



# The Pavement Pounder

## Branch 111 NALC

### “The Wasatch Branch”

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

Date: February 1, 2025

Subject: An Open Letter Representative Jordan D. Teuscher, Senator Kirk A. Cullimore, Senator Brady Brammer, and Senator Daniel McKay

Dear Sirs,

I was in attendance during the committee meeting where H. B. 267 was discussed and ultimately recommended to the Utah Senate. It was stated numerous times in that committee meeting that the main necessity for H. B. 267 was so that more voices could be heard. It is my hope that you will hear mine.

Representative Tiescher began by saying that the main reason for this bill is that many of the public employee unions were only 20, 30, or 40 percent organized, so that the majority of the workers (80, 70, 60 percent respectively) had no voice in their bargaining. He continued by stating that the government needed to protect the workers who had declined to join the union so that their voices might be heard. In rebuttal, numerous labor union representatives (from the very unions affected by this bill) testified that Representative Tiescher did not have accurate data, and that the majority of all public employees affected by this bill were in fact union members and explained clearly that the facts were opposite of what Representative Tiescher had claimed. But the repeated testimonies, and the accurate facts, fell upon deaf ears, belying that the main reason for the bill was to hear more voices. The actual facts went un rebutted and were ignored.

Representative Tiescher also stated that having public unions was a conflict of interest, that you might have elected leaders sitting across the bargaining table from the unions that put them there. The testimony from union leaders was that union

**“But the repeated testimonies, and the accurate facts, fell upon deaf ears, belying that the main reason for the bill was to hear more voices. The actual facts went un rebutted and were ignored.”**

dues were never used to fund political candidates. With the main reasons refuted, and the testimony from the gallery un rebutted, it seemed that the main reasons for this bill had been refuted. There was some mention of “transparency”, though it was never made clear how this bill would make that happen. And still the many hundreds of people who had shown up were left in silence, their testimony ignored, the bill whose

purpose had been refuted, somehow continuing as if there were a different and unspoken reason for it to go forward.

Many of the union leaders, especially the firefighters, spoke that the unions were absolutely necessary for safety. Senator Brammer claimed that if that were true, one would expect non-union public workers to have more accidents/injuries. The problem with Senator Brammer’s claim is that you can’t compare places where public workers are unionized and places where public workers are non-union. They are too dissimilar. Unions force supervisors and managers to report accidents and injuries. Without the unions to oversee safety, accidents and injuries often go unreported. Everyone gets in trouble for an accident, both the worker (for having the accident), and the manager (for allowing the accident), and so of course accidents and injuries are going to be greatly underreported in a non-union environment. I started working for the federal government in 1987, and even in a union environment where we are closely monitoring safety, management and employees still attempt to sweep accidents under the rug. Can you imagine a work environment where the union wasn’t keeping watch, where the workers and managers are disincentivized from reporting accidents? I can. The accident rate in union workplaces should actually be much higher than in non-union workplaces. The fact that this apparently isn’t the case shows that unions do in fact make the workplace safer, and that matches the testimony from all of the public workers in the room. But the workers begging for safety were contradicted with dissimilar data and dismissed with what I can only describe as an “we know better” attitude, despite the thousands of years’ worth of experience in the room, in the overflow rooms, and on zoom.

It was mentioned that this bill “excludes new labor organization employees from participating in Utah Retirement Systems”. Ostensibly to save money, this provision in actuality would destroy the leadership of the unions. Who would want to serve as a democratically elected union officer if it meant losing your retirement? This strategy has been long used and is viciously effective. If you cut off the head, the body dies. I was disgusted and disappointed when this portion of the bill was mentioned, and some of my faith in our system died. This is union-busting at its ugliest.

During discussion, some of the Senators mentioned quotes from George Meaney and Franklin Roosevelt. I had never heard those quotes before, so I looked them up. These quotes are used by anti-unionists. They are antiquated, 1950’s and 1930’s respectively, and somewhat out of context. However, these statements from great men were said in a very different environment from which we find ourselves now. To illustrate,

(Union busting continued)

**“We are the workers of Utah, and an attack on one of us is an attack on all of us.”**

we had political patronage in government jobs until the mid-1970's (see *Elrod v. Burns* (1976), the first time the Supreme Court ruled against the patronage system). Of course, there would be no way to collectively bargain when you had things like political patronage running rampant. When the government had had an earful of federal employee voices, they simply made it illegal to speak up (see the Hatch act of 1939 which is still in effect!). My point is that collective bargaining is not impossible, prohibited, nor problematic, unless you want a “terminate at will”, safety via OSHA complaints, benefits if we deem necessary, work environment which would, without any doubt, reduce staffing, or at least the quality of staffing. I have scrutinized staffing for the last 37 years, and I can tell you that union jobs are sought after. You can always get a job done for less, but the quality will decrease, and I for one would like to have quality in my fire department, police force, and school system.

Representative Tuescher said at the very beginning of the committee meeting that the main reason for this bill was so that more voices could be heard. Nearly everyone in the public sector who showed up for the committee hearing, hundreds and hundreds representing tens of thousands, were effectively ig-

nored. How can we believe the statement that the government wants more voices heard when you seem to be deaf to us now? How will it be when you take away our collective voice? The vast majority of voices at the committee meeting were to vote down this bill. Were their voices heard? Is this what we can expect when we have no Union to represent us? Testimony showed that the majority of the public workers are Union. This was testified to over and over again... are you hearing those voices? How will that work after you take away their collective voice? Are their voices having an impact on you or did you make up your mind years ago to take away their collective bargaining? What would it take to change your mind? **If the majority of workers' voices aren't enough to affect you, then why would you want more voices heard?** Are you hearing my voice?

We build your houses. We teach your children. We treat your wounds and illnesses. We put out your fires. We protect the population and keep it safe. We operate your planes, trains, and buses. We bring electricity, water, and gas to your homes. We deliver your packages. We clean up after disasters. We print, and we paint, and we cook your meals, and do hundreds of other jobs in this great state. We are the workers of Utah, and an attack on one of us is an attack on all of us.

Respectfully,  
Mike Wahlquist  
President  
Branch 111, National Association of Letter Carriers

#### **Letter Letter Carrier's Political Fund:**

Branch 111 would like to invite you to consider contributing to LCPF, which is our Political Action Committee. LCPF works to improve Letter Carrier's interests with our Congressional Representatives. Here is part of the latest NALC message regarding LCPF:

In your day-to-day job (or as a retiree), the way Congress can affect our jobs, retirements and the entire Postal Service operations might not be top of mind. But we must remember just how important, and impactful, our federally elected officials can be. That's why we work to ensure that letter carriers have a voice in Washington.

The primary way we do that is through LCPF. Our PAC is our power on Capitol Hill. The more we can grow and strengthen LCPF, the more powerful we will be.

Even with only 12 percent participation in LCPF, we've recently achieved some major legislative successes. In addition to the Social Security Fairness Act, and after more than a decade of work, the Postal Service Reform Act was signed into law in 2022. These historic victories were hard-fought. LCPF played a crucial role in helping us get there.

In this Congress, we have legislative priorities. Soon, the Protect Our Letter Carriers Act will be reintroduced. This bill would improve safety and security for our members while delivering mail. It is a key piece of our fighting back against the violent crime that has victimized too many of our members in recent years.

The Federal Retirement Fairness Act will also be a priority for our union when it is reintroduced. This bill would allow former non-carrier employees to make deposit, or “buy back,” their time as non-career employees and have it credited for retirement purposes. Around 65 percent of active NALC members have served as a casual, transitional employee or city carrier assistant. This proposal would give every one of them the opportunity to increase their time credited toward retirement. A stronger and larger LCPF translates directly to advancing these priorities. It is that simple.

For the first time in several years, we also must focus on building our defenses. The makeup of Congress has changed. Leadership has shifted. Based on our past experiences, it is likely we will see proposals to increase retirement costs for letter carriers and attacks on our collective-bargaining rights. We already have heard talk of privatizing the Postal Service and contracting out our jobs. We have worked for years to build a strong bipartisan pro-letter carrier majority in Congress, and we will use that pro-letter carrier majority to fight vigorously against any attempt to harm our members or the service we provide. The LCPF is what will fuel these fights.

Our members standing together to grow our power is how we achieve results and fight those who attack us. If you don't contribute to LCPF yet, you can learn more about how to sign up on page 23. I hope you will join in the fight. Let's take on this challenge and work together to build a powerful LCPF in 2025.

See disclaimer on back page.

# The Vote

As a member of the Ballot Committee, I wanted to personally address the recent NALC contract ratification vote and the discussions surrounding it. The overwhelming rejection of the tentative agreement definitely sparked a lot of conversation, and I understand there have been some questions and even accusations, particularly about vote-rigging and delaying the results. I want to be completely transparent with you about how the process actually worked.

First, let's talk numbers. Out of 185,898 eligible voters, 90,040 (48.44%) of us returned ballots. While some might have hoped for a higher turnout, this number is actually significantly better than previous NALC votes and pretty much in line with other counts handled by Survey Ballot Systems (SBS). The final tally was 63,680 (70.8%) to reject and 26,304 (29.2%) to accept. That clear rejection really shows how strongly the membership feels about wanting a better agreement.

Now, I know some of you have reached out to me directly – some with questions, others with concerns about impropriety. I want to address those concerns head-on.

One thing I've heard about is the six-digit numbers on the ballots. Let me explain how that works. It's all about security and keeping your vote secret.

1. The National Secretary/Treasurer sends the list of eligible voters to SBS.
2. SBS creates a copy of that list and assigns each of us a random six-digit "eligible voter ballot identification number." This number is linked to our Region and Branch. They send this list to the printer, Mosaic.
3. Mosaic adds *another six-digit number (their own tracking number), prints the ballots with our names and addresses on the instruction sheet, and the SBS ID number on the ballot itself.*
4. *Crucially, after any duplicate ballot requests are handled, both Mosaic and SBS delete the link between our personal information and that SBS ID number. This is what guarantees your ballot is anonymous.*

Another point I want to clear up is the ballot collection. There were ***no periodic collections. All the ballots were collected at the same time by the entire committee, under police escort, and then taken directly to SBS.***

We also had a process for handling ballots. Out of those 90,040 ballots, only 33 were blank, and 23 were invalid. We really focused on making sure every vote counted if we could tell what the voter intended. Even if a ballot had cross-outs, arrows, explanations, initials, or a colorful message to President Renfro, we counted it as long as the intent was clear.

Only when we absolutely couldn't figure out the vote did we mark it as invalid.

We also wanted to be as transparent as possible with observers. We welcomed observers to the process. Requests were made, but unfortunately, one potential observer never showed up, and the other made demands that went against SBS policy. That said, the committee itself represented a variety of viewpoints, and the fact that no committee member has raised any concerns speaks volumes about the integrity of the process.

Finally, about the results being delayed: There are several steps involved: hand-counting the returned ballots, slitting open the envelopes and taking out the ballots, scanning them to check readability, the committee reviewing any unreadable ballots, and then the electronic tabulation by SBS software. The optical reader catches the clear ballots, and the committee reviews anything the reader can't understand. Our decisions on ballot validity are final. After everything is processed, SBS software – which has a great track record and has been audited by the Department of Labor – tabulates the results. The Chairman then reports the results to the National President before anything is made public.

Look, the idea that the NALC, along with 15 committee members and two reputable companies, would somehow conspire to rig a vote is honestly absurd and, frankly, offensive. I want you to know that the NALC membership can absolutely trust that this vote was handled responsibly and professionally.

Look, the idea that the NALC, along with 15 committee members and two reputable companies, would somehow conspire to rig a vote is honestly absurd and, frankly, offensive. I want you to know that the NALC membership can absolutely trust that this vote was handled responsibly and professionally. The process was secure, designed to protect ballot secrecy, and aimed at getting accurate results. We on the committee worked incredibly hard to uphold the integrity of the election and respect the democratic process.

It is incredibly difficult to explain the entire process in under 4 pages. If anyone has questions about the process please reach out to me directly.

In Solidarity

Mike Hansen  
Executive Vice President  
NALC, Branch 111

## HEALTH BENEFITS

Jim Kerekes

Silver Script Information. It's a new year.

1. Each year Medicare allows silver script to make changes. This means SS can change costs and benefits after December 31, 2025. Each year Medicare must approve SS changes. We can continue to get Medicare coverage as a member of SS as long as SS chooses to continue to offer the plan and Medicare renews it's approval of SS plan.
2. We are eligible to be a member of SS by the following:  
NALC Health Benefit Plan has determined you are eligible for SS.  
You have Medicare Part A or Part B (or you have Part A and Part B).  
A US citizen or lawfully in the US.  
Live in SS geographic service area. Which is the US and it's Territories.
3. Service Area Rules  
Live in US or it's Territories  
If you have a P.O. Box provide proof you live in the service area.  
If you move out of the service area, call Customer Care (1-833-266-6957).  
Call Social Security if you move or change your mailing address. (1-800-772-1213).
4. US Citizen or Lawful Presence. This is important.

QUOTE: "A member of a Medicare health plan must be a US citizen or lawfully present in the US Medicare (centers for Medicare and Medicaid services) will notify Silver Script if you are not eligible to remain a member on this basis. Silver Script must disenroll you if you do not meet this requirement." (Evidence of Coverage Booklet Ch.1, Section 2.3).

5. Pharmacy Directory (Caremark.com). A list of Network Pharmacies.

The Network are all the pharmacies that have agreed to fill covered prescriptions for our plan members. You can use the pharmacy directory to find the network pharmacy you want to use. \*\*\* The pharmacy directory will also tell you if there are any rules that restrict coverage for your drugs. To get the most complete and current information on covered drugs go on-line to Silver ScriptEmployerPDP.MemberDoc.com or call Customer Care

6. Remaining a member of Silver Script  
You have to continue paying Medicare Premiums which includes your Part B premium. For us who have NALC there is no premium, but we do pay the Part B premium. For year 2025 it is \$185.00 / month.

I've heard there is a question about how Part D works with your PSHB Plan.

Here is an explanation:

Medicare (CMS) has 4 parts. Part A, Part B, (premiums required), Part C (Advantage Plans), Part D (Prescriptions/ Drugs). All health plans participating in the PSHB had to choose a Part D Drug Company. That company cannot operate unless they are approved yearly by Medicare (CMS). All the health plans made their choice. NALC chose Silver Script. Therefore in 2023 Open Season Silver Script was presented to us, Health Benefit Representatives, at the Health Seminar that year. During 2023 Open Season Medicare people, those to be eligible, and or soon to be eligible people were automatically enrolled in Silver Script. Before Dec. 2023 ended, NALC / Silver Script let people opt out. There was other opt out rules as well. During the whole year of 2024, there were ups and downs about how Silver Script was working. For some it didn't work well, some dropped it.

That is how it works. Health Plans in PSHB had to choose a Part D company to use. That was part of the Postal Reform Law. Whatever PSHB plan you have, learn what your Part D drug plan rules are before you decide to cancel your Part D.

Those that have Part C Advantage Plan, those plans have a Part D connection, too. Learn about that, too.

I think in the last month or so, Silver Script mailed information about the Medicare Prescription Payment Plan Amount. In the Evidence of Coverage Booklet, in Chapter 1, see Section 4.5 and Section 7, is the information. If you got the mailing, I think there was a form you could fill out and send in to participate if you wanted.

The \$600.00 reimbursement for Silver Script people for the 2024 year you have one year to file for it, which is the end of December 2025. This year after you have spent more than \$600.00 on your monthly Part B premiums, \$185.00/mo. you can file for your reimbursement. Example: by the end of April, you will have spent \$740.00, therefore you can file any time after that. You can file by mail or online.

As for Basic Health Information go to your Official Brochure. There are Free programs available to participate in. Things are Joint Pain, Muscular, Weight Loss, and etc.

If you get a New PTF or CCA conversion remind them to sign up for their benefits before their 60 days are up. I need to meet with them, if they haven't signed up.



## Weingarten Rights

**"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Without my Union representation present, I respectfully choose not to answer any questions or participate in this discussion."**

As of late, I have had a few disciplines come to me where the grievants have gone into investigative interview/management investigations, where they have not asked for a steward to represent them. As stated above, if the grievant reasonably believes the discussion could lead to discipline they should request their steward—any questions asking who, what, when, where, or why could result in discipline. Many times, management will try to act like they are asking you an innocent question and nothing will result in answering the questions. This is a tactic management uses to give you an MI without you knowing it is one, or a way for them to seek more information so that they can frame their MI questions to your conversation.

JCAM pages 16-6 and 16-7 state the following in pertinent part, "Weingarten Rights Federal labor law, in what is known as the Weingarten rule, gives each employee the right to representation during any investigatory interview which he or she reasonably believes may lead to discipline (NLRB v. J. Weingarten, U.S. Supreme Court, 1975).

The Weingarten rule does not apply to other types of meetings, such as:

- Discussions. Article 16.2 provides that "for minor offenses by an employee ... discussions ... shall be held in private between the employee and the supervisor. Such discussions are not discipline and are not grievable." So an employee does not have Weingarten representation rights during an official discussion (National Arbitrator Aaron, H1T-1E-C 6521, July 6, 1983, C-03769).
- Employees do not have the right to union representation during fitness-for-duty physical examinations.

The Weingarten rule applies only when the meeting is an investigatory interview, when management is searching for facts and trying to determine the employee's guilt or decide whether or not to impose discipline. The rule does not apply when management calls in a carrier for the purpose of issuing disciplinary action (e.g. handing the carrier a letter of warning).

An employee has Weingarten representation rights only where he or she reasonably believes that discipline could result from

the investigatory interview. Whether or not an employee's belief is reasonable depends on the circumstances of each case. Some cases are obvious, such as when a supervisor asks an employee whether he discarded deliverable mail.

The steward cannot exercise Weingarten rights on the employee's behalf. And unlike Miranda rights, which apply in criminal matters, the employer is not required to inform the employee of the Weingarten right to representation.

Employees also have the right under Weingarten to a pre-interview consultation with a steward. Federal Courts have extended this right to premeeting consultations to cover Inspection Service interrogations (U.S. Postal Service v. NLRB, D.C. Cir. 1992, M-01092).

In a Weingarten interview the employee has the right to a steward's assistance—not just a silent presence. The employer would violate the employee's Weingarten rights if it refused to allow the representative to speak or tried to restrict the steward to the role of a passive observer.

Although ELM Section 665.3 requires all postal employees to cooperate with postal investigations, the carrier still has the right under Weingarten to have a steward present before answering questions in this situation. The carrier may respond that he or she will answer questions once a steward is provided."

These rights are not only afforded during investigations with Postal Service management, they extend to investigations with Postal Inspectors and Office of Inspector General (OIG) Agents as well. Remember when any member of management asks you a question that could reasonably lead to discipline (who, what, when where why, how), invoke your Weingarten Rights.

In Solidarity,

Destiney Carrillo

Vice President Branch 111

## Weingarten Rights

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Until my representative arrives, I choose not to participate in this discussion."

**NALC BRANCH 111**  
**Minutes of the Regular Union Meeting**  
**February 13, 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 January 2025 union meeting were posted. Without objection, they will be filed for future reference.

**Reading of the Communications** by Steve McNees

• A list of our delegates to the State Convention April 4-5, 2025 was sent to the State Association. • A letter was sent to a member offering help with a compensation issue and given a recommendation for legal assistance. • Postmaster Tony Cline has designated Darin Sullivan and Angela Mellot as additional Management Informal A and Formal A Designees. • President Wahlquist sent a letter to Handy & Handy Attorneys at Law, informing them that the documents they sent to our branch were in error. The documents were intended for the USPS in Salt Lake. He provided them with the Post Office address. • A letter was received from Glenn Christensen thanking President Wahlquist for attempting to get his Gold Card award approved by National. • We received a thank-you letter from MDA for the \$5,500 donation we sent them.

**Application for Membership** by Mike Hansen

• Daniel Jimenez, Berni Buhler, Cristopher Rogers Sr, Robin Skimer, Ronald Hilman, Michael Gallivan, Jaleen Howcroft, Dennis Coon, Trevicas Holm, Morgan Stewart, Dom Caputo II, Eric Winter, Yousif Jasim, Thanh Trang, Senetenari Maae

**LETTER CARRIER POLITICAL FUND (LCPF)** by Josh Thibodeau

• Keenan Ortiz signed up. • HB-267, eliminating unions is scary, but doesn't apply to us. But that could change in the future. We must lobby against this to protect others' rights.

**MDA COORDINATOR** by Nathan Chester

• \$3,000 was made on the Super Bowl squares activity. MDA reported that they have a break-through on a new treatment that our money goes to help with the research. • Ogden, Branch 68, is playing bingo for MDA. Check Facebook (Branch111) and the Pavement Pounder for details if you want to play.

**DIRECTOR OF VETERAN AFFAIRS** by Jimmy Fleming

• He has requested more supplies from national for branch veterans. We have cards for new hires that might be veterans.

**LEGISLATIVE** by Chad Mortensen

• Utah is just a test state to eliminate unions (HB-267). They will do it across the nation. They will come after federal workers next. • HB-300, vote by mail in Utah, has passed the House and is in the Senate. This will take away mail volume and make voting harder but not more secure. • There is a lot of talk going on about what is happening legislatively. Everyone should get involved and let people know what you think.

**TRUSTEES** by Chad Mortensen

• They met Tuesday. Everything is looking decent. The warrants are there with all the information on them. If you are interested where your money is going, come down and look. There is a paper trail that you can follow to see where everything is coming from and going to.

**MBA / COMPENSATION** by Bob Jewell • no report

**HEALTH BENEFITS** by Jim Kerekes

• Those who have Medicare Part D and Silver Script can claim \$600 in reimbursements (including the cost of Medicare— on form 1099-R) each year. You have a year to make the claim.

**ORGANIZER** by Justin Lindquist

He has had 3 weeks with 100% organizing for new employees.

**SAFETY AND HEALTH** by Justin Lindquist –

We are having a lot of accidents. • He and the USPS are trying to get some training ready to take to the stations. • We all have to be safe. We need to watch each other. Like helping each other back our trucks when parking.

**DIRECTOR OF RETIREES** by Jeff Asay • no report

**TREASURER** by Mike Madsen

A copy of the proposed budget was available to all present. • \$204,962 cash on hand at the beginning of the year. • The proposed budget includes a \$69,000 deficit that does not include the \$204,962 we already have from 2024. This means we would have \$129,000 left at the end of the year. Any PPR (grievance remedy) money we receive during the year will increase the \$204,962 we currently have. • Anticipated income is \$400,662. Total Expenses: Training and conventions, payroll (with 3% increase), activities, and other expenses total \$469,959 for a deficit of \$69,297.

**VICE PRESIDENT** by Destiney Carrillo

• She will be out of town next week. She will prepare a PowerPoint presentation for stewards meeting. It will include Article 16.2, official discussions. It will be similar to last year's training on attendance.

**EXECUTIVE VICE PRESIDENT** by Mike Hansen

• Copies of the tentative National Agreements are on the back table. National is discussing if we will be going to arbitration. • Mike was on the National Ballot Committee. It was an amazing experience. • There was a lot of misinformation on Facebook about how ballots were handled and information going out. It was actually well handled with police protection picking up all ballots at once and while counting. • There were 90,212 ballots, with 72% rejecting the proposed contract. • 50 people are registered to go to State Convention as delegates in April.

Minutes continued:

**PRESIDENT** by Mike Wahlquist

- HB-267 – it is “our” union being under attack. I’ve never worked harder on any legislation. Gov. Cox still hasn’t signed the bill (over a week). There were 1,000 people at the rally last week in the Capitol.
- There are 18,000 union teachers in the state.
- It wasn’t just the police, nurses, teachers and wirecutters unions protesting. It was all unions. Every union represented in our building and many more were at the rally.
- They think Cox is waiting for a new bill that won’t take away collective bargaining.
- Now is a good time to send Gov. Cox a letter and let him know where we stand. We need to protect collective bargaining.

### **SPECIAL ORDERS:**

- **2025 Branch Budget:** A motion was made to accept the proposed budget as written and hold out individual line items to discuss and vote on. The motion passed. Lines Held out: Funeral Expenses, Health Benefits, Meeting Expenses, Retiree Entertainment.
- Funeral expenses: The issue was found to be unconstitutional because branches are not allowed to use income from dues for funeral and similar expenses.
- Health benefits – The motion was to increase the amount to \$2,200 for HB meeting expenses each year. Prior discussion was that anyone who wants training just has to bring it up at a meeting and it will be paid out of the PPR fund. Motion to change the language to \$2,200 failed.
- Meeting Expenses: Motion made to reduce the proposed amount from \$7,000 to \$6,000 per year. The motion failed.
- Retiree entertainment – Motion made to reduce the retirees’ entertainment budget from \$4,232 to \$3,500.
- An amendment was made to have a detailed breakdown of the retiree’s entertainment budget in the future. The amendment failed. The original motion to reduce the amount to \$3,500 also failed.
- The original budget is passed without any changes.

### **BYLAWS CHANGES**

- **Proposed change to Article 5 Meetings - Section 7:** “Delete current Article 5, section 7 and renumber all following sections (sections 8-12) appropriately.” **The proposed change was approved.**
- **Proposed change to Article 7 Official Delegations, Section 6 A.:** Change last sentence from” Such absences will require documentation “prior to nomination of delegates.” To “Such absences will require documentation.” **The proposed change was approved.**
- **Proposed change to Article 7, Section 8:** Change the last sentence from “The Committee may make expressions of sympathy or memoriam to families of gravely ill or deceased members, at a reasonable cost.” Change to: “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).” **The proposed change was approved.**
- **Proposed change to Article 8, Section 6.H:** “ No change to the original bylaw wording from 2022, thus rescinding the 2023 proposed changes which were not approved by National.” **The proposed change was approved.**
- A motion was made to extend the meeting an additional 15 minutes to complete union business. The motion passed.
- **Proposed change Article 8 – FINANCIAL Section 1:** “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.” **The proposed change was not approved**
- A motion was made to create a contingency fund of 10% of year end PPR money. The motion failed.

**UNFINISHED BUSINESS:** none

**NEW BUSINESS:** none

**GOOD OF THE ASSOCIATION:** none

**IMPROVEMENT OF THE ASSOCIATION:** none

**DRAW AND ADJOURN** – 8:43 pm

- ☐ \$50 DRAWING WINNERS: Steve McNees and Monte Jones
- ☐ RETIREES – \$650 (Darren Franz - was not present). Next month it will be \$675.
- ☐ PROGRESSIVE A - \$1,050 (Ronald Vance - was not present). Next Meeting it will be \$1,075.
- ☐ PROGRESSIVE B - \$25 (Birdie Miller - was not present). Next Meeting it will be \$50

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

Non-Profit  
U.S. Postage Paid  
Salt Lake City,  
UT  
Permit No. 1981

Branch 111 is ready to fight like hell for our jobs! Here are two easy ways to join the fight! If ever there was a time to fight and do all you can, this is it. Please help! Watch social media for other ways to help, and come to the March branch meeting!



**SUPPORT YOUR LETTER CARRIER**

**MAKE THE CALL**

**TELL SPEAKER JOHNSON TO PUT A STOP TO THIS.**

**HELL NO! TO DISMANTLING  
THE POSTAL SERVICE**



**202-224-3121**

The Pavement Pounder is the official publication of NALC Branch 111

[www.Branch111.com](http://www.Branch111.com) Phone 801-973-6705 Fax 801-973-6723

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

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



If you need help getting signed up, please contact NALC Headquarters at 202-662-2833 for assistance.

The Letter Carrier Political Fund is a non-partisan political action committee (PAC) established for the purpose of electing qualified candidates who support letter carriers and who are committed to maintaining a strong and innovative U.S. Postal Service.

Each year, NALC fights to fend off attacks in Congress that threaten letter carriers' collective-bargaining rights, retirement benefits and livelihood. We've been successful so far, and we want to continue helping to elect House and Senate candidates who will protect us, promote our issues and deliver our message to Washington.

Since union dues can't be used to support candidates for political office, NALC relies 100 percent on member contributions to the LCPF, which in turn helps us support those on Capitol Hill who defend the issues that matter most to us. Our PAC brings together in Washington strong letter carrier advocates—from all political parties—who are dedicated to helping to defend a strong USPS that provides universal, innovative and affordable service.

#### LCPF Disclaimer

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until canceled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation and name of employer of individuals whose contributions exceed \$200 per calendar year. Any guideline amount is merely a suggestion, and an individual is free to contribute more or less than the guideline suggests and the Union will not favor or disadvantage anyone by reason of the amount of their contribution or their decision not to contribute.