

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



Airport - Alta Canyon - Bountiful - Cottonwood - Downtown - Dug way - Foothill - Heber - Holladay - Kearns - Lehi - Magna

August 2019

Publication 2019.08

Midvale - Millcreek - Murray - Northwest - Orem - Sandy - South Salt Lake - Sugarhouse - Tooele - West Jordan - West Valley

Branch 111's Annual

Steak Fry

Where: Murray Park Pavilion #5

(Enter off of State Street or 5300 South)

When: August 24th, 2019 at 6:00 PM

Cost: \$10.00 Per Person (Limit 2 tickets per member)

Retired member and one guest are eating for free.

Labor Day Picnic

September 2, 2019

Magna City Park

Free meal for volunteers

Call branch to volunteer

Many hands make lite work

You and a guest are cordially invited to the annual

Branch 111 N.A.L.C.

Retiree's Dinner

Thursday September 19, 2019 3:30 to 5:30 P.M.

Chuck - a - Rama

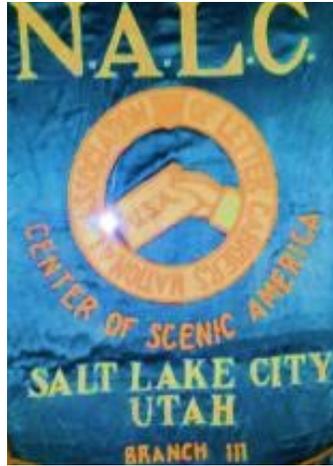
12344 S. Minuteman Drive, Draper

Steak Fry

Labor Day Picnic

Retiree's Dinner

On August 1, 2019, Jimmy Kerekes presented a 125th year history of Branch 111 that was the result of his and other 125th year book committee members work. This history was to appear in a 125th year book that was inspired by the 100th year book, however, complications and events conspired to prevent the publication of the 125th year book. The board agreed it would be proper to present the work of the committee in the Pavement Pounder this month. It is my hope as editor that this history will inform the newer member of the Branch of the years of effort that have gone into building the benefits and pay we enjoy now and for others a jog down memory lane.



NALC BRANCH 111
EST. JAN 5, 1891 – JAN 5, 2016
125 YEARS OLD
MOVING ONWARD AND UPWARD

For those who have gone before and those of us who are here now. The Branch 111 of the National Association of Letter Carriers of Salt Lake City, Utah is now in our 125th year as a union organization which began on Jan. 5, 1891. We were a 100 years old on Jan. 5, 1992. We produced a 100th yearbook then and now a 125th year book (There is no year book). Maybe those of the future will make a 150th yearbook.

We have had many changes in the last 25 years. Changes in the workings of the United States Post Office and its operating procedures and the way letter carriers do their work. The National Leaders and our local Branch Leaders always tried their best to get the best results for carriers from these many changes.

In 1991, a process which was started in 1984 called Employee Involvement (a program with union and management representation) which was on a National level and also in many work locations. It was to help resolve work related issues and atmosphere, and attitude. In 1991 our local branch had a few months discussion to withdraw from this process. As time went on the post office and the union had problems with each on the automation processing of the mail and after 14 years of the Employee Involvement the Post Office unilaterally withdrew from E.I.

As summited, the article has time lines down both sides but due to space considerations and size of print, the timelines appear at the end of the article.

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In 1992 the Post Office offered an Early Out for postal employees. It was mainly to reduce the number of management personnel, but was also offered to all crafts. Post office was later surprised to see that many craft took it than management. 25 people in our branch opted to retire. Joe Wood our first full time president was one of them. One early out was offered another time but the offering was not good enough to want to opt for it. Some may have taken it.

We had many meetings as an executive board and at monthly union meetings to discuss if we should have a full-time president. There were inquires to other branches who had full-time presidents. There was discussion about pay, benefits and etc. But in the year 1993, we voted to have a full-time president. We have had a fulltime president since then, and up to this year 2017, and continuing. They are elected for 3 year terms.

In the late 1980's and maybe 1990 automation of mail was beginning, with the use of barcodes. First process was called sector segmented mail. A part of a row on a mail case would be cased in. The old way was to look at each letter and put it where its address is on the case. As the barcode system improved with machine technology, the next process was called Delivery Point Sequence mail (DPS). Sector segmented and DPS mail was tested at Custer annex office which was only about 2 miles from the main processing plant.

Therefore it was tested there with the carriers. Much discussion was going on nationally and locally on how to implement this process without harming the carriers' jobs and union rights and our way of life. These types of issues are still going on today because of technological changes taking place. DPS took about 3 years before it was to go online in Branch 111 offices. A few offices at a time, DPS is still in usage as of today, 2017. Many times management tried to use this process against us, the union, in discipline, inspections, etc.

In 1997 the Branch decided to change the Branch name. We were called, "Center of Scenic America". We changed it to the "Wasatch Branch", because of the Wasatch Mountains of the Salt Lake Valley. The branch was able to be online by having the internet and establish our e-mail address. We had so many things going on that the union changed the Presidents' 30 days to 90 days in 1998.

In the next 2 years, 1999 through 2001, many national incidents in the postal world happened. There was an anthrax scare in 1999. In the year 2001, 2 New York postal employees die from anthrax. In 2000, leave time management and DOIS moved forward. There was also a co-leader route inspection process. During this contract there was an upgrade from Level 5 to Level 6. Legislatively, 2 bills were in congress to try to change the Windfall and Pension Offset of Social Security.

In 2002, Salt Lake City was host to the 2002 Winter Olympics, which gave our carriers an opportunity to help. A bomb scare during the Olympics. A package found by a carrier. He was told to bring it back the Post Office. Ed Mayne, AFL-CIO President and State Senator brought to our union meeting the Olympic Torch. He carried it and all present at the meeting got to hold it. Our Branch union membership was 83% organized in 2000. Due to route inspections, which have been going for more than 40 years, 3 zones were awarded \$50,000 in inspection violations.

We have been in our current union office for many years. We've grown in membership and over the years costs for building maintenance went up, etc. We had talks of buying our own building. But, we were able to purchase the adjacent space to our office. In 2003, we did so. We paid for

remodeling and bought new furniture for our office space adjustments. We allow others in the building to use the extra room for some of their meetings.

It was only a year after the Olympics and a year or two before that about the anthrax situation, that year, 2003, a letter with white powder showed up at the IRS in Utah. It was determined that, after being tested, it only had trace amounts of radioactivity. But yet, still in 2004, a package was outside of the front doors of the Sugarhouse Post Office. The building was evacuated. Package was tested. It was a package full of clothes and personal items, they think of a homeless person.

For many years the Postal Inspectors (P.I.) had overseen all criminal and other serious postal rules violations. But in and around 2005 a part of the government known as Office of Inspector General, took over a whole lot of the P.I. responsibilities and so many more areas. They showed their presence pretty heavy here and everywhere.

Our National Union has had and does have ways to help carriers for their preparation during and after they retire. They also have helped family's children by having a scholarship program. Daughter of our sister carrier, Cassandra Last was the first one in our Branch to receive a scholarship. The scholarship

The Post Office lost a lot of parcel delivery way back in the 70's. But with carriers using a program called "Customer Connect" and later contracts with other companies, delivering of packages has increased. We now are called the last mile delivery of packages and are delivering packages for UPS and FedEx when they bring them to us. Postal Reform has happened a few times over the years. 1970 was a very important one at that time. But, as time goes on technology changes and some reform comes up again. Another reform passed again in 2006. It had been discussed over and over the years before it passed.

Many employees when hired usually sign up for life insurance. Unlike health insurance, which is offered to the employee to change every year if they want to. Life insurance has had only two open seasons in the last 40 years.

In the year, 2011, there were many carrier rallies, visits to congressmen, carriers going to town meetings; there were some new bills that were somewhat favorable for us to maintain our service to the American people. COLCPE is a program to donate funds to help get our government to listen to us, lobbying. We had 37 new union members join up in our branch in 2011.

There was, in one of the years that if people could get so many signatures on a petition for a desired item or change, the government would listen to it or bring it before congress or put the item on a ballot. A million signatures were on a petition in 2012 to save the Post Office. Other changes were happening in 2012. 700,000 employees were employed in the Post Office in year 2000, in 2012 down to 491,000. Post Office wanted to reduce it 66,000 more to make it less. Things seem to go around in circles. We still had to fight to save the Post Office even in 2012. We had local rallies in Salt Lake. We had a new contract all agreed upon, but the Postmaster General wouldn't sign it, so it went to arbitration. A House Bill (HR2309) was presented this year of 2012 and it was not a good bill.

Not sure if it is a first in our local Branch or a first on a National level, but in 2014, a carrier in our Downtown Postal facility was bitten by a raccoon. The raccoon was caught a few weeks later. Carrier needed rabies shots.

Carriers helped to build the Post Office parcel situation. A program called Customer Connect was started many years earlier. In 2012, it was told since inception of the program, that 2 billion dollars have been generated.

There are years of ups and downs, if not every year. 2012 saw maybe the largest COLA increase, \$1227.00. The down was a cyber breach of the Government of thousands of Federal employees. This compromised names, addresses & social security numbers.

One great up for our branch was the first woman carrier in Salt Lake City. It was Barrie Frankland, now retired. We now have a woman Postmaster General, Megan Brennan.

Sometimes abbreviations change for more direct meaning or clarity. The COLCPE abbreviation was changed to LCPF (LETTER CARRIER POLITICAL FUND).

2016 is the 25th year after our 100th year anniversary. The year 2016 saw a few interesting things happen. FEGLI had its 3rd Open season in the last 30+ years. Most of all for our Branch, and many of our Branch leaders established legislation with Utah Congress and also presented it to our Utah Congressional Representatives to the United States Congress. We as a state are able now to be an important resource to the State as 1st Responders in a declared emergency. Also, the state can use the Post Office for other uses such as Passports, etc.

(OLD LOGO)

BRANCH 111
"THE WASATCH
BRANCH"
(NEW LOGO)

SALT LAKE CITY BR
111 HISTORY TIME-
LINE

1991
Discussion to withdraw
from Employee Involvement

1992
Early out offered. 25
carriers opted to retire.
Also a discussion on
how to pay a Branch full
time president

1993
Br 111 has a full time
president. 1st President
was Joe Wood

1994 to 1996
DPS
Sector Segment;
Other branches merge
with Br 111

1997
Branch name changed.
Branch has internet & e-
mail address; No health
plan dental coverage

1998
"Presidents Days"
Changed from 30 to 90
days

1999
Anthrax scare

2000
LTM (Leave Time Manage-
ment) now DOIS; Co-leader
process for route inspection;
SLC dog bites complete;
Level 6 promotion;
Branch web site is online;
HR860 attempt to repeal Soc.
Sec. Windfall provision;
HR1217 reduce / eliminate
retirement offset of Soc.
Security

2001
New way to bid by phone &
internet; 2 New York Postal
employees die from Anthrax;
Preparing for 2002 Olympics
in Salt Lake City

2002
Br. 111 83% organized;
\$50,000 awarded in 3 zones
for route inspection viola-
tions; No Feb. mags due to
2002 Olympics; Been 18 yrs.
& still trying to repeal Govt.
Pension offset & Windfall
Elimination; Just prior to
Olympics a potential bomb
next to a collection box; Ed
Mayne our AFL-CIO Presi-
dent & UT State Senator
presented the Olympic Torch
that he carried during the
Olympics; All present got to
hold it.

2003
Room next door purchased,
remodeled, & new furniture;
White powder in letter to IRS
tested, found mild amounts
of radioactivity

2004
Bomb scare at Sugar-
house was a package
with \$.37
stamp, clothes & person-
al items from a homeless
person.
FEGLI Open season - 1st
in 30+ years.

2005
OIG now doing every-
thing. PI's still handling
theft of mail.

2006
Daughter of Cassandra
Last won a scholarship
from National a first for
Branch 111.
Contracts with UPS &
FedEx.
Postal Reform finally
passed.

2011
Good Political year; new
bills. "We are one"
- Save our Service rally,
TV, radio, adds, COL-
CPE.
37 new members.
Town Hall Mtgs.

2012
1 million signatures on
petition to save the Post
Office.
Casers, streeters, load-
ers.
700,000 employees in
year 2000; 2012 only
491,000 employees; PO
wants to reduce 66,000
employees more.
Rally at Salt Lake Feder-
al Bldg. 3 TV stations
present.

Contract agreed upon
but Postmaster would-
n't sign it - it went to
Arbitration.

2014
Downtown carrier bit by
a raccoon.
Large COLA - maybe
largest ever to date,
\$1227.00.
Customer Connect
generated 2 billion
since inception. Federal
Govt. cyber breach
affects
employees' names,
addresses, & Social
Security #'s.
Megan Brennan, 1st
woman Postmaster
General.

2015
COLCPE is now LCPF
(Letter Carrier Political
Fund).

2016
Utah legislation to use
USPS as a resource to
1st Responders in a
declared emergency.
Union endorses Hilary
Clinton for President of
the United States.
Branch 111's Auxiliary
8 disbanded.
FEGLI open season Oct
2016.



NATIONAL NALC HISTORY
TIMELINE

1992
Joint Statement on Violence &
Behavior in the work place

1993
Hatch Act Reform

1999
Arbitrators elevate carriers to
G06 breaking historical link with
the clerk craft

2006
Postal Accountability and En-
forcement
Act signed into law (56 billion
per/yr. for 10 yrs.) 2006 - 2016

2007
Restrictions on Subcontracting
contained in the National Agree-
ment

2013
Arbitrator Panel resolves 2011 -
2016 contract created CCA posi-
tion with a path to a career posi-
tion

2014
289,000 Union members

NALC BRANCH 111
Minutes of the Regular Union Meeting
August 8, 2019

Convened at 6:38 pm

Pledge of Allegiance conducted by Mike Simonsen

Roll Call by Steve McNees

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

Reading of the Communications by Steve McNees

· From National – There is an MDA Topgolf Tournament being held in 15 locations across the country on September 18th. We have been asked to support “Team NALC Rolando”. They have a goal to raise \$20,000. · We received mail (dated June 10, 2019) from our NALC’s National Director of City Delivery. It described the Consolidated Casing Assignments on City Delivery Routes. A National grievance has already been filed. Test offices will be in every area of the country. All test sites should be implemented by the end of July. Offices affected: Mount Ogden, SLC Downtown, and Orem Mountain Shadows. · Received an ad for 2020 Postal Employee Reference Calendars.

Application for Membership by Mike Hansen

New members read in: Leticia Guillen, Garri Grigorian, Wyatt Craig, Coleton Roseborough, Lester Kerr, Michael Hayes, William Nguyen, Viigi Losi, Bridger Feigt, Bobbi Howard, Maria Rodriguez, Priscilla Sandoval, Raeanne Weber, Andrew Nicoll, Cynthia Ostrowski, Monica Zamarron Maui, Christopher Best,

LETTER CARRIER POLITICAL FUND by Josh Thibodeau

· Last month Josh attended the Grace Carrol Labor School in Wyoming where they teach about labor law for a week. · LCPF – Sign up today.

ORGANIZER by Justin Lindquist

CCA training classes are only every other week now. · Region reported that we are now over 87% organized. · Please help out the new carriers as they come into your offices.

LEGISLATIVE and TRUSTEES by Chad Mortensen

Most have the NALC app on their smart phones now. A CCA was shorted by 8 hours recently but she had a record of her work on her phone. Thanks to the new app she got her pay corrected. · There was a Day of action on July 23rd where we were supposed to call our representatives about HR 2382 to repeal the Postal Accountability Enhancement Act (mandates the pre-funding of retirement). There is still time to call if you haven’t already. · Rob Bishop is not running again. He hasn’t been friendly to letter carriers. Chad will meet with the candidates to find out who will be friendly to letter carrier issues. · We need labor friendly mayors and city council members. Most income for their campaigns are coming from real estate agents. We need to donate to LCPF to develop candidates for our issues. · Jennie Wilson, new mayor, has asked to meet with all the union leaders to find out what she can do to help labor. · Trustees met last night. Everything has been cleared up. 2 checks that cleared without warrants will be fixed.

COMPENSATION and MDA by Terry Ehlers -

· Joey Wiscomb from the MDA spoke about the activities that have been going on for the MDA kids.

· OWCP - Some still believe that management has their best interests in mind when they file claims. Terry has to work for months sometimes to fix problems this attitude creates. His job is to help you get all of your benefits.

MDA - · The Labor Day picnic fundraiser is coming up. Terry can still use some help with the cooking. · Chad Mortensen and Phil Rodriguez awarded Josh Thibodeau with a Certificate of Completion from the Grace Carrol Rocky Mountain Labor School.

· August 24th is the Branch Steak Fry.

HEALTH BENEFITS by Jim Kerekes

Open benefits brochures will be sent out shortly. You will only get one for your current program. If you want NALC’s Health Benefits information, contact Jim (number in the Pavement Pounder) to get a packet. · Open season starts in November and runs for four weeks.

SAFETY AND HEALTH by Chris Zambos

· Management hasn’t been giving safety training on heat issues as required. They have agreed to talk to Chris about fixing it.

· Have you heard about the Arizona carrier who cooked a raw steak to medium in 2 ½ hours on his dash board (check it out on the web)? · Since 2012 the USPS was cited by OSHA for exposing over 900 employees to risks of heat related illnesses and death.

· There were 933 heat related incidents reported to the USPS in July alone. · Let Chris know if they are not doing weekly heat standups in your station. The Post Office says they are doing it.

DIRECTOR OF RETIREES by Jeff Asay

· Mike Lems and Mary Allen were awarded their retirement watches. · The Steak Fry is Aug 24th at the Murray Park. Retirees and one guest are free. No prior arrangements are required. · The Retiree’s Dinner is Sept 19th from 3:30 to 5:30pm at the Draper Chuck-A-Rama (free to member and one guest). · In September new TSP withdrawal rules will take effect. Retirees will have more flexible ways to manage their money.

TREASURER by Mike Madsen

July income: \$25,819

Expenses: \$49,998 (Labor Center yearly 14,889, MDA bowl-a-thon/picnic 840, Summer Party 1,300, new printer Downtown 619, office supplies 837, Steward quarterly payroll 10,082, officers pay 13,438, Pounder postage 1,235) Deficit: \$24,178. · This year's budget provides for an \$82,000 deficit. We are at about \$50,000 for the year.

VICE PRESIDENT'S REPORT by Mike Hansen

The mountain of grievances to file is now a small pile. · Steward Training is Wednesday, Aug 21st at 6:30pm.

EXECUTIVE VICE PRESIDENT by Lance Henrie - excused

PRESIDENT by Mike Wahlquist.

The Caser-Streeter program was to have been implemented in Downtown and Orem but has now been indefinitely delayed. Ogden, sadly, has started the program. Management believes they can get rid of about 1/3 of their vehicles and about 1/3 of the workspace (at least on paper). Streeters will have 8 hours (10+ on overtime) work on the street. · Our branch has been taken off the list. · Stewards were reminded to bring in their closed grievances to be recorded and filed.

SPECIAL ORDERS:

A motion was made to donate \$100 to Team Rolando for the MDA Topgolf Tournament. The motion had prior approval of the Executive Board. The motion passed.

UNFINISHED BUSINESS: none

NEW BUSINESS:

A motion was made to increase the bounty for signing up new members to \$100 for new members signed up from this meeting until the September meeting. The motion passed.

FOR THE GOOD OF THE ASSOCIATION: none

FOR THE IMPROVEMENT OF THE SERVICE: none

DRAW AND ADJOURN – 7:38 pm

- \$25 drawing winners: Bill Craig, Steve Warren (both donated their checks to the MDA)
- RETIREES – \$ 200 (Walt Linkenhoker was not present). Next month it will be \$225.
- PROGRESSIVE A - \$25 (Dana Beardsley was not present). Next month it will be \$50.
- PROGRESSIVE B - \$350 (Kevin Green was not present). Next month it will be \$375.
- \$25 Brookfield Uniform gift certificate winner: Eric Cisneros
- Box of Ding Dongs winner: Mike Barrios

Sept 9-11 - National Rap Session

Sept 29 - Oct 4 - Region Rap Session

October 10, 2019 - Nomination of delegates to National Convention

November 14 - Election of Delegates to National Convention

2020: Aug 17-21 - National Convention

Notifications

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

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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.

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VICE-PRESIDENT
Mike Hansen
TREASURER
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The
“Pavement Pounder”
is the Official Publication of
Branch 111 NALC
the
“Wasatch Branch”

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