrie Mott was not present). Next month it will be \$1,175.
- PROGRESSIVE B - \$300 (Samuel Huff was not present). Next month it will be \$325.

Summer Pool Party!

292 East Murray Park Avenue

Immediate Family Invited.

6pm—10 pm

Hamburgers, Hot Dogs, Chips, Soda, and Ice Cream
Will be served

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

Non-Profit
U.S. Postage Paid
Salt Lake City, UT
Permit No. 1981

Address Service Requested



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
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**EXC. VICE-
PRESIDENT**
Lance Henrie
VICE-PRESIDENT
Mike Hansen
TREASURER
Mike Madsen
SECRETARY
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