

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

Pavement Pounder



Publication 2023.07

July 2023

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

If you find yourself without water (for any reason), stop, and go get some. If you are feeling ill or overheated, stop. Get something to drink and find a shade tree or an air-conditioned business. If you stop sweating or feel sick, you are in trouble. Stop and take immediate action. If you feel thirsty, Drink.

Oct 30th - Nov 2nd RAP Session

Branch 111 Events Calendar

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

October

Thursday 5th
E-Board
Thursday 12th
Branch Meeting
Wednesday 18th
Steward Training
Wednesday 25th
Retirees Dinner (3:30-5:30)

President's Report

The William C. Doherty Scholarship

This week I was notified by NALC President Brian Renfroe that one of the winners of the William C. Doherty Scholarship is Alta L. Crane, the daughter of Branch 111 member Michael Hayes. The William C. Doherty Scholarship program awards \$80,000 each year to assist five students, providing \$4,000 a year for four years. Congratulations Alta; that is an amazing achievement considering that many hundreds of Letter Carrier's dependent students apply for this scholarship every year!

For those of you who don't know, William C. Doherty was the President of the NALC from 1941 through 1962. When he took over the presidency, the NALC was in pretty dire straits, but Doherty's administration obtained much desired raises for Letter Carriers, and the NALC made several major accomplishments. The first accomplishment was purchasing our national headquarters in Washington DC, which overlooks Capitol Hill. This property is invaluable to our national lobbying efforts. Not to mention that the property itself has doubled and redoubled in value many times over the years – the NALC could never afford it now.

Another accomplishment was the construction of NALCREST. Doherty turned the first shovel on our exclusive retirement community on July 1 st , 1962, and the final mortgage payment was made in 2002.

From the NALC Website: “Located in Central Florida about 70 miles east of Tampa just south of Route 60, Nalcrest is about midway between the Gulf Coast and Vero Beach on the Atlantic Coast. Its 500 apartments are clustered in 66 one-story buildings spread over 153 acres around two large lagoons popular with residents who fish and boat. Another 150 acres of undeveloped land surrounds the complex. Edged with the oaks dripping Spanish

moss, 15-square-mile Lake Weohyakapka adjoins Nalcrest. The impression is of a community set inside a nature preserve.”

“Nalcrest is only open to NALC members in good standing. So be sure to keep paying your union dues after retirement. Nalcrest's low rents contribute to its popularity, and there is a waiting list for vacant apartments. Efficiency, one-bedroom and two-bedroom apartments are available, ranging from \$395 to \$520 per month.”

William C. Doherty was truly a visionary. He was a transformational leader who saw what would be needed in the future and made changes to improve the lot of all Letter Carriers. That is the kind of leadership the USPS needs so desperately right now. But I digress, the true intent of this article is to congratulate Alta L. Crane on her great accomplishment, which has bathed the members of Branch 111 in a little bit of borrowed light.

Michael J. Wahlquist

Health Benefits Jim Kerekes

Like to share a couple of topics. First is Cigna OAP network (open access plus). The other is FMLA. OAP is an in-network list of providers that practice according to the laws. When someone needs to select a provider that's in the network here are a few points to find a provider. First you can call 1-877-220-6252. Another is the online steps to follow.

- . Go to nalchbp.org
- . Under Quick links click on Cigna Healthcare OAP (online provider directory).
- . Type address or zip code of the area you are searching.
- . Put in a facility (like hospital) what type of doctor (like chiropractor). Also can type in a doctors name with address and zip code.
- . Next if you're a plan member or eligible to become one you can create an account or look further as a guest.
- . Then you'll see the in-network choices to choose.

The search provides the distance of provider, specialists, whether they're taking new patients. Many of you have had the same doctor for many years. If anyone changes plans in an open season or other permissible time be sure your providers are in network of the plan you choose.

In the July 2023 issue of the NALC national magazine (Postal Record) on page 41-43 there is an article on FMLA. It's good to use for a reference about FMLA. It can help answer some questions. These points are written about in the article.

- . Description of the law and what it guarantees
- . An eligible postal employee is entitled to take up to 12 weeks in a 12 month period.
- . There are specific definitions for family members.
- . Need help you can ask a steward or a local union officer.

The NALC website under Workplace issues> Resources> FMLA is helpful to learn about it too.

FLSA Pump at Work Protections

Recently some questions have come my way about pumping at work. I did some research, and I found the following information that I think would be incredibly useful.

On December 29, 2022, the Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP for Nursing Mothers ACT or PUMP ACT) became a law. This applies to full-time and part-time employees in the private sector as well as those in the federal, state, and local governments. We are covered as we are federal employees. This gives nursing employees the right to pump at work for up to 1 year after their child's birth\

Nursing employees have the right to take reasonable break time to express breastmilk each time they need to express milk. Management cannot deny a break to pump, nor can they set any kind of time limits. The law acknowledges that there are individual circumstances that can affect an employee's pumping times, therefore management can't require a certain set amount of time. According to the law, when employers provide paid breaks an employee who uses this break time to pump must be compensated the same way that other employees are compensated for break time. So, when a nursing carrier pumps during their 10-minute breaks they should be paid and during their lunch period they would not be paid, as we are not usually paid during lunch breaks. Although, if additional breaks are needed, they do not have to be compensated if the employee does not perform any work during the breaks.

Nursing employees MUST be provided with a place to pump that is shielded from view and free from intrusion from coworkers and the public. The location must also be functional as a space for pumping and be accessible each time the employee needs to pump. The FLSA Act requires that employees have privacy and are not walked in on when on pumping breaks. The provided space CANNOT be a restroom.

The FLSA Act prohibits management from retaliation, harassment, intimidation, or taking adverse action against an employee for inquiring about their rights. Including the right to pump at work and asserting those rights. An employee has the right to file a complaint if management violates their rights covered under the PUMP Act. If you are a nursing employee, please remember that you can ask your steward to file a grievance. You can also file an EEO and a complaint on the DOL website (<https://www.dol.gov/agencies/whd/contact/complaints>). There is additional information and resources at <https://www.dol.gov/agencies/whd/pump-at-work>. On the website, there is a recorded webinar that goes in-depth and offers a lot of great information.

In Solidarity,
Destiney Carrillo, Vice President

Retirement with a Side of Dementia:

I dreamed during yesterday's nap about the postal service. In my dream I was, as I am now retired, fat and shuffling because of Parkinson's disease and with full blown dementia. I decided in my dream that I would like to deliver mail.

Since I am retired and I generally do what I like, I was at a post office a few minutes later in my basketball shorts no shoes and wearing a genuine federal prison inmate shirt (I bought 10 that fell off a truck for 50 dollars).

I wanted to deliver mail, so I found a truck with a key in the ignition and loaded several trays of DPS and spent a glorious day delivering mail.

One question retirees are often asked is "do you miss working?" I have always answered no. But after yesterday's dream I wonder. I do know this, the postal service is a great place to say you used to work. Drawing a check when not punching a time clock is very nice. I once wrote an article in this esteemed publication describing the average retiree's day in that imagined day. I included a daily maintenance of the garden and a nap in the shade. Most retiree's lead lives that are much more interesting than that. but this was my dream retirement not theirs. My first summer was just as I dreamed, weeds were gone, a large percentage of my garden tractors were running, and life was as I imagined.

Retirement is good and no matter how you imagine it or what you want to do it takes money. Luckily, you work for the postal service and the postal service must negotiate with your union over all of your pay and benefits so you too can retire and get paid when you're pulling weeds, seeing the world, or sitting someplace quietly hallucinating and quietly talking to yourself, which is how I spend my days. Please don't feel sorry for me. Lots of people pay for this experience, but instead I am getting paid to have this experience.

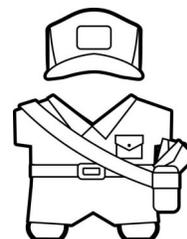
Lance Henrie

Retired

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
July 13, 2023

Convened at 6:34 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 Simmons

Moment of Silence for Eric Graham, Lincoln LeCheminant and Daryl Deuel who passed away.

Roll Call by Steve McNees

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

Reading of the Communications by Steve McNees – none this month

Application for Membership by Mike Hansen

• Alix Long, Patrick Uccello, Bailey Carlson, Stefanie DeHoyos, Jeremy Longhurst, Robert Zeigler, Simon Runolfson, Quincy Thomas, Amanda Reid, Jeremy Nielson, Samorn Meas, Ethan Johnson, Edgar Fillmore, Brandon Hoffman, Robert Lopez, Lucas Wahlquist, Trevor Cornell, Aaron Steffens, Matthew Robison, Kyle Vogel, Christopher Garrett, Mark Shaffer, Michael Harris, Bradley Worthington, Julia Su'a, Kaleb Cloward, Adam Bryant, Kyle Hernandez, Tanner Thomas, Eric Schmoltdt, Wendy Fackrell, Shawna Anderson, Anastasia Limantzakis, Noah Oleskey, Brandy Martinez, Marco Perguer, Corbyn Alvey, Levi Andrus, Augie Ladion, Nicholas Rose, Moriah Mason, Nicarlos Ffrench

LETTER CARRIER POLITICAL FUND (LCPF) by Josh Thibodeau – no report

MDA COORDINATOR by Jeremy Bailey – not present

DIRECTOR OF VETERAN AFFAIRS by Jimmy Fleming

• Contact cards for Veterans are available in the office. • Patricia Jackson, who represents the USPS, goes to Hill Air Force Base quarterly to recruit new veteran hires for the post office. She hasn't been very successful because they are more interested in aviation jobs.

LEGISLATIVE by Chad Mortensen

• The hot topic is Erin Mendenhall and Rocky Anderson are running for mayor. Erin has been a strong advocate for unions. Not sure about Rocky's position. Check them out before you vote. • If you want to have a voice in how your tax dollars are spent, you need to get involved in your local elections. Get involved! There is a lot of apathy in our communities. Find out who is supporting our/your issues. • The AFL-CIO State Convention was last Friday. It was one of the largest ever. A guest speaker spoke to mental issues (depression). We are lucky to have a good EAP system. A USU speaker said that the inland port is coming. An engineering firm is working on the feasibility of all electric semi-trucks and how long the batteries can last. When talking to city leaders, ask them about the inland port and how it is going to get its energy. • Sept 22nd is the Labor sponsored Bee's ball game, with fireworks. Contact/text Mike Hansen if you want to go (\$10/person for \$18 tickets). • The Union's Labor Day Picnic (and car show) is at the Magna Park again this year. Our branch will be serving food. We need some help if you are available. Proceeds go to MDA.

TRUSTEES by Chad Mortensen

•The Trustees met this week and reviewed all the financial records. They did not find any problems.

MBA, COMPENSATION by Bob Jewell

Bob has been on vacation the last 11 days. He will try getting caught up with those who have left messages.

HEALTH BENEFITS by Jim Kerekes

• FMLA (Family Medical Leave Act) has been around a long-time providing health benefits. The Postal Record has a 2½ page article about FMLA and how it works. Postal employees have many great options for our health care.

ORGANIZER by Justin Lindquist – not present

SAFETY AND HEALTH by Justin Lindquist – not present

DIRECTOR OF RETIREES by Jeff Asay

• A second retiree dinner will be held Oct 25th 3:30 to 5:30pm at the Draper Chuck-a-Rama. This is to make up for many not being aware of the first dinner. • We will have a couple of Gold Cards to award in the coming months. • Aug. 26th is the Steak Fry. Jeff will pay for the retirees and a guest. There will be retiree only drawings for cash prizes.

TREASURER by Mike Madsen

- Since Progressive Permissive Remedies (grievance remedies) became a thing, we have received \$35,777. \$28,804 of that has been spent on training. \$6,973 remains in the account. • Last month we had a few large expenses that were approved (Central Fed \$600, AFL\$ 8,500, and HVAC system \$33,000). Everything else was normal monthly expenses. We spent \$43,746 more than we took in last month. We have spent about \$89,000 more than we have brought in for the year (all approved).

VICE PRESIDENT by Destiney Carrillo

- At steward training this month, Destiny will introduce a new program to calculate equitability, developed by Joe Horsley. It will be quicker and help track equitability.

EXECUTIVE VICE PRESIDENT by Mike Hansen

- 1,486 grievances being filed so far this year. • There will be a revolving calendar of events coming up, placed in the Pavement Pounder each month. • Steak Fry tickets will go on sale in the coming week. You will be able to purchase tickets on *branch111.com*.

Sunday, at noon, there is a Bowling Tournament for MDA at Bonwood Bowl. There will be food and drawings. Heat – There is a lot of heat stress illness in the country. There are a lot of issues with the way that management is handling the heat problems, including water for all who need/want some. Congress wrote a letter to Postmaster DeJoy about the heat illness problems and with the USPS handling of heat issues. Mike has written about this issue. Management says they have a heat training program but most shop stewards report their office hasn't had it. Some offices are allowing overtime carriers (and others) to start early (6:30am) to avoid some of the heat.

PRESIDENT by Mike Wahlquist

- If you find yourself without water (for any reason), stop, and go get some. If you are feeling ill or overheated, stop. Get something to drink and find a shade tree or an air-conditioned business. If you stop sweating or feel sick, you are in trouble. Stop and take immediate action. If you feel thirsty, Drink.
- Las Vegas carriers in Salt Lake are here because of a national level agreement to help with understaffing. All of these carriers are vetted by our national officers. They are all regular employees but they are auxiliary assistance while here. They cannot hold a route or opt on assignments. Residual positions must be filled by CCAs. Currently CCAs are converting to regular in five months. The problem is that we can't get people to hire on. We are about 100 people short staffed in SLC. Some installations are currently fully staffed. Let union officers know if Las Vegas carriers are getting overtime hours that should be going to ODL carriers to make up equitable hours or other problems you experience.

SPECIAL ORDERS: none

UNFINISHED BUSINESS: none

NEW BUSINESS: none

GOOD OF THE ASSOCIATION:

- For retirees, you can watch "Medicare School" on YouTube. It tells about some of the changes in the new programs coming next year. There will be a lot more information available in the coming months.

FOR THE IMPROVEMENT OF THE SERVICE: none

DRAW AND ADJOURN – 7:34 pm

- \$25 drawing winners: Steven Franz and Jimmy Kerekes
- RETIREES – \$175 (Larry Baker was not present). Next month it will be \$200.
- PROGRESSIVE A - \$575 (Marcel Sesera was not present). Next Meeting it will be \$600.
- PROGRESSIVE B - \$475 (Jared Taylor was not present). Next Meeting it will be \$500.

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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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