

NALC BRANCH 111

Minutes of the regular Union Meeting

March 8, 2018

Convened at 6:37pm

Pledge of Allegiance conducted by Phil Rodriquez

Moment of silence for Shinichi Nakamura (Snitch) who passed away about a week ago.

Roll Call by Steve McNees

Minutes of the February meeting were posted: Without objection they will be filed for future reference.

Reading of the Communications by Steve McNees.

A letter was sent to Kim Mortensen and LoEne Simpson regarding their challenge to the 2017 Branch elections. They were notified that it was the decision of the Executive Board to deny their appeal of the Election Committee's decision (denial of their challenge).

A letter from Kim Mortensen and LoEne Simpson was received. It indicated their intention to appeal the decision of the Executive Board regarding their challenge of the 2017 Branch elections.

Bruce Morgan was at a meeting with Karen Maynes on Feb. 15th where SB42 was discussed. It would allow the state to close some offices and use USPS facilities.

The Western Area will be getting Mobile Delivery Device Chargers for everyone that needs them.

Letter carrier Heidi Wiederspahn in Sandy (my letter carrier) is receiving a commendation from the Postal Service for her actions. An elderly lady had fallen in her home and was unable to get up. Heidi observed that she was not picking up her mail. On the third day of not seeing this lady she became very worried. After work she returned to the lady's house and knocked on the door but got no answer. She then heard the phone ring inside and also heard the lady calling. She yelled back to see if she could help. The lady told her to come in but the door was locked. Heidi then called 911. The paramedics broke down the front door to get in. This probably saved the lady's life. Thank you Heidi.

We received a thank you card from Marv Jewell regarding the condolences the branch sent to him following the death of his wife, Donna.

The United Way of Salt Lake is presenting a united for change opportunity for community leaders. If anyone is interested it will be at the South Kearns Elementary on April 10th.

A motion to file communications for future reference passed.

Application for Membership by Lance Henrie

New Members read in by Lance Henrie: Kristena Simek, Alicia Chadwick, Tika Timsina, Janay Pookchan, Andrew Dipo, Christopher Doyle, Gary Wong, Luis Andino, Andrew Thorne, Larios Carlos, Mamele Pua, Gina Trella, Cassie

Detterich, Debbie Eversole, Kaily Stretch, Shaun Devoy, Tyler Menlove, Manan Duttin, Paul Fuaalii, Victor Ayala-Padilla

There were no new members present to be sworn in.

Special Speaker - Joey Wiscomb is our Ambassador for Muscular Dystrophy. He announced the Muscle Walk charity collecting money for MDA. Talk with him about making donations or go online. Terry will pass out flyers during the meeting.

LCPF by Monte Jones not present.

ORGANIZER by Justin Lindquist. [Wahlquist: Jay Rupena stepped down as Organizer for personal reason. Justin has accepted the job]. Justin is glad to do the work. He signed up 2 of 4 in his first class. He will be there Academy trainer for a week and will get the other two signed up. Wahlquist told how good he has been doing while helping Jay Rupena.

FOOD DRIVE by Stan Hawker. The cards are back ordered and the food bank will have the bags ready. The Rural Carriers (down as far as Spanish fork) are on board this year. They will get bags and cards.

LEGISLATIVE and TRUSTEES by Chad Mortensen.

Legislative - today was the last day of the legislative session. SB42 passed – it prolongs the sunset date for the state to use federal (postal) facilities. We are the only state doing this. We now need a federal bill to allow this to happen.

HB218 – allows you to register to vote when you go to the driver's license department. It includes a vote by mail provision, but only for permanent absentee voting.

Next Wednesday (14th) at 7:00am –there is a Labor Votes breakfast. It's about getting labor orgs together to discuss labor issues (pay, collective bargaining, etc.).

March 20 is caucus night. You can become a delegate for your party (dem or rep). Talk to Chad for more info.

The Letter carrier political campaign is very important. The more people who give, more of our people get elected.

Trustees: Met last night. Three warrants were missing. Many warrants were not filled out completely. A new system is in the works. A check that hadn't cleared from last April was resolved this morning.

OWCP, COMPENSATION, and MDA by Terry Ehlers.

MDA - I need money!! It is for the kids. Destiny from downtown has been passing out flyers to every employee downtown (you could too). It costs \$2000 for each kid to go to camp.

OWCP- Currently writing a list of things/regulations that the post office fails to do. Watch for it in the next month or so.

HEALTH BENEFITS by Jim Kerekes. OWCP- generally your health benefits enrollment can continue for up to 365 days while in a non-pay status, but you have to pay your premiums. If you are in a pay status for any part of a pay period, it (entire pay period) doesn't count toward your 365 days. Contact Jim if you need help.

SAFETY AND HEALTH by Chris Zambos. How many have snow tires on your vehicle? There were two grievances for snow tire and chains. Postmaster says they don't have money, storage space, etc for chains. VMF says all terrain tires are okay and front wheel drive doesn't need chains (which is false). Fill out a 1767 if management (or the VMF) won't give you chains. VMF says it is a national thing but they don't have the documentation. They have snow socks but they break as soon as you drive on dry pavement.

Stewards need to talk to CCAs because they are hurrying to make management's time. They need to take the time needed to be safe.

Signaling is the new flavor of the month. Management will be watching. You should signal every time you move to or from the curb, change lanes, and at turns.

There is a new Safety ambassador program (nationwide). It may be like the safety captain program. Let Chris know if they ask you to get involved.

DIRECTOR OF RETIREES by Jeff Asay. Jimmy Graham retired and was presented a watch. He thanked the branch for making his career tolerable. He encourages everyone to invite new people to come to meetings and training. Thanked everyone for his 39 years in the Post Office

Finalizing the arrangements for the retiree's dinner. It will be indoors, sometime the end of September.

TREASURER by Mike Madsen. No report. The LM2 and IRS form 990 were completed and sent in.

VICE PRESIDENT by Lance Henrie. We are over 240 grievances now (less than 3 months). Steward rights, attendance, safety, and not following instructions are currently the main issues.

Attendance: talked about chronic conditions and FMLA. Don't accept it at face value if they reject your claim for a chronic condition. It's worth the battle to fight their denials. Get help from your steward. Tell them it is FMLA if you think it could be when you call in. It is okay if you later determine it doesn't qualify.

PRESIDENT by Mike Wahlquist. Skaggs stores have shut down their letter carrier uniform business. They will now give you a catalog and a web address. Ethel Taylor is still selling uniforms. A-1 Uniforms in Ogden is still selling uniforms in their store. It is the only store in the state with uniforms. CCAs get a voucher that can't be used to buy uniforms online or by mail (A-1 is the only choice). New: CCAs can complete a form to order uniforms and give it to their manager to have them order for them.

After last meeting Wahlquist was confronted for not enforcing the rules of order in the branch meeting. Per Robert's Rules of Order, when someone is speaking on a motion/amendment they can only speak twice on a motion. You can only speak for up to 5 minutes with everyone else speaking once before you can speak a second time.

SPECIAL ORDER:

Bylaws proposal: Creation of an Executive Vice President position for the branch. The motion was read last meeting and everyone received a copy. Debate/discussion: Chris Zambos, the maker: He did research on branches of larger size. This is to improve training. Current training take the VP about 70 hours per month. Grievances are at or over 1000 per year. With filing grievances, planning for training, training, etc. the cost to the branch wouldn't be much more than we currently spend. POI, what would be the cost to the branch (40 hours about \$17,000 per year). Jenny, they had both VPs in Las Vegas and they liked it. It gives the VP time to go to Associate Offices and meet carriers and promote the union and what is going on. Our branch is big enough for this. Membership increased in Las Vegas when they did this (unknown how many carriers there). Phil spoke in favor. Management is attacking us more on the workroom floor. This would give us more resources. Jayne spoke in favor. It is easier when the members know their leaders and work together and have continuity. Kirk spoke against because the cost would be 60 days' pay per year. We passed the budget last month. We just had elections. Rather than appoint we should wait until next election. Jen spoke for the motion. Training is so important. Lance is always working. Another person helping him would be good for the branch. POI, Amie Gallo, it would only cost an additional \$7,300 for national convention, at max, and when you consider the branch was willing to pay \$10,000 for flooring in the office, it shouldn't be such a big issue. LoEne spoke in favor. There would be an advantage having the president covered. This could help to have the office covered 6 days per week. Mike Madsen said last year the troubles downtown used a lot of money. He spoke less in favor of an elected position but more for just having the money to pay people to do the work that the EVP would be doing. We just passed a budget with a \$30,000 deficit. Stormy spoke in favor. She works downtown and recognized the advantages of having an officer available to help in an office. Lance Henrie was skeptical at first. He is working 70 hours per week to get the work done. He has lots of ideas where the new officer could work (training, office, etc.). No hands up, debated ended.

Vote: (requires a 2/3 majority). Standing vote. Doors closed. Motion to create and fund an Executive Vice President passed (52 for and 17 against).

RE: Appeal of branch election in 2017. Motion to overturn the Executive Board's decision to deny the appeal: The appeal of the Executive Board decision was read. The Decision of the EBoard was read. Kim Mortensen spoke on her appeal. The reason for the appeal was that the day following vote count she received calls from several people that branch resources were used by some candidates but not afforded to all candidates and that was unfair and illegal. Discussion: Point of information (POI), was the union hall used to stuff envelopes? Yes, the union hall was used. The main hall and a public room downstairs were used but they are public areas and no property of the branch or the branch office was used. Phil – we need to take this seriously. There were two appeals, one to the branch and one to Department of Labor. This could cost the branch a lot of money. Sharla said the appeal is off course since it doesn't address the reason for the denials. There was no direct appeal to the election committee, there was no proof of any violations submitted (required by the Constitution). There were only allegations of wrongdoing.

LoEne: I believe the appeal was because statements were sent out to people in arrears that their ballot would not be counted. 8 ballots could have changed the outcome of the election. I was one who owed money while on OWCP. POI: How many members were in arrears? Madsen, not sure because the membership records were not properly maintained and many on the list were no longer members. 17 members in arrears sent in their ballots and they were all counted. For 30 years we haven't counted votes for those in arrears. We found out just before

the election. POI: Can you vote if you are in arrears? Sharla- reviewed the rules and the answer is that they need to be given a 30 day notice to pay the amount owed. She called the National Secretary who said they should be sent two notices and then removed from membership. Sharla could not find this policy in writing.

Joan Larsen: Aren't we discussing whether procedures were followed or not? A: Only discussing the decision of the Eboard decision. Jeff- the Eboard based their decision on the evidence provided. Only Sharla's letter was given as evidence by Kim. The original letter of challenge was not sent to the election committee (sent to President Rolando with a cc to election committee). The constitution requires the maker of the appeal to provide all evidence available with the appeal. There was no evidence provided, none. This appeal is totally out of order.

POI: Jenn – how many were sent a letter, why just before the election, and were phone calls made using the branch phone list? The number was not available at the meeting, the letters went out because of an Eboard decision in November (9th), and the phone list wasn't used. POI: Jimmy- was there any evidence provided? (no answer).

Question called and seconded to end debate. Motion passed to end debate.

Motion to overturn the decision of the Executive Board (2/3 vote require): 23 votes for and 36 against. The appeal failed. The decision of the Eboard stands.

UNFINISHED BUSINESS: none

NEW BUSINESS: none

GOOD OF THE ASSOCIATION – Today is National women's day. Ethel Taylor is still selling uniforms. Her phone number is 702-613-4472.

IMPROVEMENT OF THE SERVICE – none

DRAW AND ADJOURN AT 8:49pm

\$25 drawing winners: #29 Macee Chapman and #11 Sharla Groves

RETIREES – \$400 (Arthur Kilby not present). Next month it will be \$425.

Progressive B - \$675 (Jeff Nelson not present). Next month it will be \$700.

Progressive A - \$775 (Melissa Martinez not present). Next month it will be \$800.