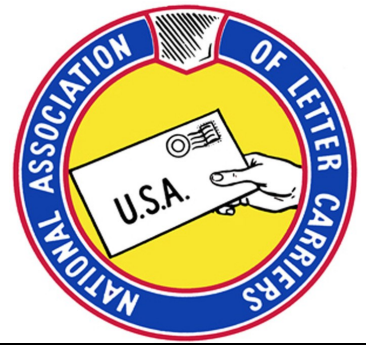


**BRANCH 111 N.A.L.C.
“THE WASATCH BRANCH”
Pavement Pounder**



Airport - Alta Canyon - Bountiful - Cottonwood - Downtown - Dug way - Foothill - Heber - Holladay - Kearns - Lehi - Magna

July 2019

Publication 2019.07

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

Branch 111's Annual Steak Fry

Where: Murray Park Pavilion #5
(Enter off of State Street or 5300 South)

When: August 24th, 2019 at 6:00 PM

Cost: \$10.00 Per Person (Limit 2 tickets per member)

Serving: Steak, Corn-on-the-cob, Dutch Oven Potatoes, Salad, Rolls, Cobbler-Ala-Mode
Music, Door Prizes, and Games....and of course, all the soda you can drink.

June 26, 2019 :NALC, USPS formally open 2019 bargaining talks .

The leaders of the National Association of Letter Carriers and the United States Postal Service formally opened negotiations for a new collective-bargaining agreement

...Adding to the difficulty is our failure to make progress in recent years on the Postal Service's often toxic workplace culture. Speaking bluntly, it has become clear to us that postal management does not choose to acknowledge, much less address, this problem, which festers and persists in too many post offices across the country. We had hoped the workplace culture MOU negotiated in the 2016 contract would result in a serious effort by management to jointly address offices with such work environments. We will aggressively explore other options to improve the workplace environment in this round of collective bargaining.

We will also seek to address the chronic turnover and instability in the Postal Service's CCA workforce. To address these problems we will propose accelerated CCA conversions to career status and changes that will facilitate a transition to an all-career workforce. ...

Taken from President Rolando's opening statement. NALC.ORG

The President's Report

Divide and Conquer

Have the following scenarios ever happened in your office? You are casing your mail, when you overhear your Supervisor/Manager making a derogatory comment about another Letter Carrier saying that other Carrier either has a “bad attitude”, is not a “good worker”, or called in sick [again]? Or when mandating you to go out and carry extra at the end of your shift, has a Supervisor ever blamed the mandating on another Letter Carrier, saying they are either “too slow”, cannot make their “numbers”, or called in sick [again]? Has a Supervisor/Manager ever complained to you about one of your fellow co-workers, saying that they are destroying the Postal Service, causing all the problems in your office, or called in sick [again]? If you have experienced any of these scenarios, then you have witnessed the “Divide and Conquer” tactic.

I have seen this tactic used effectively in the Post Office for over 30 years, always to the detriment of the Letter Carriers in that office. The intent of this tactic is to get the majority of the Letter Carriers (in an office) upset with a minority of the Letter Carriers, and thus destroy their unity, and make it easier for the Supervisor/Manager to be able to “pick on” the people they want to “pick on”, not only with impunity, but sometimes with the full support of the majority of the Letter Carriers, because of the animosity that has been created.

Some managers are so effective at using this technique that they can turn an entire zone against one or two Letter Carriers in a matter of weeks simply by making negative comments about them, while simultaneously lavishing praise on everyone else.

The truth is that all Letter Carriers carry mail differently, have different speeds, and have different levels of customer service. I have often posed the question: who is the better Letter Carrier, one who goes fast but gives minimal customer service (and perhaps misdelivers a letter now and again), or one who almost never misdelivers mail and gives great customer service, but who is slower? The answer is that they both may be considered good Letter Carriers, perfection is never the standard, and there is no set pace for Letter Carriers at which to deliver mail. Never assume that just because someone is not as “fast” as you are, or just because someone provides less customer service than you do, that they are a “worse” carrier than you.

There are two National Level settlements between the NALC and the USPS that state: “There is no set pace at which a carrier must walk and no street standard for walking.” There are also National Level settlements that state that carriers may not be disciplined for failing to meet “standards”, rather they may be disciplined for “unacceptable conduct” while casing/delivering mail. Since there is no established pace for casing or delivering mail, a Letter Carrier may do so at a speed that is safe for them, and they can only be disciplined for breaking the established rules regarding casing and or delivering mail.

Why should we care when management suddenly starts to “bad-mouth” one of our fellow Letter Carriers? There is a famous quote from Martin Niemöller about the cowardice of German intellectuals and clergy during the rise of Nazism prior to and during World War II that goes something like this: First they came for the socialists, and I did not speak out—Because I was not a socialist. Then they came for the trade unionists, and I did not speak out—Because I was not a trade unionist. Then they came for the Jews, and I did not speak out—Because I was not a Jew. Then they came for me—and there was no one left to speak for me. The point is that someone will always be the “slowest” carrier in the office, or the one that the manager is verbally attacking when management uses the Divide and Conquer tactic. After the “slowest” carrier has bid out, retired, or been fired, someone else will be the “slowest” carrier in the office, or the one that the manager is verbally attacking. Eventually, if the Divide and Conquer tactic is being used in your office, it will be used against you, and that is no fun at all.

In 1993, the Salt Lake District sent out a letter regarding how Managers should treat their employees. It said: "We are all expected to perform a fair day's work for a fair day's pay. This is a basic principle of our employment. Just as basic should be our commitment to work compatibly with our coworkers. Speak to fellow employees as you desire to be spoken to – in a respectful, positive and professional manner... Our expectation of supervisors is that they set the example and serve as a model for creating and maintaining a safe, friction-free work environment. We expect that all employees will be treated with respect and dignity; employee or supervisory actions contrary to this principle will not be tolerated in this work environment."

If management is seeking out ways to divide your office by slandering some while praising others, the Letter Carriers in the office should be doing the opposite, refusing to listen to slander, never passing along rumors, and defending each other against unjust accusations. When management states that a carrier is "slow", or "doesn't make the numbers", or has called in sick [again], the right answer should be "I don't want to hear negative talk about my co-worker," or "please don't talk about (insert name here) that way," or even, "I don't think you should be saying that about anyone." And we should never participate in rumormongering or passing along "stories" about our fellow Letter Carriers. Whenever management tries to Divide and Conquer an office, we should be looking to unify and strengthen the office, making sure that we are looking out for each other as we all try to get through the career that we have chosen; delivering the mail to our fellow citizens safely and efficiently.

Please stay unified and strong,

Michael Wahlquist – President
Branch 111, NALC

Hang in There!

I have had many CCA's express concern over the last year that they feel like they will never convert to regular Carriers. They have already been employed for over a year and still find themselves halfway down a giant list of CCA's. In my office in Sandy our senior CCA past the 2 year mark a few months ago and is witnessing routes being absolved and the conversion of the unassigned regulars in front of them stalling. I understand your frustration and I know that hearing "we all went through it" doesn't really make you feel any better. The truth is we all went through a version of what you are experiencing. Some of us were PTF's for many many years, some TE's never got the opportunity to become regular and so many TE's took huge pay cuts for that opportunity. We all had different circumstances but I think it is fair to say that the CCA's right now have it pretty rough in most offices. In my experience it seems conversions happen in waves. It takes a little luck to catch the wave at the right time. My point is, please stay the course. I promise down the road you will look back and say "wow that was hard, but I did it". There will be a whole new group of new people with a whole new set of problems that you can help navigate this crazy place we all work in.

I have been asked a few times recently "what does the union do for me"? The answer is everything. I could go on and on making a huge list of all the wonderful benefits we enjoy because of the Union but I won't right now. I will try to comfort the new CCA's by explaining that the Union is hard at work negotiating with their interests in mind. I know it's hard for new people to know anything different but what it's like now. I can attest that things have been better and things have been much much worse. I know people that were PTF's for 7 years or more. TE's that were nothing more than temporary until the Union negotiated a path to career. The ability for CCA's to "opt" on routes wasn't always possible and health benefits for CCA's has drastically improved. I can promise that the Union will continue to do everything in their power to protect what we have and continue to negotiate on our behalf. This includes getting CCA's converted as quickly as possible. So please hang in there.

In Solidarity
Mike Hansen
Vice President

When threatened by predators the Musk Ox herd standing shoulder to shoulder encircle the very young, the injured, the very old and others in need of protection. In the same situation, Springbok will flee counting on their own speed and agility to keep safe. The slow or less agile among them are left vulnerable to predators. All springbok when no longer able to outrun their fellows fall victim to predators. The Rat in an effort to win favor with the predator turns on his own kind, believing that by doing so they are protecting themselves. Predators in all cases are concerned only about their own survival. In a healthy well organized workplace, safety is found in unity. No employee will always be healthy agile and able to flee from predatory managers. Most Springboks fall victim to the thinning of the herd culture created by their individual self preservation mentality. In the habitat of the rat the predator is king and plays the rats one against the other. Rats produce more rats their habitat stinks and is unfit for any other species. In the end all rats die victims of other two faced rats created by the toxicity of the rat environment. The workplace culture in most offices in branch 111 is springbok. In a few offices the rat culture prevails and sadly very few offices do we look after our own. I am often defending carriers who were at one time the fastest, most agile and now after getting older, disabled, or turned over by a rat trying to please a boss that will not be anything other than what they are predators. Some reading this will accuse me of perpetuating the cycle of distrust between carriers and supervisors, others will say I am being mean to carriers who are “friendly” with management. If that is how you feel I understand I used to believe that the wall between management and carriers was being built by both sides I even believed that management cared about the Postal Service. But after seeing absolutely no evidence of carrier participation in the problem and daily examples of management abuse of carriers. After watching management waste millions of dollars in attempts to show us who the boss is I was too slow in recognizing that management is the enemy not only of the carriers but of the Postal Service. Sun Tzu, Rage Against the Machine, Green Day, Utah Phillips, and Manic Street Preachers are right we must know the enemy, we must not be complacent, not run away, but stand shoulder to shoulder facing the predator protecting one another.

EXC. VICE-PRESIDENT

Lance Henrie

Travis Richeson was hurt in a motorcycle accident and has used all of his leave. He could use donated annual leave for his 12 weeks of recovery. You can get a form from your supervisor to donate leave..

It is hot.
The Summer sun is here.

Protect thyself with water.
Sunscreen as required.

Hydrate, hydrate and keep it cool.
Do what it takes to watch after you.

The numbers don't mater.
The times don't either.

Cool off in the shade,
Whenever you need.

Read my talk in the meeting minutes.
The information is there.

If you have any questions my phone is
available.

Take care of yourself.

NALC HEALTH BENEFIT PLAN

Jimmy Kerekes

How Do I compare different Health Plans during Open Season?

This is for those who are new to the Federal Health Plans. There are many things to consider and many ways to help you consider your choices. Here is a simple way to do it.

Make a list of the general terms all plans have. For example: Premiums; Co-payment; Coinsurance; Deductible; Catastrophic; & Dental & Vision. Premiums are located on the back of official brochures. Dental and Vision plans can be included or separate plans with separate premiums. Also, if the Affordable Care Act stays, Preventative Care will be covered if in-network providers are used. Once you have your list, you make a column of each name of the Health Plans to consider.

EXAMPLE:

Name of Plan	Premiums	Co-payment	Co-Insurance	Deductible	Catastrophic	ETC....
NALC	\$	20.00				
APWU	\$	20.00				
GEHA	\$	15.00				

To get very specific needs for you as an individual the "index" will direct you to a page that will tell you the specifics. For more information on Prescriptions it would be good to call ASAP for a current list of the plans drug name list. You can even ask them if your medicines are covered, if you tell them the name of your drugs

There maybe other items on your list to consider, but these are some of them. Be sure to total up the costs you have on everything. It will give you a close estimate of the health plans costs. Later this year if it will be possible, I will try to get NALC Health Plans 2020 coverage over-view in Oct. or Nov. issue.

Sept 9-11 - National Rap Session

Sept 24 - Branch Steak Fry - Murray Park

Sept 29 - Oct 4 - Region Rap Session

October 10, 2019 - Nomination of delegates to National Convention

November 14 - Election of Delegates to National Convention

2020: Aug 17-21 - National Convention

NALC BRANCH 111
Minutes of the Regular Union Meeting
July 11, 2019

Convened at 6:34 pm

Pledge of Allegiance conducted by Mike Simonsen

Moment of Silence for Dana Young who passed away.

Roll Call by Steve McNees

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

Reading of the Communications by Steve McNees

·Nick Vafiades, NBA, confirmed his invitation to the MDA Bowl-a-thon and is currently planning on being in attendance. ·Jennifer Ogden submitted her resignation as steward in the 84102 zone. David Tanner was appointed as the new 84102 Steward. ·The Salt Lake Safety and Health Committee Meeting will be held on July 18th.

Application for Membership by Mike Hansen

New members read in: Christopher Cook, Daren Russell, Andrew Cruz, Fa'apito Losi, Bowen Parkinson, Karlie Riggs, Naomi Clegg, Benjamin Wheeler, Brian Xu, Sierra Sazem, Brett Yazze, Lawrence Brown III, Shawn Long, Analola Tenorio, John Reil, Jose Amezcua, Evan Jaynes, Victor Bernal

COMPENSATION and MDA by Terry Ehlers - excused

LETTER CARRIER POLITICAL FUND by Josh Thibodeau (excused) - Phil Rodriquez

A bill is being initiated again that would allow states to make agreements with the USPS that allow the USPS to provide state services. Rural POs especially, will be allowed to provide state services. All of our representatives are supporting it. It is being finalized with a press conference in two weeks. The bill will be presented by Mitt Romney and Ben McAdams. Another bill would allow for agreements with states for the USPS to provide services during natural disasters.

ORGANIZER by Justin Lindquist

Last month all new CCAs signed up during training. Only one holdout so far this month with time left to sign them up. Be sure to let the new CCAs know who you are, tell them about the union, and let them know you/we have their backs.

LEGISLATIVE and TRUSTEES by Chad Mortensen

·Last month we got majority support for HR23 that supports door to door delivery. We also have majority support for 6 day delivery. ·The trustees did not meet this month because of the holiday.

HEALTH BENEFITS by Jim Kerekes

Jim will be attending training in October. November is open season for health benefits.

SAFETY AND HEALTH by Chris Zambos

·Heat has been the cause of deaths and illness for Letter Carriers around the country. The USPS has been fined by OSHA for safety violations related to lack of proper procedures, training, equipment, and etc. In Utah the Installation Head at all postal facilities will be responsible for the implementation of the Heat program. The Postal Service will require annual completion of the HIPP (Heat Illness Prevention Program) program, on heat stress, by all employees, in every facility, without regard to exposure. Each employee must complete the course prior to April 30th. Employees who are absent when the training was given must be given the training prior to returning to street duties between April 1st and October 31st. Heat related safety talks are required each week that must be documented with a certificate of completion before carriers go to the street.

·All stations are going to be required to have the training (including HERO) in the next week (because the training wasn't properly given). Contact Chris Zambos if you don't get the training. New hires should have heat training before they perform street duties.

SPECIAL GUEST - Erin Mendenhall

She is running for Salt Lake City Mayor. She is on the SLC Council (last 6 years). She is endorsed by the central federation. Her priorities are family values, time off for kids, health care, equal pay for equal work, air quality, and infrastructure. She would like the support of our union and our members. The primary elections are July 23rd.

DIRECTOR OF RETIREES by Jeff Asay

·The Retirees Dinner is Sept 19th at the Chuck-A-Rama in Draper from 3:30pm to 5:30pm. ·The Steak Fry is August 24th. ·Both events are free to retirees and their spouse/partner.

TREASURER by Mike Madsen

May-June Report: Income \$52,332, Expenses \$43,200 (Central Fed 500, AFL-CIO 4500, meetings 404, office supplies 1240, payroll 30402, printing 635, etc.), net increase \$9,132.

VICE PRESIDENT'S REPORT by Mike Hansen

· Steward Training next Wednesday at 6:30pm.

EXECUTIVE VICE PRESIDENT by Lance Henrie - excused

PRESIDENT by Mike Wahlquist.

The Summer Picnic last Saturday was the most successful ever. There were over 170 people present. Murray Park reserved a pool with a 4 story water slide for us.

MDA – Jeremy Bailey

Sunday is the MDA bowl-a-thon at 1pm and 4pm. There are \$2,300 in donated prizes to raffle off. Bring friends and family.

SPECIAL ORDERS: none

UNFINISHED BUSINESS: none

NEW BUSINESS: none

FOR THE GOOD OF THE ASSOCIATION:

Travis Richeson was hurt in a motorcycle accident and has used all of his leave. He could use donated annual leave for his 12 weeks of recovery. You can get a form from your supervisor to donate leave. \$420 was collected for him at the meeting.

FOR THE IMPROVEMENT OF THE SERVICE:

The bylaw passed last month on attendance requirements to qualify for convention funds was clarified to indicate that approved sick and annual leave use can be a valid excuse for missing a union meeting.

DRAW AND ADJOURN – 7:52 pm

- \$25 drawing winners: Steve McNees, Kim Mortensen
- RETIREES – \$ 175 (Julie Sealock was not present). Next month it will be \$200.
- PROGRESSIVE A - \$1,175 (Mike Simonsen was present). Next month it will be \$25.
- PROGRESSIVE B - \$325 (Mike Miller was not present). Next month it will be \$350.

Thursday, September 19, 2019

3:30 to 5:30 P.M.

Chuck - a - Rama

12344 S. Minuteman Drive

Draper

Save the Date.

You and a guest are cordially invited to the annual

Branch 111 N.A.L.C.

Retiree's Dinner

Travis Richeson was hurt in a motorcycle accident and has used all of his leave. He could use donated annual leave for his 12 weeks of recovery. You can get a form from your supervisor to donate leave..

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
MBA & OWCP
Terry C Ehlers
801-694-0558
TRUSTEES
Chad Mortensen
Joan Larsen
Kirk McLaughlin

The
“Pavement Pounder”
is the Official Publication of
Branch 111 NALC
the
“Wasatch Branch”

Mon— Fri. 8:00 AM—6:00 PM

Phone (801) 973-6705

Fax (801) 973-6723

LCPF Coor.
Josh Thibodeua
LEGISLATIVE
Chad Mortensen
HEALTH BENEFITS
Jim Kerekes
801-557-6033
**DIRECTOR OF
RETIREES**
Jeff Asay
801-597-2380
SAFETY & HEALTH
Christopher Zambos
ORGANIZER
Justin Lindquist
FOOD DRIVE
Sharla Groves
MDA
Terry C. Ehlers
EDITOR
Steve Warren