

BRANCH 111 N.A.L.C. “THE WASATCH BRANCH”

Publication 2023.06



June 2023

Summer Party June 24th
6:15–8:15 PM
Murray Park Aquatic Center
5109 Murray Park Lane

Pavement
Pounder

Pavement
Pounder

Pavement
Pounder

Pavement
Pounder

Pavement
Pounder

Pavement
Pounder

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

Branch 111 Events Calendar

July

Thursday 6th
E-Board
Thursday 13th
Branch Meeting
Wednesday 19th
Steward Training

August

Thursday 3rd
E-Board
Thursday 10th
Branch Meeting
Wednesday 16th
Steward Training
Saturday 26th
Steak Fry

September

Monday 4th
Labor Day Picnic
Thursday 7th
E-Board
Wednesday 14th
Branch Meeting
Thursday 20th
Steward Training

Follow Branch 111 on Facebook and Instagram
for the most up-to-date information on events, meetings and branch news.



@NALCbranch111



@nalc111

President's Report

The Drive for Safety

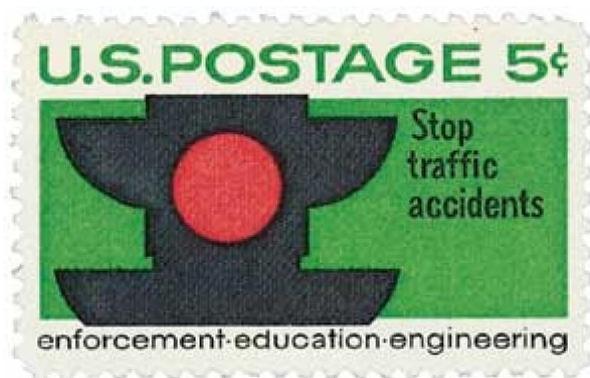
In 1987 I was carrying mail in Mission Viejo, California. Back in those days, if you were making a delivery to a box only a few feet from your vehicle (known as a California Curb), you were supposed to leave your vehicle running so as to not wear out the starter. I know, I know... those were different and crazy times back in the 1980's. So, on a beautiful summer day I was making a delivery, only a few feet away from my quarter-ton jeep (some of you won't know what that is, but we had them back in the 1980's and 90's), when I heard the engine getting quieter. I knew almost instantly what had happened. I dropped my mail and took off running after my vehicle. The idle was set super high, so it was accelerating and getting further away by the second. I was 18 years old at the time, so I sprinted as fast as I could and barely managed to jump in and stop it after it had only gone about 500 feet; it was pretty much a miracle that it didn't hit anything. The only reason it didn't was because there were no parked cars on the street that day, and the wheels tracked the gutter.

In the mid-1990's I started carrying mail in the Salt Lake Installation. Within a few years, the Post Office had radically changed their rules and viewpoint on driver's safety. You could no longer leave your vehicle running when you were not in the driver's seat, not even to let it warm up. And after a few years, the Salt Lake City Installation brought all Letter Carriers in for a special Smith System Training, which was about 3 days of classroom and field training. The crux of that training was to teach Letter Carriers to actively pay attention to what they were doing while driving, such as scanning their mirrors every few seconds, and knowing what was going on all around their vehicle. The system taught us to look far ahead of where we were driving (way down the street), looking beyond the vehicle in front of us, not just staring at its rear bumper. We were taught about the safest places to drive (such as the center lane in a three-lane road because it has the most places to escape in case of an emergency), and to stop with extra distance between you and the car in front of you (again, to provide an escape route if something dangerous were to happen behind you). After the Smith System training, accidents in the Salt lake Installation dropped to an all-time low, and to this day we have never duplicated that safety record.

Then, a few years back (I want to say 5 or 6), the Salt Lake District became concerned about driver's safety. Because newer employees have the most accidents (by demographic), the Salt Lake District brought newer employees in for extra driver's training. I remember seeing one of the videos that were shown, and it was all about texting and driving. In the video, teenagers were interviewed about whether they texted and drove. All of the teens in the video confessed to doing it "a little", or "on occasion", for various reasons. Then, a twenty-something partially paralyzed girl came into the room and spoke about how her paralysis was due to a driver who was texting and driving, who just looked away from the road at the wrong moment, killing her parents and disabling her for life. The teens, who moments earlier had been pretty nonchalant about their texting/driving habits, suddenly changed their tunes and committed to leaving their phones alone while driving in the future.

I know that we are all told to drive safely on a weekly--sometimes a daily--basis. As we are going into this summer, with more kids per family than any other State, not to mention dogs, new drivers, pedestrians, and road construction (we often see more orange in the summer than in the fall, if you get my meaning), I want to encourage everyone to drive safely. I often tell people, "When you drive... drive." Don't do anything else when you drive. Don't play on your phone, text, eat, or try multi-task in any other way. When you drive, focus on driving, and unless somebody crashes into you (which you might be able to avoid if you are paying attention), you should be safe. May we all have a safe summer!

Michael Wahlquist
President, NALC Branch 111



Destiney Carrillo. Vice President

I am very excited to have been appointed as the Branch 111 Vice President. I am extremely thankful to Michael Wahlquist for appointing me and giving me the chance to serve our members. Also, a special thanks and congratulations to Amie Gallo. She has taught me so much and continues to do so. I started as a CCA in the Downtown Station in 2016 and have now been in Murry since 2021. I have been a steward in the 84103, 84117, 84109, and 84107 zones. As well as handling Formal A grievances throughout the Salt Lake installation.

Lately I have noticed that there have been many carriers that have fallen ill or have gotten hurt outside of work, making them unable to work. So, I started looking on the NALC website and found some great benefits that some may not know about but are definitely worth looking into. The Mutual Benefit Association offers insurance and annuity products such as short-term disability, hospital confinement, whole life, term life, annuities, and group insurance available to branches. Management likes to say that our sick leave is a form of insurance, but as we all know injury or illness can strike at any time. So I would like to share what the MBA has to offer in the Hospital Plus plan and the Individual Disability Income plan.

If you are hospitalized for illness or injury, the Hospital Plus plan can help your financial health with cash payments of \$30, \$50, \$75 or \$100 a day. Whichever plan best suits your needs. Cash benefits start on the first day you are hospitalized and continue for up to 365 days. Although if you are hospitalized for the same or related cause the claim will be treated as for the same cause and be included in a single 365-day limit. Additionally, Hospital Plus also lets you cover your spouse and children. The spouse benefit is the same as yours—\$30, \$50, \$75 or \$100 a day. Children's benefits are \$18, \$30, \$45 or \$60 a day. Benefits are paid in full regardless of other health insurance benefits you receive. Cash benefits are paid directly to you and may be used for any purpose. This is extra cash protection to help you meet the financial burdens of accidents and illnesses.

Disability Income insurance helps cover you when the unexpected happens. It helps ensure you have the money when you need it most if you become hurt or too sick to work. MBA Individual Disability Income is available to active NALC members between the ages of 18 and 59. Although, spouses and family members are not eligible. Disability income benefits start 14 days after your disability begins (elimination period). Payments continue for as long as you're disabled, up to six or twelve months, depending on which benefit period you selected for your plan.

The prices are displayed in the brochures under the MBA section of NALC.org, and are based on your age, enrollments desired, and the benefit desired. The applications can be found there as well. The applications should be mailed to:

U.S. Letter Carriers Mutual Benefit Association
100 Indiana Avenue, NW
Suite 510
Washington, D.C. 20001-2144

There are other really great benefits to explore, so when you have time go check out the MBA benefits available to NALC members.

In Solidarity, Destiney Carrillo

Two Years is a Long Time

Mike Hansen, Executive Vice President

Over the years I have worked on dozens and dozens of discipline grievances. I am yet to see any discipline stay at the maximum retention period of two years when grieved in a timely manner. The only time I have seen discipline retain the two year maximum is when the Carrier disciplined failed to let their Steward or the Union know that discipline was ever issued. First of all you should NEVER participate in a Management Investigation (MI) without representation from the Union. After an MI is completed your Steward will tell you if Management decides to issue discipline to bring a copy of the discipline to them ASAP so it can be grieved. I have heard several reasons why Carriers fail to do this. "I'm Guilty" or "I won't do it again" are common reasons. NEVER let your discipline go ungrieved EVER!! Two years is a very long time and you never know what may happen in those two years. Retention periods can easily be negotiated with Management by your Steward. Much shorter retention periods are expected by Management.

So let me quickly explain the grievance process for those of you who have never had to deal with discipline. When Management decides to issue discipline they will come to you and ask you to sign the document acknowledging receipt of the discipline. Ask for a copy and take it straight to your Steward or call the Union hall. The Union then has 14 days to grieve your discipline. Your Steward will go to work requesting information and time for filing a grievance. There are 4 steps in the grievance process.

1. Informal A.....Immediate supervisor and Union Steward.
2. Formal A.....Postmaster or Station Manager and Union Formal A Representative.
3. B Team.....Dispute Resolution Team in Portland Oregon.
4. ArbitrationManagement representative and Union representative decided by impartial Arbitrator.

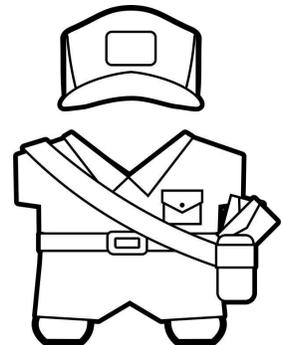
It is in the best interest for both parties to resolve grievances at the lowest level possible. In most cases that will happen and the grievance will be resolved at the Informal or Formal A level. In any case the point I am trying to get across is to NEVER let discipline go ungrieved for any reason.

In Solidarity, Mike Hansen

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 8, 2023

Convened at 6:30 pm

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

Conducting: Mike Wahlquist, President

Pledge of Allegiance conducted by Mike Wahlquist

Roll Call by Steve McNeas

Minutes of the May 2023 union meeting were posted. Without objection, they will be filed for future reference.

Reading of the Communications – Steve McNeas

Confirmation of room and training payment to attend the NALC Advanced Formal A and Beyond Training in Maryland was received. Destiney Carrillo, Jay Reupena, and Stormy Blood in September and Kim Mortensen in October. • Delegates to the 2023 AFL-CIO Convention were notified that their registration was paid and credentials will be waiting for them during registration. • Kortnie Chatterton was appointed as a Trustee to fill the vacancy of Destiney Carrillo. • NBA Nick Vafiades was invited to attend the annual branch Steak Fry August 26, 2023. He was also sent an invitation to the annual Summer Party on June 24th. • We received the initial estimates for the costs to install a new HVAC system in our office building. It was \$455,120. Our portion of the cost hasn't been finalized.

Application for Membership by Mike Hansen

• Michael Devico, Jordan Davis

LETTER CARRIER POLITICAL FUND (LCPF) by Josh Thibodeau

• Allotments for LCPF are now working online. This is an insurance policy for political issues affecting our jobs.

MDA COORDINATOR by Jeremy Bailey – not present

• Bowl-a-thon July 16 th at bonnwood. The golf tournament is Juneteenth.

DIRECTOR OF VETERAN AFFAIRS - Jimmy Fleming – not present

LEGISLATIVE by Chad Mortensen

• Chris Stewart has resigned as Representative from District 2. A special election will be held. We need friendly representative who will vote for postal funds, programs, and our issues. • Becky Edwards is probably running and appears to support our issues. • Once we know who is running, Chad will interview them and let them know our issues and determine if they agree with our needs. One big issue is providing retirement credit for CCA work before they make career status. • UPS is going to strike for higher wages. This may help with our current contract negotiations.

• We are “essential employee” but they don't want to pay essential wages

TRUSTEES by Chad Mortensen

• They met last Tuesday. • Kortnie Chatterton is the new Trustee. • Of the two months of records reviewed, only one warrant wasn't properly documented, but it was resolved during this meeting.

MBA, COMPENSATION by Bob Jewell – excused

HEALTH BENEFITS by Jim Kerekes

• Some of the new hires can save money if they are under 26 and they can be added to their parents' health insurance. • There is less than a year before those on Medicare will have to select a new health plan. • Keep your information up to date on the web.

ORGANIZER by Justin Lindquist – not present

SAFETY AND HEALTH by Justin Lindquist – not present

DIRECTOR OF RETIREES by Jeff Asay

• Because of problems advertising the summer retirees' dinner, most were unaware of the date of the dinner. Therefore, we will have another Retiree Dinner in October. • Retirees should attend the Summer Party (bring your grandkids, it's free). Jeff would like suggestions for prizes. • Come to the Steak Fry. Jeff will cover the costs for retirees and one guest. There will probably be prizes. Let Jeff know if there are events or activities you would like the retirees to get involved with. • Please log into your OPM accounts and make sure your passwords and information are up to date. Then if you need help making updates or changes, Jeff will be able to help you.

TREASURER by Mike Madsen - no report

VICE PRESIDENT by Destiney Carrillo

• Stewards training this month (June 21 st) will be on Article 25, higher level assignments (T6 positions). Bids after May 21 st will count towards your total allowed on the new contract (whenever it gets signed). We are allowed a total of 6 bids per contract.

EXECUTIVE VICE PRESIDENT by Mike Hansen

• 1,160 grievances filed so far this year. • The Summer Party is June 24 th (it was printed wrong in last month's Pavement Pounder). It is 6:15 to 8:15pm at the Murray Aquatic Center (in Murray Park). • Sandy hasn't had any 60-hour overtime violations this last month (1 st time in almost 3 years). Things are starting to get better (except for those wanting lots of overtime). • Salt Lake is slowly improving. Salt Lake has 40 CCAs now. They are supposed to have 140. • Some Southern Nevada carriers are carrying mail in Salt Lake. They get paid for travel and living accommodations along with their regular wages.

PRESIDENT by Mike Wahlquist

• The Summer Party June 24 th . Aug 26 is the Steak Fry. • Salt Lake is trying to hire but aren't having much luck. West Jordan and Midvale are fully staffed. • We are the primary land owners of our building (suites 14 & 15). Suite 15 is used as a common/training room for the entire building. Years ago, we got an agreement with the Building's HOA that we would not have to pay a yearly assessment for the common room. There is a storage room on the far side that is also ours. • The HVAC (heating, boilers, and everything attached) is from 1972. It is failing (lots of problems). The newest estimates to replace everything is now about \$650,000. Our part of the assessment was \$53,000 but was lowered because they included the training area. Now it is closer to \$33,000 but may be lower. • We have 8 members going to the AFL-CIO Convention. Mike has requested release time for those not retired.

SPECIAL ORDERS:

UNFINISHED BUSINESS:

• Election of Delegates to the AFL-CIO Convention June 23, 2023. Nominees are Kirk McLaughlin, Chad Mortensen, Jim Kerekes, Kim Mortensen, Mike Simonsen, Mike Hansen, Keith Warner, Trey Terry. All were elected by acclamation.

NEW BUSINESS:

• We have been assessed \$32,985.18 for the new HVAC system. This won't go up, but it may be lower. Motion by the Executive Board: to cover the Union Building's assessment of \$32,985.18 for a new HVAC system. The motion passed. • They are trying to get started on the construction by August.

GOOD OF THE ASSOCIATION:

• Chad needs to know if there are letter carriers willing to volunteer to help with the branch food booth at the Labor Day Picnic and Car Show at the Magna Park. For about 20+ years our branch has provided hamburgers, hot dogs, brats and more for the picnic. All the proceeds go to MDA (cost of the food we provide and the money we receive from selling it). This is the biggest union event in Utah. Volunteers: Jimmy Fleming, Connor Lawrence, Daniel Langton, Adam Barnes, Jim Kerekes, Destiney Carrillo. Maybes: Mike Hansen, Chad Mortensen, Jeff Asay, Alan Nagata,

FOR THE IMPROVEMENT OF THE SERVICE:

DRAW AND ADJOURN – 7:28 pm

- \$25 drawing winners: 65 Alan Nagata and 54 Gareth Davies
- RETIREES – \$150 (2-23 Howard Ford was not present). Next month it will be \$175.
- PROGRESSIVE A - \$550 (14-11 Michael Mounteer was not present). Next Meeting it will be \$575.
- PROGRESSIVE B - \$450 (21-11 Jenny Woodall was not present). Next Meeting it will be \$475.

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

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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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Vice-President
Mike Hansen
Vice-President
Destiney Carrillo
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The
“Pavement Pounder”
is the Official Publication of
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