



BRANCH 111 N.A.L.C.
"THE WASATCH BRANCH"

Pavement Pounder

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

September 2018

Publication 2018.9



Branch 111 N.A.L.C. Retiree's Dinner
Thursday, September 27, 2018
4:30 pm Until 6:30 pm
12344 South Minuteman Drive
Draper, Utah 84020
(Just off the 12300 exit on Interstate 15)
Retiree and One guest only.

NOTHING BETTER THAN
CATCHING UP WITH
OLD FRIENDS

PICTUREQUOTES.COM

OFFICIAL NOTICE: Nomination of Delegates and Alternates to the Utah State Association of Letter Carriers Convention will be held at the regular September Union Meeting. **Elections will be held at the regular October Union Meeting.**

The President's Report

Case Configuration Issues (Or The Case for Keeping Your Case)



You have two full-cases and a wing-case (a half-case), which has worked well for many years, with the exception of each October and November, when you have to start using tubs for some of your heavier deliveries (I am aware that many of you have more casing equipment than this, but this is just a hypothetical story). Then, during some random lighter week in the spring, summer, or early fall, management informs you that they are going to start combining your residential deliveries in your case and make them “two to a slot” (or double cells), because the mail volume just doesn’t justify the casing equipment currently assigned to your route, and said casing equipment is needed in some mysterious and unverifiable location; though in reality it will likely end up in a huge government warehouse (ala “Raiders of the Lost Ark”) from which it will never again see the light of day.

Hearing all of this and knowing that the fate of the entire Post Office rests on you losing your wing-case, you resign yourself to double Carpel-Tunnel Syndrome from being forced to bend flats into overstuffed slots for the rest of your career, and you watch your wing-case being wheeled away by a maintenance worker who just unfastened the safety straps. Ten minutes later you realize that your Union Calendar was still taped to the side of the long-gone wing-case, and you hang your head and weep. Or, you could read the rest of this article, have your Steward fight for your rights, and very likely keep your wing-case.

In my experience, in Case Configuration disputes, management is nearly always in violation of the “Implementation and Conversion Guidelines for DPS Work Methods and Case Configurations”. Section five of the aforementioned Conversion Guidelines states:

“a one-inch separation, where residual letters and flats will be cased, should be provided for each address unless there are extenuating circumstances, e.g.; very heavy or very light pieces per delivery”

Why was this instruction given? The reason for this instruction was that Letter Carriers were being forced to go to a vertical flat casing method where flats and letters were going to be cased together. The parties understood that there would be problems with casing and delivering mail sorted in this way (letters behind flats or shoved in between the pages of magazines, mail wedged in too tightly to be withdrawn, etc...), unless enough space was provided so that a Carrier could adequately perform the work. Hence, management was instructed to provide at least a one-inch separation for each cell unless an abnormal condition existed, which in this case was “very light pieces per delivery”. It is important to note that this particular instruction did not say “light pieces”, but in fact stated “very light pieces”. According to my Thesaurus, synonyms for “very” include: extremely, incredibly, awfully, exceptionally, exceedingly, dreadfully, and extraordinarily.

When eliminating casing equipment, Management usually has not shown (either to the Carriers or to the Union) any proof whatsoever that the deliveries receive “very light pieces”. A photo taken in the middle of a light week will not satisfy this requirement. I would argue that management must analyze the casing needs both in the light months and the heavy months, which would mean during the fall advertising season.

In Case Configuration issues, management usually determines how many addresses need to be combined in order to get rid of equipment (full or partial cases). Then management orders the Carrier to double up that many addresses, and merely tells the carrier to pick the addresses that receive the lightest amount of mail. This does not mean that those particular addresses receive “very light pieces”, so don’t believe it when this is argued. Little or no investigation or analysis is ever done by management to make the determination that the addresses receive “very light pieces”.

In a Memorandum of Understanding (M-00983) the postal service agreed that once the vertical flat casing method had been incorporated (through the E.I. process, and using carrier input) that:

“This casing change is a permanent method for casing carrier flats. Any subsequent change to cases will be by agreement of the parties or management will follow the existing contractual guidelines.”

I have yet to see a time where Case Configuration changes are done by “agreement of the parties”, and management usually fails to do them following the existing contractual guidelines (as shown above), not the least of which is to “obtain carrier input concerning the case configuration”. The JCAM, page 41-35 states:

“When first introduced, the vertical casing of flats was implemented through a Memorandum dated January 10, 1990 (M-00983), with accompanying guidelines, that dealt with the number of shelves (four, five, or six) and the prerogative of letter carriers to have input into the size and number of separations within the case(s) on their routes.

Once the vertical flat casing system was properly incorporated, these changes were intended to be “permanent”. I feel that this word should be sufficiently understood by everyone as to need no further definition here.

Management consistently fails to demonstrate whether any new case configuration would be more efficient or effective. Management never offers applicable studies on ergonomics, data on potential time-savings, or evidence that what they are trying to do will actually achieve the intended result. The Union, however, offers the combined experience of hundreds of thousands of career carriers with a combined total of millions of years of combined experience. Some of the drawbacks that these carriers have come up with include: The doubling of addresses in cells will create a potential for miss-delivery (letters stuck behind or into flats), pull down time will be increased because the mail will be stuffed/stuck in doubled up cells, Carpel Tunnel Syndrome will increase as carriers have to work harder to bend mail (as there will be less room in the case), carriers will have less room to store the essential components of their job (pink cards, forward sheets, hand stamps, tissue, necessary personal items, vacation holds, postal forms, etc...), the mail will not fit in the cells despite bending, and therefore heavy volume days will be impossible to case, and there are more reasons than these.

Regarding Case Configuration issues, the Union has found that in the past, management has acted in an imperial and dictatorial manner in changing one of the most fundamental conditions of employment: the physical work area. In the past, management did not ask any questions, they simply ordered the carriers to make the changes and reduce their casing equipment. When the Union investigated, carriers unanimously reported that management had provided no evidence or proof that the changes were even necessary. And to this day, I have never had management try to negotiate any of this with the local Union, which would be required under Article 41.

The bottom line is that you have rights regarding your casing equipment (despite Management telling you differently). Before you forfeit those rights, or lose them through inaction, please let your local Shop Steward know what is going on so that we can file a timely grievance.

Michael Wahlquist -President, Branch 111 - NALC



Examination, condemnation, and redemption:

Last union meeting was the best attended meeting I have seen in years. The room was full Branch members were even sitting up on the front row where I usually sit alone. A good thing right? Maybe. Democracy at its finest 11 bylaw changes were being discussed and voted on. A good thing right? Maybe. The dues were lowered, the bylaw proposal to change the wording from Vice President to Executive Vice President in a section of the bylaws passed. A good thing right? Maybe. There was an energy in the room, a lot of conversation, differing opinions discussed on the floor and in side bar conversation. A good thing right? Maybe. During the excited high energy discussion a friend moved into the seat next to me. A good thing? Yes. I had been contemplating the situation and asked as he sat down “Do you know what would have if instead of bickering we focused all the emotion and energy in this room towards them” indicating with a hand the main office just down the road. His response mirrored my thoughts. “A Union.”

Sometimes I wonder if my fellow union members understand exactly what a union is. I do not expect or even desire every member of the Branch to agree with me. A union is not a group of sheep. I do not want to be a part of any group that encourages blind loyalty to a cause, a leader, or the group. But unity solidarity doing what is best for working people, all working people that is an ideal that I can get behind. That is what a union is. And the last union meeting was as far from that as is possible we will come back, we will put our priorities in order, we can, we will, we must put aside our differences, pick up what we hold in common and press forward. We will because unionism is not about you, not about me, not about us, not about them, it is about every working woman and every working man's right to earn a living wage, to work in a safe environment, to go to work without fear and trepidation in their heart. To return from work comfortable in the thought that they are not alone, knowing that we have their back.

Executive Vice President - Lance Henrie

b. Not suggest or forbid any rest or comfort stops but should make proper notations of them.



LETTER CARRIER POLITICAL FUND

By making a contribution to the Letter Carrier Political Fund, you are donating 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 cancelled. 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.

NALC HEALTH BENEFIT PLAN
Jimmy Kerekes

The National Union officers never give up on trying their hardest to get the best for letter carriers. They have recently settled (M-01892) grievance amongst some others. This grievance (M-01892) provides all CCA's in any size office with 30 months of relative standing on Sept. 1, 2018 to be converted to carrier status within 60 days from the signing of the agreement on July 27, 2018.

In 200-workyear offices or larger, CCA's will be converted to full time regular and all other offices CCA's will be converted to part-time flexible. All will be converted in their current installations.

This should give anyone who fits these criteria an opportunity to sign up for or change Health Insurance Plans. It would allow you 60 days from your conversion date. All should receive a Form 50 notifying you of your status change from CCA to Regular or PTF. Be sure to contact HR services to make sure I didn't inform you wrongly in this information.

Open Season for Health Insurance will start in November. That is coming soon.



NALC
Health Benefit Plan



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"My owner just got hired as a mailman."

The
activ

MBA and OWCP Compensation

By Terry C Ehlers

ECOMP - Electronic Document Submission Frequently Asked Questions

Do I need to register with ECOMP in order to electronically upload a document?

You do NOT need to register in ECOMP. All you need to upload a document is the case number, as well as the claimant's last name, date of birth and date of injury.

Can I file a form using the Electronic Document Submission process in ECOMP?

Forms should not be submitted via the "upload document" feature in ECOMP. If your agency enrolls in ECOMP for electronic form filing, you may be able to register and then use the "file a form" portion of ECOMP. If your agency is not enrolled in ECOMP, you will receive a message telling you so and you should contact your agency for instructions on how to file a claim form.

Can I submit any kind of document through ECOMP?

Most documents related to a case file can be submitted via this process in ECOMP, but a few cannot.

Claim forms for new injuries and/or compensation (CA-1, CA-2, CA2a, CA-5 and CA-7) must be submitted through the Employing Agency. Some agencies use a different component of ECOMP for this process but check with your Supervisor or Injury Compensation Specialist for more information on filing these forms. Also, CA-16 forms issued by the Employing Agency should not be uploaded via ECOMP.

Medical bills and requests for authorization of medical procedures from medical providers must be submitted through OWCP's Central Billing and Authorization Facility.

Claims for reimbursement must be submitted through the central mailroom at U.S. Department of Labor, DFEC Central Mailroom, PO Box 8300, London, KY 40742-8300

A request for an appeal with the Employees' Compensation Appeals Board should be addressed to: Employees' Compensation Appeals Board, 200 Constitution Avenue NW, Room S-5220, Washington, DC 20210. Review any formal decision you may have received for more information regarding the appellate process.

When will my Claims Examiner receive my document?

Documents should be uploaded into the case file, and viewable by OWCP, within 4 hours.

What document types can be uploaded with ECOMP?

You can upload the following document types with ECOMP: .jpg .jpeg .gif .png .tif .txt .rtf .pdf .doc .docx

What if I can't access a case to upload a document?

Remember, you can only upload documents to an existing OWCP case file, and the 4 pieces of identifying information (case number, last name, date of birth and date of injury) must match exactly. ECOMP does not provide a query feature, so if you cannot access a case with the information that you have, please contact your District Office.

Should I upload documents individually or should I combine them if they are for the same case?

Upload one document at a time. For instance, if you are uploading an operative report, a treatment note, and a job offer for the same case, these should be uploaded as 3 distinct documents, as opposed to 1 combined document.

What if a document is too large?

ECOMP limits the size of the document that can be uploaded to 10 pages or 5mb. This size limit should accommodate most document types related to the claims process. A few things to keep in mind if your document is too large:

If you have the document in electronic format already, try uploading it in the original format rather than printing and scanning, which can make the document size larger.

If the file size is too large, try saving the document with a .png, .tif, .pdf, or .jpg file type. These are usually smaller.

Be sure you are uploading one document at a time. As noted above, if you are uploading multiple document types, they should be uploaded as distinct documents, as opposed to a single combined document.

If your document is a color document, scan it in black and white instead. Even if you submit a color document, it will be converted to a standard black and white format when uploaded into the case file. Using black and white, as opposed to color, will decrease the file size.

Check your scanning resolution or image quality. When documents are uploaded into the case file, they will be converted to 200 dpi (dots per inch) so scanning at a greater dpi, which increases the document size, is unnecessary.

Do I need to keep the Document Control Number (DCN) number for future use?

You can enter the DCN into the Track Status feature in ECOMP to see whether the document has been received by DFEC. Beyond that, however, you would need to contact the District Office handling the case for further information regarding the disposition of that document. The Claims Examiner will NOT need to have the DCN to locate the document.

What category should I select for a document?

ECOMP provides 19 choices for document type. Choose the most appropriate option but note there are no negative consequences for selection of a wrong category. The document will still be uploaded into the case file and available to OWCP.

General Inquiry (Non-Medical) – This category should be used for essentially any document that is not included in one of the other more specific categories noted below. Documents in this category would include general inquiries about the claim addressed to the Claims Examiner.

Medical – This category should be used for any type of medical document, i.e. treating physician notes, diagnostic tests, operative reports, CA20 forms, work tolerance limitations forms (OWCP5a, b, & c), physical therapy notes, functional capacity evaluations, etc.

Nurse – This category should be used for documents specifically pertaining to OWCP's Nurse Intervention Program, i.e. communication from the Field Nurse to the Claims Examiner. Documents obtained by the Field Nurse that fit another category should be indexed accordingly, i.e. if the Field Nurse obtains an operative report, it would be indexed as Medical. Note – If you are not an OWCP Field Nurse, you will not need to use this category.

Rehab – This category should be used for documents specifically pertaining to OWCP's Vocational Rehabilitation Program, i.e. communication from the Rehabilitation Counselor to the Claims Examiner. Documents obtained by the Rehabilitation Counselor that fit another category should be indexed accordingly, i.e. if the Rehabilitation Counselor obtains a functional capacity evaluation, it would be indexed as Medical. Note – If you are not an OWCP Rehabilitation Counselor, you will not need to use this category.

EFT (Direct Deposit) Form – This category should be used to upload Form SF-1199a or equivalent to enroll to receive compensation electronically via direct deposit.

CA-1032 Form (Completed and Signed) – This category should be used by injured workers who have received Form CA-1032 from OWCP, to upload the form after it has been completed and signed.

Address Change – This category should be used to report a change of address to OWCP.

Attorney Fee Request – This category should be used by attorneys to submit requests for approval of fees charged to the injured worker for representation, prior to collection.

Bill Payment Issue – This category should be used to request assistance with issues concerning payment of medical bills

Case Copy/Document Request – This category should be used to request a copy of the case file or documents from the case. Only the injured worker, authorized representative or employing agency (with limitations) may request copies of case documents.

CA-7 Status Question – This category should be used to submit questions pertaining to the status of a CA-7 form filed to claim compensation in the case.

Designation of Representative – This category should be used to notify OWCP that the injured worker has designated a representative to communicate with OWCP about the case.

Election (FECA/OPM/VA/FERS Offset) – This category should be used to submit a completed election of benefits form or other correspondence pertaining to an election between FECA and other federal benefits that the injured worker is entitled to.

Employer's Claim Challenge – This category should be used by an employing agency when it wishes to challenge the validity of an employee's claim for FECA benefits.

Job Offer Copies – Acceptances and Copies for the File – This category should be used to provide OWCP with a copy of a modified duty job offer that has been accepted by an injured worker.

Job Offer Rejections or Non-Responses – This category should be used to provide OWCP with a copy of a modified duty job offer that has been declined by the injured worker, or for which response was not received.

Reconsideration Request – This category should be used by an injured worker or representative to submit a formal request for reconsideration in appeal of an adverse decision issued by OWCP.

Request for Authorization – This category should be used to submit correspondence pertaining to requests for authorization of medical services by OWCP. Please note that medical providers should not upload medical authorization requests to case files but should instead follow the established procedure for requesting medical authorization via OWCP's vendor.

Request for Hearing/Review of the Written Record – This category should be used by an injured worker or representative to request a hearing or review of the written record by the Branch of Hearings and Review, in appeal of an adverse decision issued by OWCP.

Will I be able to see my document in ECOMP after I have uploaded it?

Uploading a document to your case file via ECOMP is a one-way transmission, similar to dropping an envelope into a mailbox. Therefore, after you have uploaded a document and it has been incorporated into your case file, you will not be able to view or access the document in ECOMP.

Are there minimum PC requirements in order to use ECOMP? ECOMP does require Adobe Flash Player. It is not a requirement that you have the latest version, but you must have at least version 10 or higher.

What if I have a general question about the claims process and/or a case?

ECOMP can be used to submit documents or inquiries for a particular case file, but if you have questions about a specific claim or the claims process and wish to speak to the Claims Examiner, you must contact your servicing District Office. You may also wish to visit DFEC's website for more information.

This information is right out of OWCP operation manual for the items addressed above.

I have been asked a lot of questions concerning ECOMP and I thought this article would address a lot of them.,

Solidarity in Process,

Terry C Ehlers call if you have questions or need help. 801-694-0558



<https://www.nalc.org/>

This month I was pleased to find *Carriers in a Common Cause - A History of the NALC* is on NALC website. By clicking on the New Members section you can find the publication listed in Quick Links with many other useful publications.

<https://www.nalc.org/about/facts-and-history/body/1970.pdf>

_See more of NALC Branch 111 on Facebook

Looking to be more interactive with other members of Branch 111?

We have a Facebook page.



NALC BRANCH 111
Minutes of the Regular Union Meeting
September 13, 2018

Convened at 6:37pm

Pledge of Allegiance conducted by Mike Simonsen

Roll Call by Steve McNees

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

Reading of the Communications by Steve McNees.

A letter from Mike Wahlquist withdrawing his proposed bylaw change to create a new Article 4 Section 20. A Thank You card from Karen Mayne thanking us for our support and friendship.

Application for Membership by Lance Henrie

Harris Jordan, Jaclyn Floyd, Travis Buckley, Hajizadeh Elaheh, Scott Cunningham, Chris Reid, Nathan Rabideau, Anthony Wigren, Travis Howland, Scott Broadhead.

OWCP, COMPENSATION, and MDA by Terry Ehlers. Excused.

LCPF by Monte Jones no report.

LEGISLATIVE and TRUSTEES by Chad Mortensen.

Trump appointed 2 people to the USPS Board of Governors. They have to be confirmed by the Senate. There are 2 more in line to be appointed. 2 are Democrats, 2 are Republican, and all work in finances/banking. =The Trump committee appointed to investigate the USPS's viability has completed their report but it won't be released until after the November elections. It is speculated that he wants to privatize the USPS but that would not be helpful to Republican campaigns. =Call your congressmen and have them cosponsor HR-993 to protect against privatization of the USPS. =Tomorrow Phil Rodriquez, John Beaumont (Calif), and Chad will meet with Mia Love and John Curtis to discuss their sponsoring HR-993. =Saturday night there is legislative training by our National and Regional offices in Sandy at the Best Western on 106th South at 6:30pm. Make sure to get out and vote. =Let candidates know your issues no matter what party your candidate belongs to.

Trustees met last night. The books looked good. Mileage reporting will be fixed. The Exec Board will create a universal mileage form. The Branch Website (branch111.com) has changed. It has lots more information.

ORGANIZER by Justin Lindquist. Not present.

HEALTH BENEFITS by Jim Kerekes

November is Health benefits open season. It doesn't appear that there will be any health benefit fairs this year.

SAFETY AND HEALTH by Chris Zambos – no report

DIRECTOR OF RETIREES by Jeff Asay.

Laura Cullen and Ron Hermansen received their retirement watches and pins. Laura started in Sugarhouse in 1994. Ron started his career at the Downtown station (and stayed there) 34 ½ years ago. =The Retirees Dinner is 4:30-6:30pm on the 27th at the Chuck-a-Rama in Draper.

TREASURER by Mike Madsen- excused

VICE PRESIDENT'S REPORT by Mike Hansen

Steward Training Wednesday at 6:30pm will be led by Phil Rodriquez. He will talk about the Privacy Act and Medical Rights.

EXECUTIVE VICE PRESIDENT by Lance Henrie.

There are a little over 900 grievances so far this year. =Kim Mortensen was presented her Past Secretary pin for serving six years as Branch Secretary.

PRESIDENT by Mike Wahlquist.

Recently a carrier was put on emergency placement for a post he put on Facebook. Be aware that the Postal Service is treating this with more and more severity. He recommends not putting anything work related on Facebook or post during work hours.

SPECIAL ORDERS:

Nomination for State Convention:

Chris Zambos, Mike Barrios, Joan Larsen, Jim Kerekes, Bob Jewell, Chad Mortensen, Destiney Carrillo, LoEne Simpson, Jennifer Ogden, Kim Mortensen, Keith Warner, Mike Hansen, Jayne Hogan, Bob Valdez, Mike Simonsen, Heather Harrison, Amie Gallo, Tracie Butler, Spencer Heinz, Brent Console, Stormy Blood, Alisha Barela, Bev Arnason, Bruce Ronek, Kirk McLaughlin

UNFINISHED BUSINESS:

Twelve Branch Bylaws changes were read last month (1 subsequently withdrawn) and voted on this month. It takes a two-thirds vote to approve a change. See last month's minutes for full text of proposals that were not approved.

Article 3, Section 1 was approved by a vote of 55 for and 14 against. It now reads:

"The dues of this branch shall be 1 hour per pay period at city letter carrier grade 2 step C, table 1. Any member not on dues check off shall maintain their dues (1) year in advance."

Article 4 Section 16 was approved by a vote of 56 for and 10 against. It now reads:

If any Branch office, except that of the President (Refer to Article 6 section 2 of the Subordinate and Federal Branches of the National Constitution) becomes vacant, the Branch President will, within thirty (30) days and in accordance with applicable rules specified within the NALC Constitution, appoint a member in good standing to fill the vacancy until the end of the office's term. **In the event that the office of President becomes vacant, the Executive Vice President shall succeed to the Presidency.**

Article 4 Section 15 was **not** approved by a vote of 14 for and 52 against. It would have added "including the lunch hour" to posted office hours.

Article 7 Section 5 E was **not** approved by a vote 21 for and 44 against. It would have required members attending conventions and training to reimburse the branch for time they were absent from meetings.

Article 8. Section 6 F was **not** approved by a vote of 21 for and 45 against. It would have removed the President's annual clothing allowance.

Article 8. Section 6 D was **not** approved by a vote of 6 for and 53 against. It would have stopped paying the President's salary while attending official NALC functions and events.

Article 8 Section 6 G was **not** approved by a vote of 11 for and 46 against. It would have eliminated the President's entertainment expense allowance of \$800 per year.

Article 8 Section 6.H was **not** approved by a vote of 9 for and 47 against. It would have reduced the number of days pay available to pay members to conduct union business from 120 days to 90.

Article 8 Section 6 J was **not** approved by a vote of 9 for and 42 against. The signature of a union member at an office would be required for anyone assigned to do union work at the office to get paid for hours and expenses incurred while at the office.

Article 8 Section 10 was not approved by a vote of 8 for and 50 against. It would have required Shop Stewards to attend Branch Meetings to get paid their salaries (excluding when on official business or 2 days of leave).

ARTICLE 9 was defeated by a vote of 14 for and 48 against. It would have changed the Parliamentary procedures from Robert's Rules of Order to the Democratic Rules of Order.

NEW BUSINESS:

The bowl-a-thon last month had twice as many participants as expected (80) and raised \$2,000 for MDA. A motion, approved by the Executive Board, was made to pay \$400 for extra bowling alley expenses. The motion passed.

Bylaws Proposal from Kelly Grater:

Article 3 Section 5 (currently reads) - Members of NALC, Branch 111, who have maintained continuous membership for fifteen (15) years, who upon retirement from the United States Postal Service, shall be given a retirement watch and a retirement pin.

Proposed Change: Article 3 Section 5 - Members of NALC Branch 111, who have maintained a continuous membership in any branch of the NALC for five (5) years, upon retirement from the United States Postal Service, shall be given a retirement watch and a retirement pin.

GOOD OF THE ASSOCIATION –

210Workers for on-the-job injuries treatment, is under investigation in San Antonio. A motion was made to not allow advertisements in the Pavement Pounder until after the conclusion of the investigations. The motion passed

=There was a request to send statements to those who are no longer in arrears (paid up). The Secretary will do so.

IMPROVEMENT OF THE SERVICE – none

DRAW AND ADJOURN 9:59 pm

\$25 drawing winners: Michael Alt, Blake Mellor

RETIREES – \$550 (Sheila Young was not present). Next month it will be \$575.

Progressive A - \$925(Rick Gibbs was not present). Next month it will be \$950.

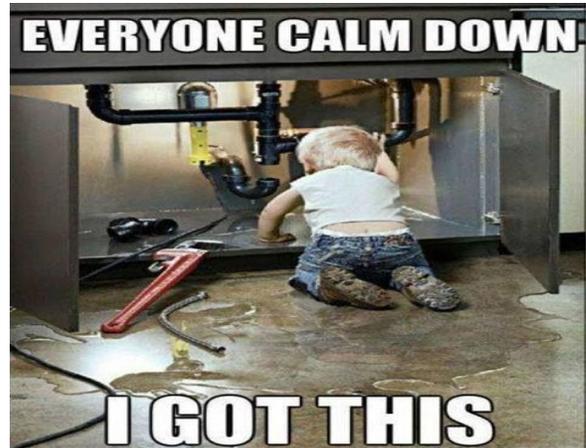
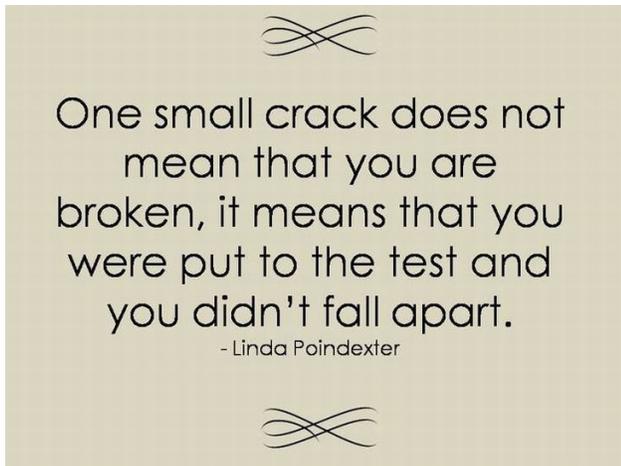
Progressive B - \$75 (Diane Skougard was not present). Next month it will be \$100.

Callers — Customers who regularly call at the post office for their mail.

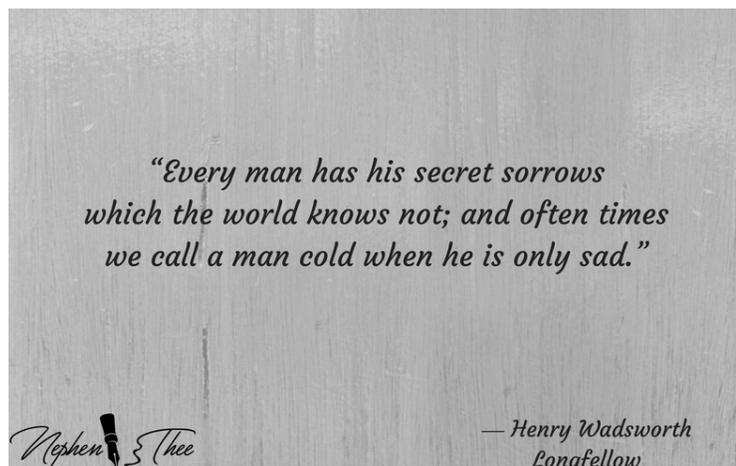


CCA Concerns

Greetings my CCA members. A friendly note of appreciation for all you do. I realize you are the force that carries many of the worst areas in our Branch. I realize your hours are long and many of you are away from family and friends. I would recommend this as a way of looking at it. Look around your office, remember that those carriers around you have been where you are now. They have been there and done that. However, that does little to relieve the stress and exhaustion from long hours of work. Look for a postal mentor, and I would suggest as many as you can find, to teach you the craft. CCA's rock!



- October 4th - E- Board Meeting 6:30 pm
- October 11th - Union Meeting 6: 30 pm
- October 17th - Steward Training 6:30pm
- October 25th - Rights Night 6:30 pm



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

Address Service Requested

Keep on delivering!!!

The financial records of the Union are available to be looked at by any Branch 111 member, in the Union Office, by appointment.

PRESIDENT
Mike Wahlquist
**EXC. VICE-
PRESIDENT**
Lance Henrie
VICE-PRESIDENT
Mike Hansen
TREASURER
Mike Madsen
SECRETARY
Steve McNees
SGT-AT-ARMS
Mike Simonsen
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TRUSTEES
Chad Mortensen
Joan Larsen
Kirk McLaughlin

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