



The Pavement Pounder

Branch 111 NALC

The Wasatch Branch

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combined

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

President's Report:

Date: December 13, 2024

An Open Letter to NALC President Brian Renfroe

I am writing concerning the Tentative Agreement, the ratification process, and our actions subsequent to the vote. We spent 20 months getting to a Tentative Agreement. Our national union represents over 200,000 active Letter Carriers (at least from the numbers I could get from our national website). Every day the contract is delayed represents 200,000 days of active letter carriers' lives collectively. Therefore, each day of unnecessary delay represents 547 years of denied wages, benefits, and working conditions.

We started negotiating the Tentative Agreement in February of 2023. We could have negotiated for six months and then presented the best offer at that time to the membership (you stated that you thought it would take "several weeks in an attempt to hammer out the particulars" in your May 2023 Postal Record Article, so I am being conservative in my six-month estimate). Based on a 6 month negotiation period versus a 20 month negotiation period, the NALC has denied its membership about 230,000 years of better wages, benefits, and working conditions (547 years per day times 420 unnecessary days). You mentioned at our Region 2 November RAP Session that it was taking extra time to print ballots due to the political season. I would contend that we wouldn't have been in the political season if we had negotiated for a reasonable amount of time (such as six months), and thus we have many more days of delay at 547 years of effective denied wages, benefits, and working conditions per day. And we may now have to arbitrate the contract in a political environment unfavorable to our cause, which we would not have had to do if we had negotiated for a reasonable amount of time (such as six months).

We cannot change the past. So why do I bring it up? Because I am concerned by any more delays in the process. If the contract is ratified, I encourage you to use time more effectively than we have in the past to implement it as soon as possible. If the contract is voted down

(and my Branch is one that has voted to not endorse the contract), then I encourage you to utilize the time as effectively as possible, and get the contract arbitrated expeditiously. We have already wasted well over 230,000 years, 2,300 centuries, or 23 millennia (I know, it's hard to wrap my brain around it, but when you think about 200,000 active letter carriers, the time adds up fast). I humbly request that we utilize every day of our time nationally so that we can stop depriving Letter Carriers of the better years that they deserve.

Fraternally,
Michael Wahlquist
President, Branch 111, NALC

MARK YOUR CALENDARS

February

Thursday 2/6	E-Board
Sunday 2/9	Super Bowl (MDA)
Thursday 2/13	Branch Meeting
Wednesday 2/19	Steward Training

March

Thursday 3/6	E-Board
Thursday 3/13	Branch Meeting
Wednesday 3/19	Steward Training

April

Thursday 4/3	E-Board
4/3 -4/6	Sate Convention
Thursday 4/10	Branch Meeting
Wednesday 4/16	Steward Trainingt
5/11-5/15	Steward College (yr. 1)
11/10-11/13	2025 RAP Session

Safety, Safety, Safety!

Over the last several weeks many of you have probably heard about the district office sending managers out into the field to try and catch carriers violating safety rules. They are focusing on trucks running without the carrier in the truck, seatbelts, emergency brakes, and distracted driving (earbuds). The managers have been instructed to find carriers violating these rules, stopping the carrier and immediately calling your supervisor so they can place you on an Article 16.2 emergency placement. We have always had great success defending emergency placements when our supervisors have initiated it because they always screw it up. With district guidance they will have much stronger cases. Also our immediate supervisors have been instructed to go out and follow a certain number of times each week. This has already started. Supervisors are out and the district has been here in the valley.

Many of you are new or haven't experienced this kind of attention. In my office, it has been many years since there has been this kind of attention on the street. Many carriers who have 5 years or less haven't been followed since their probation. When I started and for many years afterwards it was common practice to be followed several times a year.

Here is the easy way to keep yourself from ever being placed on Emergency Placement.

“NEVER under any circumstances leave your truck running unless you are sitting behind the wheel. Even if you are delivering a CBU or stepping over a sidewalk to deliver a quick mailbox”

-NEVER under any circumstances leave your truck running unless you are sitting behind the wheel. Even if you are delivering a CBU or stepping over a sidewalk to deliver a quick mailbox. I represented a carrier who was fired for starting his truck during his vehicle inspection while standing next to it. Shut it off 100% of the time.

-ALWAYS wear your seatbelt and shoulder belt. Yes, I know that we are allowed to take off our shoulder belts when we are delivering mounted boxes. If you never take it off then you will never forget to reconnect it when driving back to the office.

-SHUT your door 100% of the time if your truck is moving. Again, I know that we are allowed to leave it open while delivering mounted delivery but if it's never open then you will never forget to shut it when you make that right hand turn on to the next street. Management considers that an intersection and will bust you if they see it. Just leave it shut, the window is huge and gives us plenty of room to deliver comfortably.

-SET your parking brake. If you are in the habit of not setting your emergency brake regularly then start now. The more you do it the more it becomes second nature.

There are many more things you can do to stay safe and stay out of trouble. These are just a few. Take things one stop at a time until you build good habits that just become muscle memory. This is not a race. I think over the last several years we have been so understaffed that everything became speed related. I have even heard supervisors give instructions for carriers to cut corners. If you hit something because you have mail in your hands while delivering, I promise that your supervisor will never admit that they taught you how to do that.

Remember, ***never*** go into the office with management or write a statement for them without first asking your steward about it. Your steward will give you advice. There are only a couple of circumstances when you don't have the right to a steward. But, always ask for one. Finally, we are seeing more and more discipline going ungrieved. If management ever asks you to sign anything, always read it and ask your steward before signing. Discipline has the retention period of 2 years if not grieved. Your steward will at minimum get that time reduced or rescinded all together.

STAY SAFE AND PLEASE SLOW DOWN, TAKE IT ONE STOP AT A TIME.

In Solidarity
Mike Hansen
Executive Vice President
Branch 111, NALC

MDA POKER NIGHT!

Big shout out to those who came out to help us have an amazing time at the MDA Poker night. We had a great time. It was great to meet and make new friends. I really hope we can continue to use these events to hang out and create more relationships within Branch 111. Sharla Groves brought her crew out and the guys from collections showed us that they really know how to play poker.

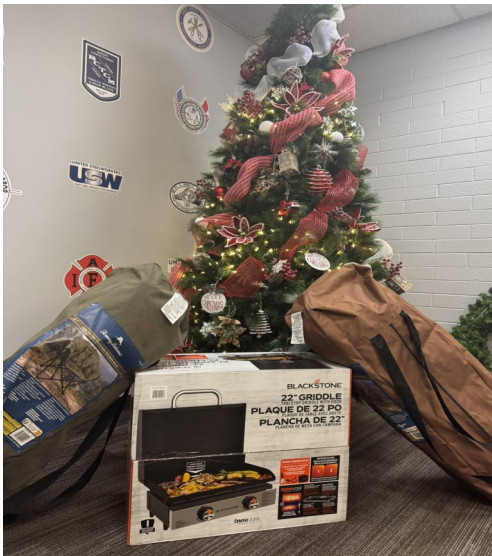
The Bountiful office had a great turnout, and produced the winner of the tournament, Mike Alforque- who took home his chosen prize, a Blackstone griddle.

The highlight of the night was the drawing for the Utah Hockey Club tickets. The tickets were won by our good friend Joey who has a form of muscular dystrophy and has attended our MDA events for years. He was so excited and was whooping and hollering with joy when his name was drawn. It really made the event that much better.

Branch 111 was able to donate \$5,525 to MDA this year. Thanks for all who supported our MDA events, and we look forward to doing even better next year.

Look for the Super Bowl Squares contest coming up next! If you want a square (or two, three or more) let me know. Give me a call at 801-450-0617

Nathan Chester



HEALTH BENEFITS

Jim Kerekes

It's been an interesting health insurance ride the last few years. I'm not sure when the integration of Medicare idea started, but since then, it's been maybe three or more years. But it's here now.

Understanding what to do was hard and many had questions. The new way to sign up and getting information was sometimes difficult. Implementation of the program by those in charge seems to be confusing to many. The terminology and web-site procedures were difficult for some. I'm sure there will be more questions asked. I'll try to search for more of the rules and regulations.

I'm sorry, if any of you couldn't get what you wanted and tried to log in often to sign up or make a change. Many of you who are working long hours don't get much time to do this. Four weeks isn't enough time. I hope you didn't get placed by the system with health coverage you didn't want. I also hope you did not find yourself without health coverage.

At the December 12th union meeting I mentioned that everyone should request their health plan's official brochure or read it on the internet. All of them should have the new rules for 2025 and as future years go by there may be more changes. It pays to know what's going on. There is also a section about Medicare and your health plan. Those on Medicare usually are double covered. The health plan and Medicare booklets are helpful.

Those on Medicare and eligible for the Part D prescription program should request the 2025 drug list booklet and the Evidence of Coverage booklet. I've mentioned that before.

Before you retire, call me about your benefits. The age you choose to retire affects many things. Five years is a good time to start looking at your postal file.

As I find out more about rules, regulations, or changes I'll share it in my best "GREEK LANGUAGE".

Also, I told some people to send in a paper health enrollment form to sign up. Would some of you kindly report to me if that worked in the event, we have to do some of that procedure next year.

MERRY CHRISTMAS and HAPPY NEW YEAR

"Everyone should request their health plan's official brochure or read it on the internet."

Many of you might be aware of the devastating wildfires in Southern California. These fires have severely impacted our fellow carriers in that area. Some carriers have lost their homes, and have been displaced. Entire routes have been wiped out. One Post Office was burned down. If you would like to help, go to www.nalc.org/community-service/nalc-disaster-relief-foundation-2 and donate. 100% of the funds will go straight to letter carriers in need.



**NALC
Disaster
Relief
Foundation**

Make a donation by

WE ACCEPT
ALL MAJOR
CREDIT CARDS



- credit card
- check
- money order
- cash

The foundation is a 501(c)(3). Your contribution to the NALC Disaster Relief Foundation may be eligible for a tax deduction. It is recommended you seek further advice from your tax advisor.



PROPOSED 2025 BUDGET

INCOME

Per Capita, Active Carriers	390,900
Advertisements	-
Health Benefits Plan	648
Interest	2,411
Other Income	11,684
Per Capita, Retirees	5,019

TOTAL ANTICIPATED INCOME **400,662**

GENERAL EXPENSES

Central Federation of Labor	1,100
Affiliate dues to AFL-CIO	8,500
Bank Charges	400 -Credit Card Charges
Building Maintenance	14,890
Calendars	4,500
Communications	7,100
Donations	
Food Drive	300
Muscular Dystrophy Association	4,000

Total Donations **4,300**

Elections -

Employer Payroll Taxes

Employer FICA	15,000
Employer Medicare	4,000
Federal Unemployment Tax	650
State Unemployment Tax	650

Total Employer Payroll Taxes **20,300**

Entertainment

Steak Fry	5,200
Steward's Dinner	3,036
Officer Installation Dinner	-
Summer Party	2,700

Total Entertainment **10,936**

Health and Welfare

Retirement Watches	500
Funeral Expenses	350

Total Health and Welfare **850**

Health Benefits Representative Insurance and Bonding **1,600**

Legislative

Lobbying	5,000
AFL-CIO Convention	1,000

Total Legislative **6,000**

Meeting Expenses **7,000**

Miscellaneous **1,000**

National Convention

President's Convention Funding	-
Delegate Convention Funding	-

Total National Convention -

Office Supplies **17,000**

Officer and Formal A Mileage **3,500**

Organizing

Branch Promotional Products	7,000
New Member Awards	200
Probationary employee reimbursements	1,000

Total Organizing **8,200**

Orem Travel Expenses **600**

Payroll

Appointed Officers	13,505	
Elected Officers		152,504
Stewards	30,706	
Election Committee	-	
Food Drive	1,478	
Legislative Lobby	1,478	
Organizing	-	
President's 120 Days	45,830	
Total Payroll		245,502

Postage

President's Expense Account	6,000	
President's Uniform Allowance	499	
Professional Fees	500	
Property Taxes		3,500
Retiree Entertainment	4,232	

Training

National Assembly		
Committee of Presidents		
Regional Assembly		
Steward College		
OWCP		
State Assembly		
Secretary		
Treasurer		
Formal A Training		
Total Training		-paid for with PPR income

USPS Benefits Reimbursements	1,600	
Worker's Compensation Fund		750

TOTAL ANTICIPATED EXPENSES	381,159	
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Cash Flow Gain (Loss)	-(19,503)	
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01/01/2025 available income from dues	-(93,165)	
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12/31/2025 cash available if we meet our budget	-(112,668)	
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Anticipated Income Calculation

Current Branch Bi-Weekly Income	14,650	
Multiplied by pay periods in year	x 26	
Equals Anticipated 2025 Income		\$380,900

All Training to be paid for using Progressive Permissive Remedy Income

PPR Funds Available on 12/31/2024	\$110,246	
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	Estimated Cost	
National Assembly	-	
Committee of Presidents	-	
Regional Assembly	30,000	
Steward College	13,000	
OWCP Training	-	
State Convention	30,000	
Secretary	-	
Treasurer	-	
Formal A Training	-	
National Convention	-	
Steward Training Meeting Attendance	8,300	
Total Training		81,300

Estimated End of Year Remaining Balance	28,946	
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Anticipated Payroll Expenses

36.96 Step P Carrier Tech hourly pay

55.44 Overtime Pay

APPOINTED OFFICERS	ANNUAL	Appointee	Monthly	Hours
Editor	3,548.16	Nathan Chester	295.68	8
LCPF Coordinator	887.04	Josh Thibodeau	73.92	2
Legislative Rep	887.04	Chad Mortensen	73.92	2
MDA Coordinator	887.04	Nathan Chester	73.92	2
Scribe	887.04		73.92	2
Veteran's Affairs	887.04	Jimmy Fleming	73.92	2
Webmaster	3548.16	Steve McNees	295.68	8
Parliamentarian	887.04	Bob Jewell	73.92	2
Organizer	887.04	Justin Lindquist	73.92	2

Subtotal 13,305.60

1.5% assumed inflation 199.58

TOTAL APPOINTED OFFICERS PAY 13,505.18E

ELECTED OFFICERS	annual	bi-weekly	bi-weekly hours	OT per pay period
PRESIDENT Mike Wahlquist	91,291.20	3,511.20	80	10
		<u>Annual</u>	<u>Monthly</u>	<u>Hours per month</u>
Executive VP	Mike Hansen	17,740.80	1,478.40	40
Treasurer	Mike Madsen	14,192.64	1,182.72	32
Secretary	Steve McNees	10,644.48	887.04	24
Health Benefits	Jimmy Kerekes	1,330.56	110.88	3
Director of Retirees	Jeff Asay	1,774.08	147.84	4
Safety and Health	Justin Lindquist	887.04	73.92	2
OWCP	Bob Jewell	5,322.24	443.52	12
Sgt at Arms	Mike Simonsen	887.04	73.92	2
Chief Trustee	Chad Mortensen	1,330.56	110.88	3
Trustee	Kirk McLaughlin	1,330.56	110.88	3
Trustee	Kortnee Chatterton	1,330.56	110.88	3
Subtotal				148,061.76

3% assumed inflation of salaries

4,441.85

TOTAL ELECTED OFFICER PAY 152,503.61**LEGISLATIVE LOBBY 1,478.40 40 hours****STEWARDS 30,706****FOOD DRIVE 1,478.40 40 hours Food Drive Coordinator****ORGANIZING Justin Lindquist arranged for these hours to be paid by USPS****ELECTION COMMITTEE**

DISCRETIONARY PAYROLL	Annual	Hours	Days
President's Sick Leave Liability to 12/31/2025	5,5691.84	154	19.25
President's Annual Leave Liability to 12/31/2025	9,166.08	248	31
Cover Office While President is Away on Official Duty	4,435.20	120	15
Steward's Processing Grievances Out of Installation	16,336.32	442	55.25
Extra OWCP Hours in times of heavy on-the-job injuries	10,200.96	276	34.5

TOTAL 45,830.40**ENTERTAINMENT**

Steak Fry	50	Total Cost Per Person
	10	Less our charge per person
	40	Our cost per person
	130	estimated attendees

Total Estimated Cost to Branch 5,200

Steward's Dinner	44	Total Cost Per Person
	69	Estimated Attendance

Total Estimated Cost to Branch 3,036

Installation Dinner none in 2025

Summer Party 2,700

NALC BRANCH 111
Minutes of the Regular Union Meeting
December 12, 2024

Convened at 6:32 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 Simonsen

Roll Call by Steve McNees

Minutes of the November 2024 union meeting were posted. Without objection, they will be filed for future reference.

Reading of the Communications by Steve McNees

- We received notice from the NLRB that charges have been filed against the branch because a steward failed to file a grievance as requested by a letter carrier.

Application for Membership by Mike Hansen

- Salamasina Lee, John Wallace, Samantha Beckett, Wesley Rich, Andy Cortez

LETTER CARRIER POLITICAL FUND (LCPF) by Josh Thibodeau – not present

MDA COORDINATOR by Nathan Chester

- Poker Night: They raised \$986 for the evening. Our MDA liaison Joey won the grand prize (hockey tickets). They have raised \$5,525 for the year.

DIRECTOR OF VETERAN AFFAIRS by Jimmy Fleming – no report

LEGISLATIVE by Chad Mortensen

- Multiple Representatives roasted our Postmaster General at a government oversight committee meeting that was televised. Rep. Rand Paul attacked unions. Rep. McCormick roasted him by listing all of DeJoy's failures at the USPS.
- No one knows the future of the USPS. • Testor in Utah is promoting a Right to Work Constitutional Amendment, but he won't share what he is after. • We need to be engaged with what is going on, including calling our representative to keep up on changes. • Our TSP accounts notices will now be sent out quarterly by email, unless we request to have them send our statements through the mail.

TRUSTEES by Chad Mortensen

- They met Tuesday. He thanked Mike Hansen for his vigilance. At Rap Session the hotel overcharged us \$2,602. But Mike Hansen had kept a spreadsheet of every expense and challenged the hotel. The money was refunded. • The books are open to all members if you want to look.

MBA / COMPENSATION by Bob Jewell

- Bob is getting calls from carriers because management is not paying them COP. A week after training in Orem, management did another violation. • It is that time of year for more injuries. **New employees are getting hurt and it appears management is pushing them to the point of being unsafe. The USPS cannot require you to work unsafe. When asked why**

you are not going faster, your response could be "I'm working as fast as I can, as safely as I can. Are you asking me to be unsafe?" • Be safe, he doesn't want to see you in his office (unless you do get injured).

HEALTH BENEFITS by Jim Kerekes

- For the last five years before you retire, you must have life insurance, health insurance, and deprovision if you want to continue coverage into retirement. • Medicare rules are still about the same. • By Jan 1, 2025 certain participants are required to enroll in Medicare part B. If you are an annuitant and you don't have part B, you will have to pay whatever Medicare doesn't pay on your bills. • It is important to get a copy of the NALC Health Benefits packet if you are planning on retiring or have already retired (NALC.org). • The 5 year Medicare rule will require you to have part B when you retire, unless you retire before 55 years old. • NALC Part D benefits are covered by Silver Script unless you have cancelled part D. • Some people don't have or know how to run a computer. You may need help because you now have to inform Medicare online of changes to your account (children turning 26, get married, divorced, etc). • No matter what health plan you have, you need to get copies of your Part B program and the official health plan brochure and read them,

ORGANIZER by Justin Lindquist – not present

SAFETY AND HEALTH by Justin Lindquist – not present

DIRECTOR OF RETIREES by Jeff Asay

- Open Season for health benefits ends Dec 13th at 9:59pm. It is the last chance you have to change health benefits (active or retired). • If you have trouble logging in to login.gov you can call Jeff for help getting your ID. This login is used for Social Security, Medicare, OPM, all federal government. Form 1099 (our W-2 form) should be mailed out about the end of January. Go to OPM by logging into login.gov and you can print it out before the mailing. • There will be five drawings for retirees tonight.

TREASURER by Mike Madsen

- November income was \$29,307 while progressive/permissive remedy (PPR) income was \$81,395 for a total of \$114,000. Expenses were \$39,000 with a net increase of \$75,372. • PPR income to date is \$173,000 with \$57,000 spent. \$112,000 of the PPR is still in the bank.

VICE PRESIDENT by Destiney Carrillo

- For steward training next week she will be rolling out the Step B decisions and the grievance log on Google Drive.

EXECUTIVE VICE PRESIDENT by Mike Hansen

- 3,179 grievances filed so far this year. • The State Convention has 54 elected delegates so far. Qualifying for funding:

18 qualify, 18 don't qualify, 18 still need more meeting before April to qualify. • He is in Washington D.C. today. He is on the National Ballot Committee for voting on the National Agreement. Our ballots are on the way in the mail for the proposed national agreement. They should know the results by the 3rd week in January.

PRESIDENT by Mike Wahlquist

- We appear to have better staffing this year. Many offices may be fully staffed. • Very few carriers are calling in to complain about having to work more than 12 hours this year. Last year he was getting hourly calls. • We should have our contract ballots Friday. Everyone needs to vote. Retirees don't get to vote. • In February, the branch hired a company to put our grievance programs on a Virtual Private Network. They couldn't get it to work as promised so, last month we cancelled the contract. • Destiney and Mike Hansen are working on a system using Google Drive to store our grievance decisions and make them searchable for stewards. • Those who were not union members prior to June 2024 will not be getting a ballot to vote for the National Agreement.

SPECIAL ORDERS:

Additional Nominations for State

Convention: Blake Mellor, Troy Scherzinger. Nominations were closed.

UNFINISHED BUSINESS: none

NEW BUSINESS: none

GOOD OF THE ASSOCIATION: none

IMPROVEMENT OF THE ASSOCIATION: none

DRAW AND ADJOURN – 7:36 pm

- ☐ \$50 drawing winners: Vall Newbolt, Elisha Satini
- ☐ RETIREES – \$600 (Paul Ren was not present). Next month it will be \$600.
- ☐ PROGRESSIVE A – \$1,000 (Loren Simpson-was not present). Next Meeting it will be \$1,000.
- ☐ PROGRESSIVE B – \$900 (Justin Lindquist was not present). Next Meeting it will be \$900.

Other Prizes:

\$25 Costco Gift Cards:

April Pettley, Bob Valdez, Stanlynn Bartley, Gary Thorne, Keith Warner, Donovan Mamo, Stan Neering, Trey Terry, Michael Galvan, Mike Wahlquist, Eldon Butters, Connor Lawrence, Quincy Mason, Jimmy Fleming, Fernando Palafox, Bravant Haslam, Kortney Chatterton, Mike Madsen, Troy Scherzinger, Jeff Asay, John Groves, Doug Harding. Eldon Butters, Stan Neering Steve Ingram

NALC BRANCH 111

Minutes of the Regular Union Meeting January 9, 2025

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 Simonsen

Roll Call by Steve McNees

Minutes of the December 2024 union meeting were posted. Without objection, they will be filed for future reference.

Reading of the Communications by Steve McNees

- \$5,525 was donated to MDA from our 2024 activities.
- Notice was sent to the installation head withdrawing from a Formal A agreement dated 1/30/2024, effective 1/30/2025.
- Pres. Wahlquist wrote to Pres. Renfro expressing our dismay with the almost 2 years delays in getting to a vote on a tentative contract.
- Received a letter from Glenn Christensen requesting his 50-year service award.
- A response was sent to Glenn Christensen by President Wahlquist.
- We received Christmas cards from: Utah AFL-CIO, Jodi Miller (Smile Brands), Region 2 NBA's office and staff, Ironworkers local 27.

Application for Membership by Mike Hansen

- Flo-Aliceann Toleafoa, Felicia Ybarra, Emmett Bower, Pedro Trevino, Matthew Benge, Jody Trujillo, Travis McConnell, Gerald Beaird, Cari Olsen, Vitaliy Romanoff, Shane Shaffer, Joy Klare, Musa Mirat, Kurt Taylor, David James

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

MDA COORDINATOR by Nathan Chester

- The Branch Super Bowl Squares game is up on Facebook (NALC Branch 111). There are several good prizes. Contact Mike Hansen or go on Facebook to play.

DIRECTOR OF VETERAN AFFAIRS by Jimmy Fleming

- He has new business cards ordered. They will be passed out to new carriers and at other meetings.

LEGISLATIVE by Chad Mortensen

- The Social Security Fairness Act was passed and signed into law. This will help Civil Service (CSRS) retirees.

TRUSTEES by Chad Mortensen - no report
MBA / COMPENSATION by Bob Jewell

- You were a great carrier until you got hurt.” Then what happened? You were a piece of dung on management’s shoe. • Don’t trust your supervisor, they may seem to be on your side but they are not always. When carriers are hurt in some offices, management is running their hours partly as COP, partly sick leave, and partly annual leave. Then when CA-7s are filed for injury compensation, there is pushback. Then grievances are being filed to get time records corrected to get paid proper compensation. Don’t just trust that your manager is on your side. • Don’t be lulled into com-

placency with this weather, people are still getting hurt. • He is still doing compensation training in offices on how to properly record injuries. This is for carriers and supervisors (contact him).

HEALTH BENEFITS by Jim Kerekes

- Silver Script has sent out information to retirees on how to spread out your medicine costs over the year. There are no charges when you pick up your medicines.

ORGANIZER by Justin Lindquist – not present

SAFETY AND HEALTH by Justin Lindquist – not present

DIRECTOR OF RETIREES by Jeff Asay

- The Social Security Fairness Act was signed into law. If you were a CSRS employee you would have had your SS benefits cut back (Windfall Elimination bill about 20 years ago). The average monthly amount is about \$360. They will also be paying for all of 2024 (averaging \$4,320). They haven’t announced when it will start coming out. There will be no requirement for retirees to do anything to get their extra income. • There is a 2.5% cost of living increase on Social Security this year. • There will be drawings for 3 cash prizes tonight (\$100, \$150 \$250).

TREASURER by Mike Madsen

- Each month on the back table is a report of the prior month’s Income and expenses and the use of Progressive Permissive Remedies (PPR) money. There is also a copy of the 2025 proposed budget (copies passed out) tonight.

- December Report- Income from active dues \$43,793, PPR \$931, total income: \$44,724. Expenses \$30,455. Net Income \$14,269. • 2024 end of year bank balance \$198,000 (\$112,221 was PPR with \$86,263 from dues)

- Proposed 2025 Budget: Income: \$400,662, Expenses: \$384,233, Net Gain: \$16,429

PPR Training: \$108,000 (of \$112,221 currently in the bank)

- We should be in good shape at the end of this year. We will be doing a lot of training this year.
- All 2024 PPR balance will be going to training in 2025. The 2025 PPR will go into savings for 2026.

VICE PRESIDENT by Destiny Carrillo

- Steward training is next Wednesday. She will be discussing Non-Compliance. She will have a bunch of B-Team decisions to include. It looks like the next thing management is fighting is non-compliance rather than actually trying to comply with any of our settlements.

EXECUTIVE VICE PRESIDENT by Mike Hansen

- Grievances filed in 2024 were 3,364. This year there have been 79 so far. • Super-bowl Squares Game: squares are still available and posted on Facebook. Text Mike and he will text you the board so you can pick which square you want. It is completely random. Cost is \$30 per

square. Prizes include Airpod Pros, Ryobi 16 tool kit, KitchenAide stand mixer, and a 75-inch TV. Payment can be made to our MDA account on our website (branch111.com). • Mike attended Branch Officers Training in Los Angeles this week. At least 2 delivery routes are gone (burned) and 2 carrier homes burned also. You can make donations to the NALC Disaster Relief Fund on National’s website: NALC.ORG. • 2025 Annual leave use will be available this Saturday. • Contract ballot counting was delayed until the 27th to make sure everyone gets their ballot. We should know the results by the first of February. • Those not qualifying for funding for State convention can still attend. Everyone will be booking their own rooms. You should book your rooms as soon as possible. Dates for convention: April 3-6. • The grievance log is being updated as fast as possible with Step B decisions. Stewards will be able to search and retrieve grievance files. You will be able to look at other installation decisions to get ideas on what arguments would be good for your grievance.

PRESIDENT by Mike Wahlquist

- The 2025 budget has been distributed and will be in the Pavement Pounder. Next month we will be discussing and voting on it. • The NALC disaster relief fund is accessible on the NALC.org website. You can donate money or find places to give service. They are also taking uniforms for those who lost them in the fire. • Destiny and Mike Hansen are doing a great job of updating grievances and making them available on the web. • From talking with leaders, most don’t foresee any significant changes to the USPS with the new country leadership.

SPECIAL ORDERS:

Five bylaws’ changes have been proposed. They were read tonight and will be discussed and voted on next month.

UNFINISHED BUSINESS: none

NEW BUSINESS: none

GOOD OF THE ASSOCIATION: none

- If you have anyone you would like to nominate for State Letter Carrier of the Year. The names need to be given to Phil Rodriquez, Kim Mortensen or Mike Wahlquist before State Convention in April.
- Retirees have until Dec 31, 2025 to claim Part B \$600 reimbursement.

IMPROVEMENT OF THE ASSOCIATION: none

DRAW AND ADJOURN – 7:40 pm

- ☐ Retiree Cash Drawing Winners: Marv Jewell, Steve Ingrem, B. Haslam

- ☐ \$50 DRAWING WINNERS: Jimmy Kerekes, Trey Terry

- ☐ RETIREES – \$625 (Alan Bradbury was not present). Next month it will be \$650.

- ☐ PROGRESSIVE A - \$1,025 (Austin Dalyai was not present). Next Meeting it will be \$1,050.

PROPOSED BYLAWS CHANGES

CHANGE #1

PROPOSED BYLAWS CHANGES 12/5/24 BY STEVE MCNEES

Article 5 Meetings - Section 7.

Current Language:

For the purposes of convention eligibility attendance shall mean physical attendance with the exception of N.A.L.C. or military duties. Members may be excused in cases of required USPS overtime extending beyond the scheduled start time of branch meeting. Such absences will require documentation prior to nomination of delegates.

Proposed Change:

Delete current Article 5, section 7 and renumber all following sections (sections 8-12) appropriately.

CHANGE #2

Article 7 Official Delegations, Section 6 A.

Current Language:

A. Be it further provided that no elected delegate or alternate elected to represent this Branch at a National Convention shall receive any expense monies from this Branch unless they shall have physically or virtually attended at least 67% of meetings annually, held from April of Convention year to and including March of the next Convention year. Official N.A.L.C. or military duties will excuse the necessity for physical attendance. Members may be excused in cases of required USPS overtime extending beyond the scheduled start time of branch meeting. Such absences will require documentation prior to nomination of delegates.

Proposed Change (change the last sentence):

Be it further provided that no elected delegate or alternate elected to represent this Branch at a National Convention shall receive any expense monies from this Branch unless they shall have physically or virtually attended at least 67% of meetings annually, held from April of Convention year to and including March of the next Convention year. Official N.A.L.C. or military duties will excuse the necessity for physical attendance. Members may be excused in cases of required USPS overtime extending beyond the scheduled start time of branch meeting. Such absences will require documentation.

CHANGE #3

Article 7, Section 8

Current Language:

The President shall appoint a Sick and Memorial Committee. The Director of Retirees shall serve as Chairman of this committee, The Committee may make expressions of sympathy or memoriam to families of gravely ill or deceased members, at a reasonable cost.

Proposed Change:

The President shall appoint a Sick and Memorial Committee. The Director of Retirees shall serve as Chairman of this committee, The Committee may make expressions of sympathy or memoriam to families of gravely ill or deceased members, **from funds collected for this specific purpose** (not from membership dues).

CHANGE #4

Article 8, Section 6.H.

Original Wording, pre-2023 proposed changes:

H. The President shall have up to one hundred twenty (120) days per year salary, to distribute to any union member in good standing, to conduct union business, attend special meetings, regional assemblies and conferences. Pay shall be equal to NALC Grade 2 Step O, Carrier Technician rate. The Executive Board must approve the use of monies from this account to pay the President.

Proposed Change in 2023 (not approved by National):

H. The President shall have a discretionary spending account, to distribute to any member in good standing, to conduct union business, to attend special meetings, regional assemblies and conferences. Pay shall be equal to NALC Grade 2 Step P Carrier Technician rate. The Executive Board must approve the use of monies from this account to pay the President.

Proposed change 2025:

No change to the original bylaw wording, thus rescinding the 2023 proposed changes which were not approved by National..

PROPOSED BYLAWS CHANGE PROPOSED BY JEFF ASAY AND KIRK MCLAUGHLIN

ARTICLE 8 – FINANCIAL

Section 1.

The Executive Board will review and recommend an annual budget to the membership at its January meeting. The proposed budget will be presented to the membership at the January branch meeting. A final form of that budget will be approved by a majority vote of the membership at the February branch meeting.

Proposed change:

The Executive Board will review and recommend a **balanced** annual budget to the **branch** at its January meeting. **Proposed expenses shall not exceed projected income. Only income from dues will be considered as projected income.** A **balanced** budget will be presented to the **body** at the January Branch meeting. A final form of that budget will be approved by a majority vote of the **body** at the February branch meeting.



2ND ANNUAL BRANCH 111

Superbowl Squares

FOR

MDA



**1ST QUARTER - AIR
POD PROS**

**3RD QUARTER -
KITCHENAID STAND
MIXER**

PRIZES

**HALFTIME - RYOBI 6
TOOL COMBO KIT**

**FINAL SCORE - 75"
TV**

All \$ Goes to MDA

Squares are a donation of \$30 each. It's easy to play, just pick any random open square and root for the right score at the end of each quarter. There's no strategy, anyone can win with a donation.

Text or Call Mike Hansen or Nathan Chester to donate and a chance to win.

Mike Hansen (801)628-1848

Nathan Chester (801)450-0617

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The Pavement Pounder is the official publication of NALC Branch 111

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For up-to-date information on events, meetings and branch news,

Follow Branch 111 on Facebook @NALCbranch111

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

The Pavement Pounder would like to hear from you! If you would like to submit an article, write it and send to **Natechester8@gmail.com**. It will be reviewed and edited for publication if accepted.