



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

October 2018

Publication 2018.10

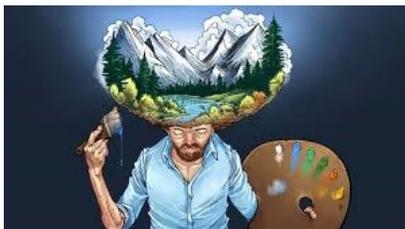


What about Bob?

Do you remember Bob Ross and the happy little trees that he painted? Bob's trees were painted near a "babbling Mountain stream", or maybe a "sunny little hill." "After all it's your world and you can do anything you want with it." Sometimes a "blue mountain wants to live way in the back." Of course you will want "a big tree with strong branches so the birds have some place to sit." Bob quietly talks us through the happy environment as he demonstrates its creation. Today you and I do not work in a Bob Ross painting, we are not painting a happy tree and no blue mountain wants to live there. However if we could get Bob to paint a happy little supervisor sitting at a sunny little desk with shadows right where they should be, maybe a row or two of green, or blue and grey casing equipment would want to live there. Alas my friend Bob is dead, and I was much more interested in his explanation of why you need a clean brush than learning to paint.

The fact that we cannot paint and that our workplace is not a blank canvas does not mean it is not our world. If instead of a happy little supervisor we have a shadow that shadow is where it's "supposed to be." The darkness in the brush does not have to turn the whole painting to shadow. "Dip the brush in a little turpentine give it a shake then beat the devil out of it" just like Bob taught. I imagine some are questioning my grip on reality about now. Here is reality, in the morning there are more carriers than all other employees in the building. All of the others are support staffing. The managerial employees for some reason believe the canvas is theirs and that we work for them. For many reasons frankly that mentality is delusional. Each of us is in charge of our emotional response to words said from the shadows. Sure the delusional tendencies of managerial employees could cast a shadow across our pleasant little meadow, but that requires our permission. If every happy little tree at every case keeps a clean brush the shadow stays where it belongs helpless to do more. "I need you to pivot an hour" said from the shadows is just a little darkness trying to get on your brush. You make the choice, laugh and paint a nice little pond or drag a dirty brush from the shadow towards yourself.

One final observation and I will leave Bob out of this. The Postal Service cannot survive without sufficient carriers to deliver the mail. Likewise managerial employees cannot survive without carriers. We on the other hand would be just fine if they eliminate the majority of the Postal Service managerial staff. That fact gives us the power to push the shadows back and create a beautiful world in its place.



**Executive Vice President
Lance Henrie**



Legislative Report

It is that time again to make sure you all get out and vote. I hear many people tell me that their vote will not make a difference. Your vote does matter and it does make a difference. Everyone should have received a ballot in the mail, you don't even have to leave your house to cast your vote. We have a couple of exciting new bills that have been introduced in Washington.

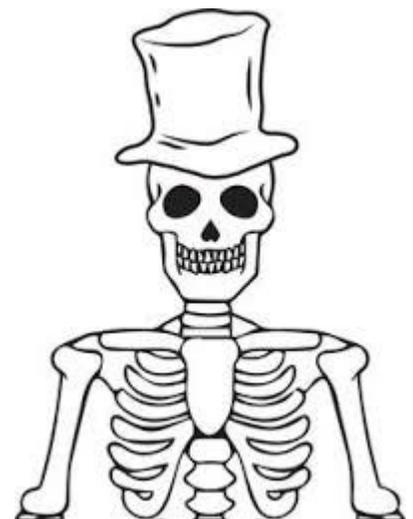
S. 3532 which was introduced by Senator Hatch and on the house side Congresswoman Love introduced H.R. 7019. This bill is the one that we have been working with Senator Karen Mayne for the last few years. Senator Mayne has been such a great advocate for the Postal Service.

These bills will authorize the Postal Service to provide certain nonpostal property products and services on behalf of State, Local and tribal governments. Now the work starts to try and get the bill passed on the Senate side and on the House side.

On October 11, 2018 the Central Federation of Labor held their 2nd annual Labor Legislative Gun Shoot. It was a good turn out, we had about 10 local Legislators there. We talked about reasonable gun ownership and safety while handling guns. The idea behind the event was to show that the labor groups are not opposed to gun ownership.

On Columbus Day Holiday we held a rally in Ogden we handing out information and got postcards filled out stating we do not want the Post Office to be privatized. We teamed up with Branch 68 who was holding a MDA fundraiser that day. We were able to get 30 postcards filled out and sent into Representative Bishop's office. I would like to ask everyone that is reading this to take a few minutes and fill out your own postcard and mail it to your Representative asking them to not allow the Postal Service to be privatized. Ask them to co-sponsor H-res 993 on the house side (Mia Love is a co-sponsor) and S-Res 633 on the Senate side.

Chad Mortensen



Taking Out the Trash

I went several years of my career not knowing what an eOPF file even was. I also went several years just assuming Management would purge my file of past discipline because that is what they were supposed to do. I was wrong. If you've ever been disciplined in your career, that discipline exists in your eOPF and after 2 years should have been purged completely but management is not doing this without a request from the employee.

So what is a eOPF?

The Official Personnel Folder, or OPF, documents the employment history of individuals employed by the federal government. An OPF is established and maintained for each Postal Service employee regardless of appointment type or duration. Official Personnel Folders for active employees were converted from paper to **electronic Official Personnel Folders (eOPFs)** in 2008, and the eOPF became the official record. You can easily access, view and/or print documents in your eOPF on Liteblue>My HR>access eOPF.

Explore your eOPF. It contains tons of information about your career. Form 50s, beneficiary information, military service, and yes, discipline. My intent with this article is to help carriers get past discipline removed from their eOPF. So how do we accomplish this? I have attached a copy of PS Form 8043. You can also find this form with a simple Google search. Complete the form and be specific about what you want removed from your file. Then send your completed form to our Human Resources Office for fulfillment.

USPS

Attn: Human Resources
1760 W 2100 S
Salt Lake City, Utah 84199

Or fax to: 801-974-2317

You may be asking yourself what about discipline that has been settled for less than 2 years via the grievance process? We are working on grievances to remove discipline from your eOPF that was reduced to say 6 months for example. We will know more soon.

What about your "living file" or file kept at your office? Your "living file" that is kept in your station should also be cleaned out so expired discipline is not used to sway future discipline. Write a request to view your file. If discipline exists, write another request to remove all expired discipline from your file. Then in a few months request to view your file again.

Hopefully management will get the message. I hope this helps.

In Solidarity
Mike Hansen
Vice President
NALC Branch 111



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 tot hat contributor. Federal law requires us to use out best efforts to collect and report he 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 no to contribute.

Employee Name (Last, First, MI) _____ EPN (Employee Identification Number) _____

Instructions: You must provide this amendment request to your District or Area Human Resources office for fulfillment. For your request to be processed, you must clearly identify the record in question, the change desired, and the reason(s) for the change (relevance, accuracy, timeliness, or completeness). Headquarters employees should direct requests to:

CORPORATE PERSONNEL MANAGEMENT
 475 L'ENFANT PLAZA SW, RM 1831
 WASHINGTON DC 20268-4261

a) Identify the record you wish changed (attach the document(s) you wish to add or specify the document(s)):

b) Describe the change desired:

c) Indicate the reasons for the change: Relevancy Accuracy Timeliness Completeness

In accordance with Handbook AS-353, Guide to Privacy, the Freedom of Information Act and Records Management, Section 3-4, your eOPF custodian will either: (1) require to obtain more information needed to determine whether amendment is appropriate, amend the information as necessary, and notify you about the revised record; or (2) deny your request for changes in whole or in part, provide the reasons for denial, and notify you of your opportunity to appeal the decision.

Privacy Act Statement: Your information will be used to process your request. Collection is authorized by 38 U.S.C. 401, 410, 1901, 1905, and 1205. Providing the information is voluntary, but if not provided, we may not process your request. We may disclose your information as follows: in relevant legal proceedings; to law enforcement when the U.S. Postal Service (USPS) or requesting agency becomes aware of a violation of law; to a congressional office at your request; to entities or individuals under contract with USPS; to entities authorized to perform audits, for labor organizations as required by law; to federal, state, local or foreign government agencies regarding personnel matters; to the Equal Employment Opportunity Commission; and to the Merit Systems Protection Board or Office of Special Counsel.

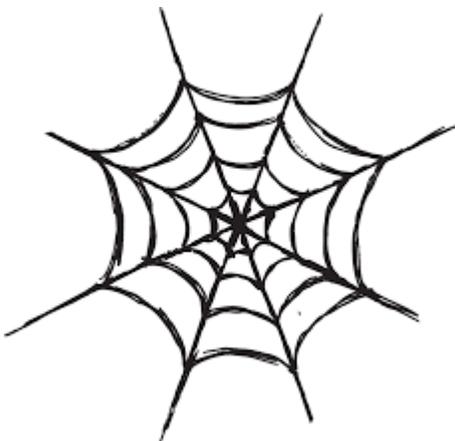
Signature _____ Date (MM/DD/YYYY) _____

Instructions to Human Resources: Retain or destroy this form as described in the table below.

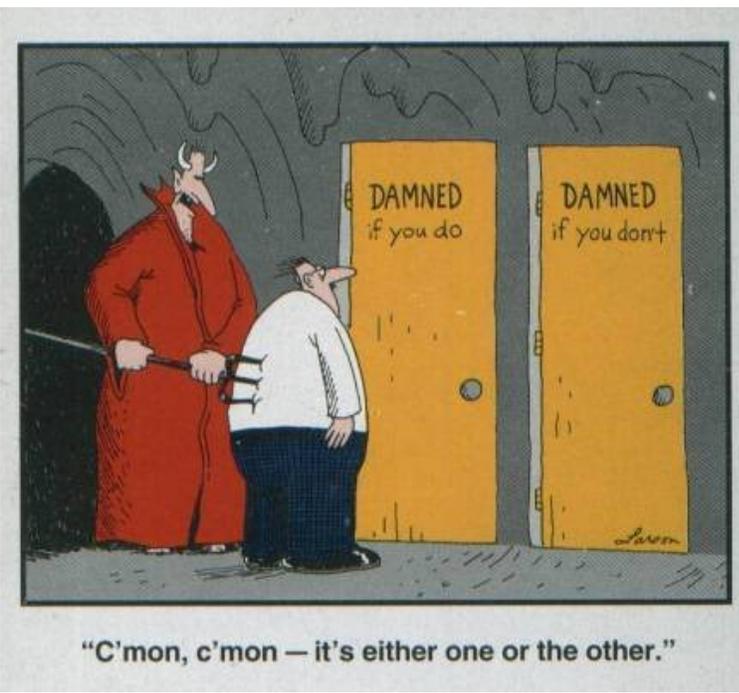
	Approved	Denied
Add	Send document to be scanned into eOPF. Hold request in pending file. Destroy request after verifying that document was added.	Notify employee including appeal rights per Handbook AS-353 Section 3-4. Retain request form and notification for 2 years.
Amend	Print document, amend, and send amended document to be scanned into eOPF. Hold request in pending file. After verifying that document was added, delete original document and destroy request.	Notify employee including appeal rights per Handbook AS-353 Section 3-4. Retain request form and notification for 2 years.
Delete	Delete document and destroy request.	Notify employee including appeal rights per Handbook AS-353 Section 3-4. Retain request form and notification for 2 years.

PS Form 8043 May 2008

A printable form can be found by typing PS Form 8043 in your favorite search engine.



Monster jobs



The activ

Jimmy Kerekes

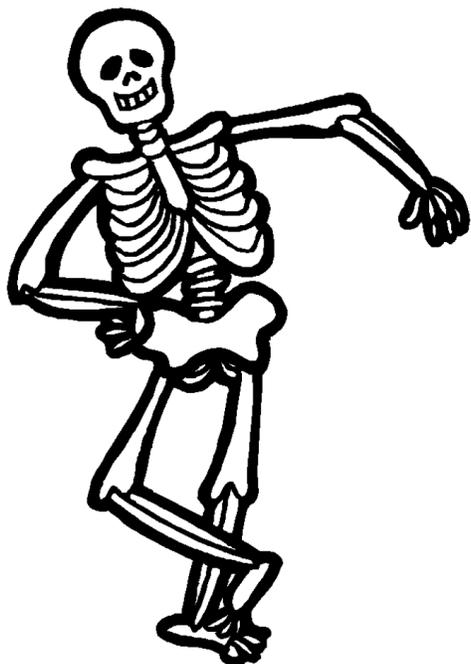
OPEN SEASON IS NOV 12TH TO DEC 10TH.

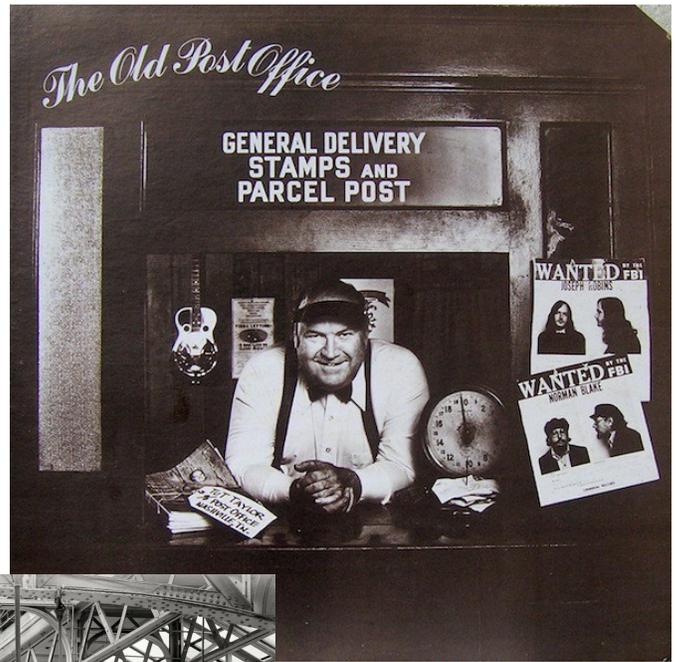
(Editors note: The information submitted would not format to Publisher.
The information submitted can be found at the following link.)

<https://www.nalchbp.org/news/2019-rates>



NALC
Health Benefit Plan





NALC BRANCH 111
Minutes of the Regular Union Meeting
October 11, 2018

Convened at 6:40pm

Lance Henrie chaired the meeting while President Wahlquist is on vacation.

Pledge of Allegiance conducted by Mike Simonsen

Moment of silence for Arthur Kilby who passed away.

Roll Call by Steve McNees

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

Reading of the Communications by Steve McNees.

Letter from the National Committee of Laws approving bylaws changes to Art. 3, Sec. 1 (reducing dues from grade 2 Step H to grade 2 step C) and Art. 4, Sec. 16 (Exec. Vice President succeeds to President if the office of president becomes vacant). Letter to National Secretary requesting that branch dues be reduced to \$26.78 per pay period. Letter from Jennifer Ogden requesting information regarding the branches affiliation with Worker210 and the OIG's investigation. By request, the letter was read.

Application for Membership by Mike Hansen

Carri Dautel, Talitiga Misipah, Jennifer Goff, Jayden Hemingway, Li He, Pamela Wells, Steven Garrett, Darren Van Grol, Mitra Acharya, Kaley Gill.

National Election Results were read by Lance Henrie – Fred Rolando was re-elected as National President and Nick Vafiades was elected as our new Region 2 Business Agent. See all results at nalc.org.

LCPF by Monte Jones - no report

ORGANIZER by Justin Lindquist. Not present. (100% of the last group of CCAs signed up)

LEGISLATIVE by Phil Rodriquez, State President

Phil and Chad Mortensen have been working with Representative Chaffets. Our greatest asset is our network with the country (we go door to door in every neighborhood). This is a great asset for other agencies (census, FEMA, etc). With the Governor, they created a task force to develop a bill to allow the USPS to provide state products and services (adding revenue for the USPS). A bill was passed by the state to allow this. Chad and Phil talked to all our congress people and they all wanted to do it. Hatch said he wants to run the program and get it passed before he retires. SB3532 and HR7019 were presented last week. It will be fast-tracked to try and get it passed by Dec. Utah will be the first/only one in the country to have this. There is bipartisan support and it is non-political. Utah is one of only four states with all counties using vote by mail.

TRUSTEES - Kirk McLaughlin – Reviewed the books last night and everything is looking pretty good.

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

HEALTH BENEFITS by Jim Kerekes

Open season Nov 12th thru Dec 10th. No health fairs this year that he has heard of. He will bring brochures to meeting and drop some off at the stations. New Medicare cards and NALC HB cards were sent out this month. NALC's high option plan –when you fill out the health assessment, they give you a free gift (Signa dental program, copay waiver of \$40, or two activity trackers for your wrist. Value members get the Signa dental program.

SAFETY AND HEALTH by Chris Zambos –

Management in the AOs still don't get it about water. 29CFR1910.141 they are required to provide access to water when delivering mail away from the facility. City carriers get bottled water. You have the right to have tubs, cardboard, or



trays in your gurneys so you don't have to bend to get heavy parcels. You also have the right to assistance to pick up heavy items from the floor.

DIRECTOR OF RETIREES by Jeff Asay.

Alan Snarr has retired and received his watch and pin. He worked his last 18 years in Tooele. The retirees' dinner was fairly successful. Lots of people. May consider a luncheon for next year. We were substantially under budget for the year, so retirees were encouraged to be at the December Union meeting.

Ballots were distributed for the State Convention Delegates. All are delegates so the vote is to determine who may receive branch funds based on next year's budget. Everyone was instructed to vote for 10. Voting for more or less would disqualify their ballot.

TREASURER by Mike Madsen

A detailed expense report (check by check) was on the back table to be viewed. Summary for Aug-Sept:

Income: 58,777 - per capita 55,959 – Steak Fry tickets 1,900 ...

Expenses: 58,390 - calendars 3,800 - payroll tax 2,747 – Steak Fry 3,438 – Payroll 34,659 – Region training 6,057 ...

Net Income: \$386

Debit card safety was investigated. Utah First CU said there is very little difference between credit and debit card safety now. More money was transferred from checking to savings for added protection. The Retirees fund was updated. There is about \$220,000 in the bank.

VICE PRESIDENT'S REPORT by Mike Hansen – no report (see next)

EXECUTIVE VICE PRESIDENT by Lance Henrie.

For V.P. Mike Hansen: Steward training next week is at Saragusa's restaurant (4115 S Redwood). Stewards were asked to get their email addresses to Lance to get more information. Bring a partner if you want. It is at 6:30pm.

1,085 grievances as of today. We are filing the same grievances over and over because management isn't trying. The main grievances are for discipline (attendance) and case configuration. Keep close tabs on dogs. You need to have a dog log. You can forward dog alert cards when a family moves.

PRESIDENT by Mike Wahlquist. Excused – on vacation

SPECIAL ORDERS:

UNFINISHED BUSINESS:

The bylaws proposal for Art 3 Sec 5 from Kelly Grater passed by a vote of 38 for and 7 against. It now reads: 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.”*

NEW BUSINESS: none

IMPROVEMENT OF THE SERVICE –

Discussion: Mike Madsen asked how many would prefer a plaque and \$50 instead of a watch. No retirees were wearing a retirement watch. Phil Rodriguez ordered a basic plaque for the state and it cost \$119. No motion was made.



LoEne Simpson made a motion for a standing order regarding Article 8, Section 6G. *The entertainment fund be used for entertaining any officer from out of state and for purchasing Food Drive bags. It is not to be used for taking stewards to lunch.* A motion to cease debate passed. LoEne withdrew the motion.

Kirk McLaughlin read the results of the State Convention vote. In order of votes received: Chad Mortensen, Chris Zambos, Mike Simonsen, Kim Mortensen, Spencer Heinz, Amie Gallo, Kirk McLaughlin, Mike Hansen, Destiney Carrillo, Bob Jewell, Joan Larsen, Jim Kerekes, Bob Valdez, Brent Console, Mike Barrios, Jennifer Ogden, Tracie Butler, Keith Warner, Jayne Hogan, Bruce Ronek, LoEne Simpson, Alisha Barela, Bev Ar-nason, Stormy Blood, Heather Harrison.

DRAW AND ADJOURN - 8:17pm

\$25 drawing winners: Amie Gallo, Gary Thorne

RETIREEES – \$575 (George Westerman was not present). Next month it will be \$600.

Progressive A - \$950 (Dwight Ziebert was not present). Next month it will be \$975.

Progressive B - \$100 (Jared Illingsworth was not present). Next month it will be \$125.





Home Loans Jeff Jones

801-246-4721 (Office), 801-663-2796 (Mobile)
1255 E. Brickyard Rd., 2nd Flr
Salt Lake City, UT 84106



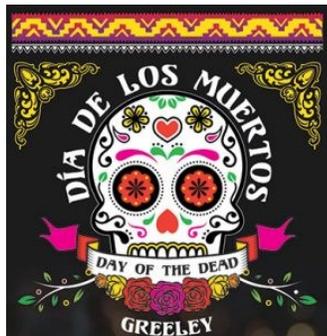
Thinking about buying a home or refinancing your mortgage? As a local home mortgage consultant, I can help you find financing that meets your needs. I'll work with you throughout the process, guiding you every step of the way.

Jeff Jones

Home Mortgage Consultant - NMLSR ID 264350

<https://wfhm.com/loans/jeffrey-jones/index.page>

- November 1st - E- Board Meeting 6:30 pm
- November 8th - Union Meeting 6: 30 pm
- November 21st - Steward Training 6:30pm
- November 22nd - Stuff a Turkey Day



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

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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.

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**EXC. VICE-
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Mike Hansen
TREASURER
Mike Madsen
SECRETARY
Steve McNeas
SGT-AT-ARMS
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Terry C Ehlers
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TRUSTEES
Chad Mortensen
Joan Larsen
Kirk McLaughlin

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