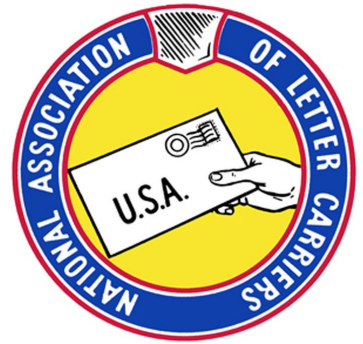


November 2019

# Pavement Pounder

Publication 2019.11

**BRANCH 111 N.A.L.C.  
"THE WASATCH BRANCH"**



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

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

## Branch 111

Has raised over 10,000 dollar for the  
Muscular Dystrophy Association

After a final push at the November Branch 111 Union Meeting through the sales of burgers and hot dogs and two amazing gifts of 100 and 1000 dollars, Branch 111 has raised over 10,000 dollars for MDA in 2019. Terry Ehlers thanks all those that have taken part in events during the year.

Jeremy Bailey has successfully organized an annual bowling event, which has included other Unions and deserves recognition for his efforts in reaching the 10,000 mark.

Thursday night's meeting saw many of the officers manning the grill and those efforts where also seen at the fund raising Labor Day Picnic. Jeff Asay and Bob Jewel efforts were seen through out the evening in set up, cooking, serving and clean up.

It is however your donations and participation in these events that raises the money. Your efforts will send kids to an amazing camp for what many of them report to be a once in a lifetime experience. Thank you Branch 111 !

## **The President's Report Big Brother is Watching You!**

From the title of this article, one might assume that I am writing about management's ability to use GPS to track our Postal vehicles (and watch them move around on screens like the 1980's arcade game "Pac Man"). While many Letter Carriers have had some experience with the GPS tracking system, there is a system of observation on our routes that is much more invasive and this new system is starting to affect Letter Carriers all across the United States, often with severe consequences. And believe it or not management has nothing to do with it.

You have seen the commercials for them, you may have one yourself, and you assuredly have some customers who have them right now. Whether it is the doorbell camera they recently installed, or the 5-camera Blink System they purchased on Amazon earlier this year (complete with motion activation and night vision) many of your customers are now observing you every day. And though some of your customers do not have cameras recording your every move, they may have neighbors who may be recording you from across the street, or from next door. There are also business cameras, cameras on cell phones, and perhaps even a few stray drones, all of which may be recording our actions while we are delivering our routes.

We are being recorded by our customers, who are eagerly watching to see when their parcel shows up, and observing the loving care with which we place their package on their doorstep. They also want to know who is crossing their property, who is setting off the motion activated camera near their side gate, and which neighbor is letting their dog do its "business" on their lawn. They may be watching their porch for thieves, or to see whether their Letter Carrier reads the note on their door asking them to ring the doorbell (because the customer needs return a parcel or ask a question). They may be watching to see whether the Letter Carrier really did attempt to deliver that parcel that was supposed to be delivered "today". They could even be spying on their neighbors. These cameras do not take breaks, they never sleep, and they upload their data so that it can be saved and used in many ways, some decidedly unpleasant (if they feel that their parcel had a little too much "hang-time" in its gentle descent to their Welcome Mat).

These videos and/or pictures may be sent to your Station Manager, or they may end up on social media. And sometimes they go "viral". Occasionally, these videos/pictures may exonerate a Carrier (for example, when the video does not show what the customer is alleging... once in a while we deal with customers who are out-of-touch with reality). The bottom line is that we should carry our routes not as if management is watching, though they may be, but as if our customers are watching, because they are (or at least their cameras are). Remember, we get paid by the hour, so take the time necessary to do the job safely and correctly, like the proud Union Members that we are! The United States Postal Service is still a service. They haven't changed the name to "The United States Postal Business". So that means that we continue to have the right to provide good service.

**Michael Wahlquist – President  
Branch 111, NALC**

# New way to report job injuries with the Postal Service

Injured postal workers will now be able to report on the job injuries by their own computer, tablets or smartphones.

The Union would highly suggest to all carriers is to simply follow as outlined below:

Go online to ECOMP, log on to <https://www.ecomp.dol.gov/>

Move your cursor to the Help link on the upper right corner of the ECOMP Webpage. A drop-down menu will open where you will find an Injured Worker User Guide. Click on the link and a page will open up with guides for registering and filing claim forms.

Prior to filing a claim, a carrier must first register in ECOMP by clicking on the blue Register link found on the right side of the ECOMP home page. There carriers will be asked to enter their name, telephone number, and email address (**I encourage you to use your email account and not the Postal Service account which they will probably ask you to use. Again, no way should you do this that means the Postal Service will have all your information on their computers**), OWCP will send confirmation emails to the address email you provide.

Scroll to;

|                            |   |
|----------------------------|---|
| Government Organization:   | click on specifically United States Postal Service  |
| State:                     | click on Utah                                       |
| Performance Cluster:       | click on select agency menu                         |
| Choose security questions: | write your answers down                             |
| Click on create Account:   | You will receive email for OWCP to finalize account |

When asked for your supervisor's email if you know it put it down, if not use the first name of the supervisor followed by [@usps.gov">.@usps.gov](mailto:). District Injury Compensation Office will get a copy of the claim and should forward the claim to the appropriate supervisor.

Now if you need to file a claim you are set-up to do so. If a claim is filed, you will need to sign a completed copy (which you must ask for a copy). Claims filed using ECOMP allows OWCP and the injured worker to track the claims process and track that timeliness are met by USPS, this will identify any violations in processing the claim that can be grieved by the Union.

If you need assistance you can call Branch 111 and talk with a representative there or contact me at 801-694-0558 or come into the office and we will gladly help.

In Solidarity;

Contact : 1-800-Monarch



# The Most Wonderful Time of the Year?

As we approach the end of November, undoubtedly the volume of mail has increased and we all know what is in store for us over the next several weeks. The CCAs and the ODL are going to be getting way more hours than normally expected. In my office last peak season there were carriers getting over 80 hours a week. The question has been asked of me “why can’t we take volunteers to work overtime before the ODL is maxed out if the ODL is ok with it?” I understand the question and in a perfect world I might consider looking the other way on grievances in December to try and offer some relief to the ODL and CCAs. The problem is December quickly turns into January and next thing you know it is February and it is still happening. The answer is we need to follow the contract. Carriers are on the ODL because they want to be on the ODL. They have the choice to drop to the 8 hour list at any time. CCAs don’t have that luxury but grievances should be filed any time they work over 12 hours (including mealtime) in a service day. We can’t pick and choose what violations are ok and what violations are not. The contract is clear: before any full-time letter carrier (including volunteers) that is not on the ODL is mandated to work overtime, the ODL must be maximized. For management to work carriers on the 8 hour only list on their own assignment, the ODL needs to max out to 10 hours. For management to work 8 hour carriers or work assignment carriers off their assignment, the ODL needs to max out to 12 hours in a day or 60 hours in a service week. I know the idea of everyone going home a little earlier because we took volunteers sounds reasonable but too many problems arise when this is allowed. Please support your stewards in this. The truth is when a day gets out of hand, it was management that failed to plan properly.

In Solidarity,  
Mike Hansen  
Vice President

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Contact Ethel Taylor 1—702—613—4472  
[www. brookfeilduniforms.com](http://www.brookfeilduniforms.com)

**BrookfieldUniforms**

## NALC Health Benefit

### JIMMY KERES

The NALC Health plan kept its doctor co-pay at \$20.00 and for at least the last ten years. The \$300.00 per person, & \$600.00 family deductible has stayed the same, too. Also, the catastrophic is still low. NALC is still a good plan for the cost of health insurance these days.

Many of our local NALC members who have Medicare A and B tell me they have all their medical bills paid for with having both coverages. Those who have tri-care say they virtually pay nothing for medical bills.

At the November union meeting, two retirees, one with Medicare told his story of how he paid nothing for medical services and the other person commented how the Health plan and Medicare cover all expenses.

Understanding the changes they make to prescription drugs is becoming more difficult. In 2020, a doctor may have to call for pre-authorization to prescribe some medicines (drugs) for you to take. Study the whole prescription program in your Health plan booklet (the official book- RI 71-009) and the little booklet that comes in your packet in the mail. Please call for the new drug lists from the Health plan. Call 800-933-6252 or website [www.nalchbp.org](http://www.nalchbp.org).

If your prescriber believes you should use a medication that is not on the standard formulary, you must contact CVS Caremark at 800-294-5979 to obtain pre-authorization. Your provider will be asked to provide documentation for consideration of use of the non-formulary medication. You must periodically renew prior approval for certain drugs.

All Specialty drugs require pre-authorization and may include step therapy; call CVS Specialty at 800-237-2767. All Specialty Drugs must be purchased through CVS Specialty.

Take the health plans prescription lists when you see providers, so they know what medicines and drugs our health plan covers.

In the official book there is a list of new changes, I would like to share 3 with you.

1. Telehealth/virtual visit: it is on page 76 and 77 for High option coverage and for the CDHP and the Value coverage it is on page 148.
2. Foot Orthotics: For High option you now get \$500 and replacement every two years. For CDHP and Value if in net-work, you pay after you meet your deductible 20% of the plan allowance and all charges after the plan pays \$200.
3. If you fill out the Health Assessment form you can get some freebies. For High Option see pages 89-90. For CDHP and Value Options see page 161.

Anytime of the year you can nominate your doctors to join the Cigna OAP Network, which would put them in network for NALC coverage. So, ask your doctor if they would be interested in joining us in network with Cigna OAP. If so, get the form from me or the Health Plan and fill it

Call if you need help. Remember health is a 365-day task of life.

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

Convened at 6:39 pm

**Pledge of Allegiance** conducted by Mike Simonsen

All Veterans in attendance were recognized for their service to us and this country.

**MOMENT OF SILENCE:** For James Cracroft who passed away.

**COMPENSATION and MDA** by Terry Ehlers

MDA - Tonight hamburgers and hot dogs were sold with all proceeds going to MDA. · You can now text donations to MDA. · Everyone donating was placed in a raffle for Dinner and a Movie (\$100). · Terry has discounts for the Harlem Globetrotters/Jazz game and Disney on Ice.

OWCP - You no longer have to go to management for the forms to file an OWCP claim. You can register an ECOMP account and then file a claim online (ecomp.dol.gov). Do not use your postal email account when registering. · Part of the USPS's increase in operating costs is because of an increase of \$3.5B in compensation claims (not an easy job).

**Roll Call** by Steve McNees

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

**Reading of the Communications** by Steve McNees

· The Convention Call for the 2020 National Convention was received. Delegate information will be sent in as soon as possible. · A letter to Whom it may concern from M Wahlquist Notifies anyone interested that he would be willing to help with anything within his knowledge and outside of the EEO redress mediation, regarding carrier Aaron Gale who was involved in an EEO complaint. · 2 MDA reports from the Bowl-a-thon and the Labor Day Picnic show that a total of \$9,448 had been donated so far this year. · Copy of a letter to a carrier who received a removal notice, requesting immediate contact so that an appeal of his grievance could be made. · A notice for the October 10<sup>th</sup> Safety and Health meeting was received along with the agenda. · A Notice of Intent to Revert Route C025 in West Jordan was received. · A rough draft of the Labor Management Meeting was received. · A notice to all carrier craft employees was received regarding the procedures of the upcoming vacation selection which will occur from November 9<sup>th</sup> through November 22<sup>nd</sup>. · An extension of time limits to implement route adjustment to January 25, 2020 was received from the District Manager. Offices affected are Cottonwood (84121), Murray (84107), Sandy (84094), West Jordan (84084), and Bountiful (84054).

**Application for Membership** by Mike Hansen

Shawna Feragen, Karen Hudson, Viliami Taunauta, Angello Gazani, Dehlann Brackens, Breanna Batty, Kuang-Long Hu, Mercedes Cann

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

**ORGANIZER** by Justin Lindquist

They have started hiring again. All CCAs have signed up. Make sure to watch out for your CCAs and help them whenever you can.

**LEGISLATIVE and TRUSTEES** by Chad Mortensen

· Ben McAdams had a special meeting with the AFL-CIO Eboard after complaints from labor. He is now a co-sponsor of HR 2382 the USPS Fairness Act. He has introduced HR 3577 that enables cities and states to negotiate to use postal facilities (press conference Dec 13<sup>th</sup> in Ephraim). He has cosponsored a bill making trade schools more affordable. We should write and thank him. · Write to ask Chris Curtis to also support these bills.

· The Trustees will meet next month and review two month's records.

**HEALTH BENEFITS** by Jim Kerekes

· Signing up or changing health plans ends December 9<sup>th</sup> at 10pm our time. · Most of NALC's benefits remain the same.

· Prescriptions are a problem with all of the health plans. The changes are explained in the packets Jim has for anyone interested. You can call and get a list of the drugs and their prices.

**SAFETY AND HEALTH** by Chris Zambos

· Art 7 question 77 in the JCAM – *CCAs may elect to contract their vehicle for postal use like traveling from one station to another office by assignment (forms required)*. Management may ask you to drive to another station to help out (no contract), but note that your car is not covered by the Post Office or your insurance company (driven illegally). They should provide a postal vehicle or have someone drive you. CCAs have to return to the office they started at to punch out. If management signs a contract with you, they are still not liable unless the P.O. is somehow negligent for your accident.

<https://www.monarchdental.com/>

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**DIRECTOR OF RETIREES** by Jeff Asay

· John Ehlers was recognized for receiving his Gold Card. He related how his NALC insurance has been great. · Christmas is coming. Retirees might want to be at the December meeting because Santa is coming.

**TREASURER** by Mike Madsen

· An investigator from the Dept. of Labor came on Oct. 17<sup>th</sup> and interviewed us for about two hours (officers & trustee). We shipped all records from January 2015 through September 2019 to the DOL. It cost \$180 to ship 9 boxes of records. Multiple people had made complaints (more than a year ago) but he would not say who they were or what the complaints were. The DOL will have our records for several months (6+?). · The Eboard reviewed the budget last week. We are under budget in all categories. · Last month: Income \$26,032, expenses 35,493, net loss 9,461. · Year to date: \$53,118 deficit while our budget for the year approved an \$82,675 deficit. We are doing well.

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

· 4,696 grievances filed this year. · The 2019 Steward of the Year is Destiney Carrillo. Mike Simonson was the runner up. · Steward training Nov. 20<sup>th</sup> at 6:30pm. Amie Gallo will teach about Step B decisions. · No December steward Training this year.

**EXECUTIVE VICE PRESIDENT** by Lance Henrie - excused**PRESIDENT** by Mike Wahlquist

· Holiday planning was discussed at the last SLC labor management meeting. Normally help should be hired at least 60 days before the holiday rush but they say there has been a cap on hiring. · Management doesn't have to hire enough people to do the work. · Management is trying to add one more vehicle to each zone (U-Haul possibly). Tell CCAs to drive safe in the U-Haul trucks. They are bigger and often have maintenance issues. · The last 2 years they have distributed VMF vehicles instead of renting vehicles. · A lot of the current discipline is for being outside of your vehicle with the engine running and attendance. · Many houses now have video surveillance system. People are watching how you drive and deliver mail and parcels. Take the time to do your job right, there are people watching. · You can ask your supervisor for a head lamp if you are going to be out after dark. Remember it takes longer to deliver safely in the dark. CCA's should get waterproof gore tex boots if they are walking and it is wet. · Management has ice cleats to fit any size boots. Just ask for them. · Money for national convention is pooled and split evenly among all delegates who actually go to convention.

**SPECIAL ORDERS:** none**UNFINISHED BUSINESS:** none**NEW BUSINESS:**

Motion to add \$300 to the meeting expense account of the 2019 budget. The motion passed.

**FOR THE GOOD OF THE ASSOCIATION:**

· Question: How long before you can reconsider a previously approved action? No limit. It takes a 2/3 vote.  
· A grand total of \$1,550 was collected for MDA tonight. Joey Wiscomb, MDA Ambassador, did his walking on his hands trick because we went over our \$10,000 goal.

**FOR THE IMPROVEMENT OF THE SERVICE:** none**DRAW AND ADJOURN** – 8:00 pm

· \$20 Gift Cards (Turkey replacements): John Zambos (not present), Steve Osborne, Stan Burmood, Arlynn Venema, Clementine Alvey,

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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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