



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 2022

Publication 2022.6

branch111.com

The official website of Branch 111
There is a quick link to the Zoom broadcast
Of Branch 111 monthly meetings.

June 18th – summer party

Hamburgers, hot dogs, pulled pork, drawings, swimming.
Free to branch member families.

June 20th - Branch 68 (Ogden) is hosting a golf tournament

Clinton, UT. They still need some teams

July 10th is the Branch Bowl-A-Thon

The Bowl-A-Thon is part of Branch 111's fund raising for the
Muscular Dystrophy Association (MDA).

Start building a team for lots of fun, food and fundraising.

Events will start at noon at Bonwood Bowl.

2500 S Main Street

The President's Report

Safety ... and Route Count and Inspections

There have been two topics in the last month that have come up quite a bit: Safety and Route Inspections. On May 3rd, at 10:45am, the unthinkable happened, and it's the worst thing we have dealt with in a quarter century. Five-year-old Kate Peterson of Sandy Utah was struck and killed by a Postal Vehicle. Referred to as a "miracle child", Kate was born with Dyrk1a Syndrome, which is characterized by "intellectual disability including impaired speech development, autism spectrum disorder with anxious and/or stereotypic behavior problems, and microcephaly" (according to the National Institute of Health). She was on her scooter in the road when the accident occurred. The police reported that speed and impairment were not factors in the accident.

I cannot express the grief and trauma that have surrounded this terrible event, both for the family of this little girl, and for our family (our brothers and sisters the Sandy Alta Canyon Post Office). The Letter Carrier involved in the accident has been referred to as "The nicest guy in the office", and "Absolutely the best Carrier". He is devastated. And the mood in that office has been somber to say the least. Sometimes you can do everything right and accidents still happen.

I wish this was the end of the safety part of this article, but sadly it is not. I just received word that we had a Rollaway/Runaway accident in this same office, and on the exact same route, roughly a block away from where the aforementioned tragedy occurred. A different Letter Carrier was involved, but nearly the same location. And in the last few weeks we also had an accident in a different office where a Letter Carrier backed over a customer. It was a situation involving unnecessary backing over a great distance that resulted in severe injuries and hospitalization for the patron. These incidents have made me ponder how incredibly important safety is when we do our jobs. Please remember to take the time to do the job safely. It doesn't matter how fast you are. It never did. We are all paid to deliver our routes safely and efficiently, following the safety rules we have been taught from the moment we were hired. Please continue to be safe, and if you catch yourself cutting corners when it comes to safety, or you have a close call, please reconsider whatever it is you are doing and find a safer way to do it. Additionally, if you see a fellow Letter Carrier doing something unsafe, please bring it to their attention.

We all want to return home safe and sound every day, therefore you would be doing them a favor.

Ok, I'll get off my soapbox and talk about Route Inspections. As stated on the NALC national website, the NALC and USPS have come to a new agreement to have a joint process to evaluate routes. We are just getting started with the process, but I will give you the details that I could see on my first read-through.

Zone selection periods will be July 2022, October 2022, and May 2023

All routes in a selected zone will be evaluated

No route adjustments will be implemented November 15 through January 1

The Data analysis review period will consist of a Live Week of data collection plus seven additional weeks (by random draw)

Digital Street Review (DSR) will be the primary tool to determine street time. This data is derived from your GPS scanner.

Office evaluation will be either: Actual average office time or an estimated standard

Carriers will be consulted and feedback considered regarding office time

Street time evaluation will be either: Actual average total street time during the seven selected weeks or the average street time during the live week.

Carriers will be consulted and feedback considered regarding street time.

There will be a 90-day review of adjustments by the District Lead Team.

Remember, this is a joint process, with representatives from the NALC and USPS participating. In the past, these joint processes have let to quicker and less intrusive counts and inspections. While they have never been perfect, they have historically been better for Letter Carriers than the regular process outlined in Section 2 of the M-39. As the process evolves we will get more information out to you.

Please be safe and have a great summer!

Michael Wahlquist – President

Branch 111, NALC

Their Success is Our Success

It is very stressful becoming a new CCA and the amount of information that they are trying to retain is immense. When I am training new CCAs I try to repeat important information over and over again in the short time that I have them because I know only a portion of it will be retained. If you are a new CCA the best advice I can give you is to ask questions. Your fellow Letter Carriers will be your greatest teachers and we are willing to help. Make friends with your steward and use them as a resource when questions arise.

For you veteran carriers, please help the CCAs in your offices when you see them struggling. Explain confusing parts of the route they are about to deliver, help them dispatch their mail at the end of the day and band out their DPS for their walks. Please explain to them when it is essential to have a steward present when dealing with management. Let them know how important it is to communicate with their steward if discipline is ever issued to them. These are things that they need to be reminded of over and over. Oftentimes, discipline is going ungrieved because the carrier didn't understand the process and their supervisor isn't going to explain it to them.

The success of the new CCAs is paramount for our offices to get back to some normalcy. Even the small things that are second nature for seasoned carriers are unknown to the new people. I talk to many CCAs who aren't told about things like 3971s, no lunches, opting routes and schedule changes. Their contractual rights aren't being learned until months and months into the job. Please help them.

In Solidarity,

Mike Hansen
Executive Vice President
NALC Branch 111

NALC HEALTH BENEFIT

Jim Kerekes

“Keep Your Chin Up”

We are alive in the world today. I nor you were born 2000 years ago nor are we going to be born in 2037. History tells the past, not much information to go on about 2037.

So what ‘s going on now is in my time and yours. There is good things and bad or hard things. If I feel (“no worries”), then I must feel like I am somewhat happy. But if I feel all the many ways, reasons, outside encroachments, etc. maybe I won’t feel happy. We have to take control of our choice to feel (“no worries”).

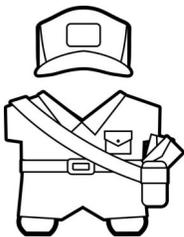
We see with our eyes, hear with our ears , or receive from outside in or inside out to know in what way to choose. When we serve our mail costumers well, some do thank us. When we serve or help in our families and friends we will be thanked. It feels good to not feel negative.

So if we can, may we try to do a scout motto- “do a good turn daily”. I feel better some days when I have helped someone. I know in our unionism many have helped others. Shared our knowledge to help others and train them to help themselves.

Good will never feel like bad and bad will never feel like good. Take care of your health and may your families be in good health.

May 2022

Uniforms Needed!



Please bring any uniforms you may have that you’d be willing to donate.

We accept any uniforms in new or used condition, but please none in bad condition.

NALC BRANCH 111
Minutes of the Regular Union Meeting
June 09, 2022

Convened at 6:35pm

The meeting was also broadcast over Zoom for those unable to attend in person.

Pledge of Allegiance conducted by Mike Hansen

Roll Call by Steve McNeas

Minutes of the May 2022 meeting were posted. Without objection, they will be filed for future reference.

Reading of the Communications - None

Application for Membership by Mike Hansen

- Marc Vatsend, Russell Hatch, Clinton Burdette

Speaker: Lannie Chapman – running for SL County Clerk

Sherry Swenson is retiring after 32 years. Lannie has been her Chief Deputy since 2019. Lannie will protect equal access and vote by mail.

She explained how the ballots are verified both by machines (OCR) and by staff (forensics). She needs our support and votes. We need to talk to our friends and family about her.

LETTER CARRIER POLITICAL FUND by Josh Thibodeau – still working

MDA COORDINATOR by Jeremy Bailey

- **June 20th - Branch 68 (Ogden) is hosting a golf tournament** in Clinton, UT. They still need some teams.
- **July 10th at noon is our branch bowl-a-thon**. There will be prizes and pizza. All money made goes to the MDA.
- **June 18th – summer party** -hamburgers, hot dogs, pulled pork, drawings, swimming. Free to branch member families.

DIRECTOR OF VETERAN AFFAIRS - Jimmy Fleming – on zoom

- Last month we talked about the retired veteran who needed electrical work done. Some help has been found and more will be contacted this weekend.
- Patricia from Hill Air Force Base is going to allow Jimmy to recruit veterans, who are out processing from the military, for the good jobs available at the post office.

LEGISLATIVE by Chad Mortensen

- Everyone is wanting our help and endorsement. Our endorsement is very valuable and we are vetting those who we do endorse. We cannot legally donate money to candidates, but our support is valued. Our voice is heard through the AFL-CIO, Central Fed and other organizations.
- Utah is leading the nation in vote by mail and other states want to know how we do it.
- **June 17th is the Utah State AFL-CIO Convention.**

TRUSTEES by Chad Mortensen

- They met Monday and completed the last month's review. Mike Madsen was out of town so there will have to be further review before next month. They had questions that will be validated by next month.

MBA, COMPENSATION by Bob Jewell – no report

HEALTH BENEFITS by Jim Kerekes

- CVS is building more stores and adding more Minute Clinics (mini insta-cares) inside. They aren't open yet in Utah.

ORGANIZER by Justin Lindquist – not present

SAFETY AND HEALTH by Justin Lindquist – not present

DIRECTOR OF RETIREES by Jeff Asay

- 2 factor authentication on the OPM site went into effect on May 26th. Go online now and set up your account for when you might have a need.
- Jeff is preparing a retirement counselling session for those interested in retiring. He is asking stewards and officers to gauge interest and determine what are good days and times to have such training.
- **Show up to the summer party! It is going to be fun.**
- The steak fry is coming up. **Free tickets are available at the door for all retirees.**

TREASURER by Mike Madsen

- Last month was boring. Copies of income and expenses is available at the back of the room. Took in \$3,522 more than we spent last month. Progressive Permissive Remedy grievances have brought in \$15,741 of income. \$3,894 went to stewards last year leaving \$11,847 left in the fund.

VICE PRESIDENT by Amie Gallo – no report**EXECUTIVE VICE PRESIDENT** by Mike Hansen

- 843 grievances have been filed so far this year.

PRESIDENT by Mike Wahlquist

- There have been lots of physical assaults at work. It is never okay to lay hands on anyone or to have hands laid on you. If you are getting stressed out, just walk away before you lose your temper.
 - TIAREAP is the new joint route count and adjustment process. It is a streamlined process.
 - There is an alternate expedited dispute resolution process just for problems with the new inspection and adjustment process.
 - Teams consists of 1 manager and 1 union representative.
 - Adjustments must be implemented within 75 days of zone selections.
 - Digital street reviews (scanners) will be the primary tool for street time evaluation. Data is derived chiefly from the GPS scanners.
 - Management is limited to three 3999s during the week of data collection.
 - The NALC/USPS inspection team will factor all anomalies, errors, and substitute carriers on routes.
 - Office evaluations will be either the historical average office time of the regular carrier or a mathematical evaluation of fixed office times, mail volume, and pull-down time.
 - Regular carriers will only be used for adjustment data unless mutually agreed upon replacements are needed where there are no regular carriers.
 - There will be no adjustments between November 1st and January 1st.
 - Some teams have been selected (2 in Utah, Phil Rodriguez is on one team).
- Phil Rodriguez: In the past there has been no valid data available. There will be a lot of work to get the process to work because there hasn't been much accurate data to work with.
- They will be using the data from scanners for making adjustments. The scanners record every movement a carrier makes and can be replayed to evaluate a route.
 - This hasn't started yet. They will start looking at the data in July.
 - Special inspections will be done the same way.
 - **August 27th is Labor Night at the Ball Park with the SL Bees.** The Central Federation Of Labor has bought out the tickets. We can get them for \$5 each. Contact Mike Wahlquist to get the tickets. There will be fireworks and the kids will get to run the bases after the game. Tickets are going fast.

SPECIAL ORDERS:

- Motion to add \$15,000 to the National Convention Fund to be divided equally among the delegates (up to DOL limits). An amendment was made to increase the total amount of the fund to \$22,400 (a \$4,400 increase). The amendment passed. The Motion, as amended, was voted on and passed. The fund will be increased to \$22,400 and divided equally.
- A Motion was made proposing that all stewards who attended the April Steward College be paid, except for non-scheduled days and Sundays, the total not to exceed \$6,000. The Executive Board had voted against the motion. The motion failed

UNFINISHED BUSINESS: none**NEW BUSINESS:**

- Motion that Branch 111 and the State Association endorse Lannie Chapman for the office of SL CO Clerk. The motion passed.

GOOD OF THE ASSOCIATION:

- A motion was made to regularly send all B Team grievance decisions, from all installations, to every steward. Motion failed
- The branch website address will be printed in the pavement pounder to make everyone aware of it (branch111.com). A quick link to the Union Meeting on Zoom is available there.
- Steak Fry: There was concern that those working late may not get to the party in time to get food. Normally food is still hot and available until 9:00pm or later. At that time food is split up and taken home.

FOR THE IMPROVEMENT OF THE SERVICE:**DRAW AND ADJOURN** – 8:29 pm

- \$25 drawing winners were Gerald Maxfield and Steve Franz
- RETIREES – \$75 (Robert Fowler was not present). Next month it will be \$100
- PROGRESSIVE A - \$250 (Omar Garcia was not present). Next Meeting it will be \$275
- PROGRESSIVE B - \$150 (Michael Hawk was not present). Next Meeting it will be \$175

Attendance: 54 members

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The financial records of Branch 111 are available to anyone by appointment and a monthly record is always available at Branch 111 monthly meeting.

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