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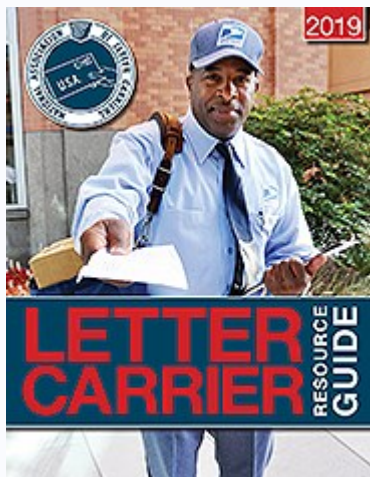
Letter Carrier Resource Guide is available online

NALC's *Letter Carrier Resource Guide* combines the 2016 *City Carrier Assistant Resource Guide* and the 2014 *Letter Carrier's Guide* into one new, improved, merged, and updated publication. A one-stop shop for valuable information for all city letter carriers at every stage of their career. With a redesigned format and over twenty pages of new information, the *Letter Carrier Resource Guide* was created to address letter carriers' concerns at every stage of their career. For city carrier assistants, the guide includes updated CCA rights and benefits reflected in the 2016-2019 National Agreement and the joint Questions and Answers 2011 USPS/NALC National Agreement.

A new “On-the-Job” section provides information on issues relevant to the workroom floor, such as Delivery Operations Information System (DOIS) projections and PS Form 3996; the MDD; Customer Connect; and Sunday parcel delivery. Additional chapters with information on Wounded Warriors Leave, ePayroll, PS Form 3971, and holiday provisions will assist letter carriers in using their contractual rights.

Also in the new guide is a significantly expanded section explaining the changes to letter carriers' rights and benefits when they become full-time regular (FTR), part-time regular (PTR), or part-time flexible (PTF). This section explains things such as layoff protection, military buyback, and contractual overtime provisions.

The *Letter Carrier Resource Guide*, a comprehensive guide for every letter carrier, is now available in downloadable PDF format on the NALC website. The online version contains links throughout the guide which will connect you directly to additional relevant information. Click here for your [Letter Carrier Resource Guide](#).



NALC HEALTH BENEFIT PLAN

The dates for OPEN SEASON are Nov. 11th, 2019 to Dec. 9th, 2019.
Here is a list of different web sites to use during the OPEN SEASON:

To compare Health Plans – www.opm.gov/fehbcompare

To check for Premiums – www.opm.gov/fehbpremiums

Overall government website for Health Insurance – www.opm.gov/insure

NALC HEALTH PLAN website – www.nalchbp.org

Enroll in a Dental and/or Vision plan – www.benefeds.com

Or phone# 877-888-3337

If your Health plan you currently have or the Health plan you may change to has Dental coverage, that plan pays first on Dental bills. If you also have a supplement Dental coverage in addition to that plan it will pay second on those bills.

Contact me for questions or help at 801-557-6033.

Jimmy Kerekes

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

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Albino Reveredo
Private Mortgage Banker
385-415-7921 (Office)
435-724-1856 (Cell)
albino.a.reveredo@wellsfargo.com
NMLSR ID 404353



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What are the Forms for OWCP (Office of Workers Compensation Program)

Q: What is a CA-1?

A: A claim CA-1 refers to a traumatic injury. The CA-1 notifies management of a traumatic injury and serves as the report to OWCP, when needed. The employee, or someone acting in his or her behalf, should submit the CA-1 to the supervisor as soon as possible following injury but no later than 30 days for COP entitlement. Statutory requirements will be met for FECA benefits if the CA-1 is filed within 3 years from the injury. The supervisor should submit this form to the Human Resources within 24 hours from receipt from the employee. The Human Resources must submit this form to OWCP within 10 working days from the date received by the supervisor (or other postal official) from the employee.

Q: What is a CA-2?

A: The CA-2 notifies management of an occupational illness or disease and serves as the report to OWCP, when needed. Statutory requirements will be met if filed within 3 years from date of awareness. The supervisor submits this form to the ICCO within 24 hours. The ICCO submits this form to OWCP within 10 working days from the date received by the supervisor or other postal official.

Q: What is COP?

A: COP stands for Continuation of Pay. It is a substitute for compensation benefits during the first 45 days of an employee's wage loss caused by a traumatic on-the-job injury. The Postal Service will continue to pay your salary up to 45 calendar days if you are eligible for COP.

Q: Does COP include the weekends and holidays?

A: Yes, COP includes weekends and holidays. COP is 45 calendar days.

Q: What do I do when my COP ends and I have not returned to duty?

A: When disability is expected to extend beyond the COP period in traumatic injury cases, the injury compensation office provides the employee with a CA-7 10 days before the end of the COP period. The employee is instructed to complete his or her portion, have the attending physician complete the CA-20. If you are not working due to management not providing you with work within your medical restrictions, you need to fill out your 3971 and indicate in the remark section that you are being sent home due to management stating they have no work available in your medical restrictions. The injury compensation

office submits the completed CA-7 to OWCP not less than 5 working days before termination of COP.

Q: How long will it take me to get paid once I file my CA-7?

A: It could take 20 days or longer before you receive your check.

Q: What is a CA-16?

A: This form authorizes medical treatment and it provides an initial medical report. Its front is completed and signed by postal management and guarantees payment by the Office of Workers' Compensation Programs (OWCP) to the attending physician for treatment up to 60 days. The reverse is completed by the treating physician and helps ensure that OWCP immediately receives an initial medical report. Form CA-16 is used for traumatic injuries. It is rarely used for occupational disease or injury. It must be issued by management in most cases where a CA-1 is submitted and the employee seeks medical attention. The CA-16 must be promptly issued within 4 hours in traumatic injuries requiring medical attention, except first-aid injuries where the employee has elected treatment by a contract medical provider. You have the right to seek medical attention from the physician of your choice. You are not obligated to seek treatment from the Postal Service contract doctor. You should always request a CA-16 to see your own choice of physician.

Q: What is a CA-17?

A: The CA-17 provides management and OWCP with an interim medical report containing information as to the employee's ability to return to any type of work. The employee is responsible for having the attending physician complete the CA-17 at each visit when there is a change in medical condition and for its prompt return to the Human Resources or control point. Management is responsible for providing you with a CA-17. The injury compensation department submits the completed form to OWCP within 10 days from date of receipt.

Q: How long will it take before my claim gets accepted?

A: It could take 3 months or longer.

Q: What happens if my claim is denied?

A: You can appeal your decision. Please contact Terry C Ehlers to get assistance with appealing your claim.

Q: How do I get paid for being off work due to my on the job injury.

A: If you lose time from work due to your injury, you may be entitled to compensation from OWCP. You will have to request LWOP from the Postal Service and fill out the appropriate documentation to request compensation from OWCP. Please do the following if you would like OWCP to pay you:

1. Fill out your 3971 and mark LWOP.
2. Get a completed copy of your 3971 from your supervisor.
3. Have documentation to support your absence.
4. Fill out a CA-7. If the period claimed on the CA-7 is intermittent, you need also to complete a CA-7a "Time Analysis Form".
5. Submit all the above to injury compensation or to your local supervisor. Please keep copies of all documentation.

Q Management paid me sick leave when I requested LWOP what should I do?

A: You should always fill out a 3971 to indicate what type of leave you wish to have. Make and keep a copy of your 3971 indicating you wish to receive LWOP. File a grievance for management paying you sick leave when you requested LWOP. The remedy would include that management switch your sick leave to LWOP.

Q: Management does not have any OWCP forms, what should I do?

A: You should inform your shop steward so that a grievance can be filed.

Q: I have a medical restriction and my supervisor keeps forcing me to violate it. What should I do?

A: Be sure to have a copy of your medical restrictions. Inform your supervisor that you are not able to perform the duty because it is outside of your medical restrictions. You should also file a grievance for the improper instruction.

Q: How do I receive my compensation payment via direct deposit?

A: To receive compensation payments via Electronic Funds Transfer (EFT), please complete form SF-1199a "Direct Deposit Form" and mail it to U.S. Department of Labor, DFEC Central Mailroom, and P.O. Box 8300, London, KY, 40742-8300. You must ensure your case file number is on the form. The SF-1199a is available on a variety of websites.

Q: How do I request a change of physician?

A: To request a change of physician, put the request in writing, detail the reason why you wish to change physicians, include the new physician's name, specialty, and contact information, and sign the request. This needs to be mailed to U.S. Department of Labor, DFEC Central Mailroom, and P.O. Box 8300, London, KY, 40742-8300. Your claims examiner will review the request and advise you whether the change is approved. As is always the case, please be sure to include your claim number on every page you send. You will receive written notice of the approval of your request.

If I can be of further assistance please contact me at 801-694-0558.

As Always and Forever in Solidarity,

Terry C Ehlers— Branch OWCP Rep
Branch 111, NALC

NALC BRANCH 111
Minutes of the Regular Union Meeting
September 12, 2019

Convened at 6:35 pm

Pledge of Allegiance conducted by Mike Simonsen

Roll Call by Steve McNees

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

Reading of the Communications by Steve McNees

· We received an announcement that Judy Barnett is retiring after 49 years of service to the Labor Movement and Utah State Federation. President Wahlquist sent her a thank you note. · A letter and donation of \$100 was sent to President Rolando to help fund his goal for the MDA Topgolf Tournament. · We received notice of Route Inspections to be conducted in the West Jordan Office beginning October 26, 2019. · Allie Diamond, MSW, LCSW, has been announced as the replacement SLC District EAP Coordinator replacing Clark Richards who retired earlier this year. · Kim Mortensen has appointed Phil Rodriguez as her new Alternate Steward in the 84101/84111 zones. · *Two letters from Ben McAdams. One expressing thanks for contacting him and another responding to a request for support of HR 2382, the USPS Fairness Act (prefunding of future healthcare benefits) where he says he “will be sure to keep your thoughts in mind should legislation related to the Postal Service come before me in the 116th Congress.”

Application for Membership by Lance Henrie

New members read in: Samana Torn, Aurelio Ocampo

LETTER CARRIER POLITICAL FUND by Josh Thibodeau – not present

ORGANIZER by Justin Lindquist

Currently a hiring freeze. There will probably be a big wave being hired soon.

LEGISLATIVE and TRUSTEES by Chad Mortensen

Ben McAdams was asked to cosponsor HR 2382 to stop retirement prefunding. He is not supporting the bills (yet). Please call him and let him know how important it is for us. · The NALC Member App is now easier to use. Everyone should download the app to find out what is going on and how to contact your representatives (iPhone and Google apps). · The Trustees didn't meet because of late work scheduling. · 2 letters* from Ben McAdams (failing to give support for HR 2382) were added to communications (see above).

COMPENSATION and MDA by Terry Ehlers – On vacation - Jeremy Bailey reported

The Labor Day Picnic was awesome. Roughly \$3,700 was brought in that will go to MDA. Nine members showed up to work all day cooking, serving, etc.

HEALTH BENEFITS by Jim Kerekes

Health benefits open season is Nov. 11th through Dec. 9th. · He is attending a Seminar next week to find out next year's benefits and changes.

SAFETY AND HEALTH by Chris Zambos – no report

DIRECTOR OF RETIREES by Jeff Asay

· The Retiree's dinner is Sept. 19th. Retiree and one guest (whoever you want) are free. · The Steak Fry was a resounding success. 66 retirees and guests attended.

TREASURER by Mike Madsen – on vacation

VICE PRESIDENT'S REPORT by Mike Hansen – excused

EXECUTIVE VICE PRESIDENT by Lance Henrie

We have filed about 4,500 grievances so far this year. 2,000 were withdrawn from the Orem fiasco. · Discipline is still a big thing. Tardies are currently a problem.

PRESIDENT by Mike Wahlquist.

Over 130 people attended the Steak Fry. Selling food at the Labor Day Picnic brought in \$3700 for MDA. We are going to set a record this year on our donations to MDA. It costs \$2,000 to send one kid to camp. Many of the kids say that summer camp is better than Christmas because they get to just be a kid and have fun. We will probably have another event by November so that we raise over \$10,000. · If you are not being treated with dignity and respect, contact your steward. If it feels like they are calling you a liar, contact your steward. · Management is trying to revert routes in offices that have auxiliary routes (to increase the number of auxiliary routes and decrease full-time routes). Let your steward know if they tell you they are planning to revert your route.

SPECIAL ORDERS:

It was posted in the Pavement Pound and Call to Meeting that nominations for National Convention is in October when it should be in September (this meeting). This will be corrected by having nominations tonight and closing them next month. The bylaws now say that all who go to convention get an equal share of the budgeted amount for the convention. We have more delegates allotted for convention than will be running.

NOMINATIONS FOR NATION CONVENTION (as of September):

Chris Zambos, Kelly Grater, Jim Kerekes, Mike Simonsen, Chad Mortensen, Kirk McLaughlin, Jeff Asay, Josh Jessup, Clementine Alvey, Bob Jewell, Amy Gallo, Destiney Carrillo, Brent Bray, Blake Mellor. Nominations will continue next month.

UNFINISHED BUSINESS: none

NEW BUSINESS:

· A motion was made to get a new/bigger refrigerator for the union office. The motion failed. · A motion was made to send a condolence card and gift card for \$100 to the family of the carrier (Mary Granados) killed in Texas. The motion passed.

FOR THE GOOD OF THE ASSOCIATION:

At the Labor Day Picnic, Erin Mendenhall (candidate for SLC Mayor) asked if we would endorse her for Mayor of SLC even though the Central Federation of Labor has already (we are members). A motion for the Branch to support her candidacy was made. The motion passed. · Chad, Mike Wahlquist, Clementine Alvey, and Bruce Morgan will not be at our Union Meeting next month because they will be attending a meet and greet with union friendly politicians at the TNT Gun Range.

FOR THE IMPROVEMENT OF THE SERVICE: none

DRAW AND ADJOURN – 7:39 pm

- \$25 drawing winners: Marv Jewell and Destiney Carrillo
 - RETIREES – \$ 225 (Harry Condas was not present). Next month it will be \$250.
 - PROGRESSIVE A - \$50 (John Cross was not present). Next month it will be \$75.
 - PROGRESSIVE B - \$375 (Maria Rodriguez was not present). Next month it will be \$400.
 - Brookfield Uniform Prizes - \$25 gift certificates: Destiney Carrillo and Chris Zambos - Pair of socks: Sean Dahl and Jeremy Bailey
- Donuts – Jeff Asay, Marv Jewell, Brent Bray



AS A MEMBER OF NALC LOCAL #111, YOU WILL RECEIVE EXTRA DISCOUNTS AT MONARCH DENTAL

(ADA CODE) PROCEDURE	FEES AT MOST UTAH DENTISTS*	MEMBER FEES BEFORE INSURANCE AT ANY MONARCH DENTAL OFFICE
150-Complete Oral Exam	\$71	\$33
210-Complete X-ray Series	\$116	\$57
1110-Teeth Cleaning	\$84	\$39
2331-2 Surface Composite Filling	\$202	\$87
3330-Root Canal (molar)	\$1,030	\$468
2750-Porcelain/High Noble Metal Crown	\$920	\$462
5120-Full Lower Denture	\$1,320	\$594

*Source: 2014 Fair Health Data. Subject to the limitations of your plan. Other exclusions may include and are not limited to implants, implant crowns, crowns with gold, specialty services and crowns/onlays/inlays that are all porcelain. This is a voluntary option and is not an insurance plan. There are no restrictions, no sign-ups and no fees. You save whether you have dental benefits or not! Take a look at some examples above of your savings if you choose to go to a Bright Now! Dental office.

Have questions?

Contact your Union Account Representative,
Jodi Miller | jodi.miller@smilebrands.com | 303.590.4369

American Fork
476 N 900 W, Ste. A
801.756.5522

Bountiful
24 S 500 W, Ste. D
801.296.1606

Layton
1492 W Antelope Dr., Ste. 201
801.776.6566

Ogden
140 W Riverdale Rd., Ste. D
801.917.1502

South Ogden
5974 S Fashion Pointe Dr., Ste. 210
801.475.6121

Orem
575 E University Pkwy., Ste A-24
801.225.3300

Salt Lake City
370 E South Temple, Ste. 350
801.320.9810

Sandy
10011 S Centennial Pkwy., Ste. 300
801.256.3700

Taylorsville
5419 S Redwood Rd., Unit 2
801.263.6400

West Valley
4645 South 4000 W, #B
801.955.1900

\$25 OFF
Every \$100 spent¹



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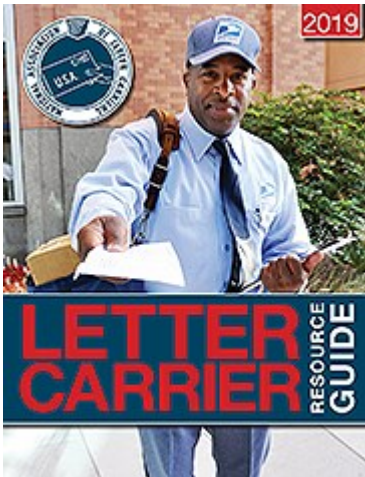
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The financial records of the Union are available to be looked at by any Branch 111 member, in the Union Office, by appointment.

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