



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

Pavement Pounder

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October 2019

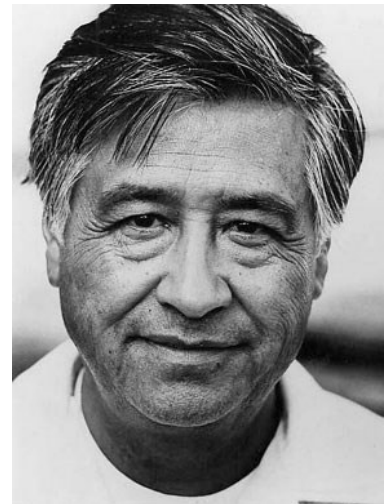
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We do not need to kill or destroy to win.

We are a movement that builds and not destroys .

Caesar
Chavez

The Postal Reorganization Act of 1970 (PRA) transformed the Post Office Department into an independent establishment of the government of the United States, "The United States Postal Service." The PRA also gave postal employees the right to bargain collectively over their wages, hours and **working conditions**. The law states that the Postal Service "shall accord exclusive recognition to a labor organization when the organization has been selected by a majority of the employees in an appropriate unit as their representative." This PRA mandate followed the concept of "exclusive recognition" that had long served as the basis for collective bargaining in the private sector. The doctrine holds that only one labor organization can represent "all employees in such unit for the purposes of collective bargaining in respect to rates of pay, wages, hours of employment, or other conditions of employment..." (Labor Management Relations Act, Section 9(a).)



PREAMBLE This Agreement (referred to as the 2016 National Agreement) is entered into by and between the United States Postal Service (hereinafter referred to as the "Employer") and the National Association of Letter Carriers, AFL-CIO (hereinafter referred to as the "Union").

The President's Report

Keep Management's Monkey Off Your Back

It's the morning go-around. You can hear your supervisor getting closer to your case, because the arguments are getting louder. You overhear the tone of your case-neighbor voice, which has just crossed from being "defensive" to being "offended". You case letter after letter, waiting for your turn, because you sense that it will happen at any moment. Finally, you hear a voice from directly behind you. Your supervisor says, "DOIS shows you an hour light". You cringe and enter into the debate.

There are many ways that this conversation can go. Because you have religiously read your Pavement Pounder for many years, you have learned that you have rights, and you give your estimate. If overtime is required, you fill out Form 3996. You are confident that you have given a good-faith estimate, and even more confident that you will be able to call in and revise your estimate should your situation change. The most important part of all of this is that you have given an estimate that may be verified (with reasonable variance or fluctuation) should management decide to observe you on the street.

Later, your Supervisor comes back, bemoaning that the zone is five-routes down for the day. Your supervisor asks if you can help out because there are not enough bodies to carry all of the mail. You mention that you could save an additional half an hour if you were allowed to: (Fill in some reasonable change in casing method, or line of travel here). Your supervisor's face falls. "I'm sorry," he or she says, "but the higher-ups will not allow us to do that. If it were up to me, I would let you do it. You understand. Now, how about that help? Can I count on you today?"

Do you see what is happening here? Management is shifting their burden to us. Their problems (short staffing, stupid ways of doing things, unforeseeable circumstances such as the the sun going down earlier) have now been shirked by them and shifted to Letter Carriers. "Can you please case two routes today because "we" are down so many routes?" Their staffing problem becomes our staffing problem. But Letter Carriers had nothing to do with short staffing the Postal Service. Also, we would be happy to tell them more efficient ways of delivering the mail if they would let us, let alone if they would actually ask us for suggestions. But instead, the "emergencies" that they created, using flawed logic, ignorant strategies, and lack of foresight, leave us handicapped in our ability to do our jobs, and erode what little morale we have left.

It is true that it is more difficult to perform to the best of your ability when you are in your twelfth hour of work for the day. And it can be frustrating when we are forced to do our work in ways that are unbearably inefficient. And most of us were raised to have empathy for our fellow human beings, so when our Supervisor's come to us with a sob-story about not having enough Letter Carriers, we instinctively want to help.

The answer to all of this is to do the following: Do not let Management put their Monkey (their problem) on your back. Management has the sole responsibility to hire and staff the office (This exclusive right is found in Article 3 of the Contract). They have the exclusive right to schedule enough Letter Carriers to deliver the mail, and to adapt as necessary should problems arise. If they come to you and ask you to solve their problems, the right answer is to reply that you will continue to deliver mail just as you always have, accurately and safely, and that if management needs to mandate you, you expect them to follow the contract when doing so. You will later let your Steward know that you have been mandated to see whether management has followed the Contract. Management gets paid a management salary to figure out how to get all of the mail delivered. You are paid hourly to deliver the mail assigned to you (mail on your bid assignment or additional work as contractually necessary). Don't let management put their Monkey on your shoulders. Take the time necessary to do the job correctly, whether or not the office is down 5 routes or management (at some unknown higher level) unilaterally decided to take 4 full coverages on the same day.

Contact : 1-800-Monarch

Michael Wahlquist – President
Branch 111, NALC



NALC HEALTH BENEFIT PLAN
Jimmy Kerekes

There was a postcard mailed to every member about the Prescription Drug Program. I am printing it in this issue. This will give you a second chance to read it if you haven't yet.

NALC HBP MEMBERS:

Effective January 1, 2020, as part of your prescription benefits managed by CVS Caremark, the NALC Health Benefit Plan will be moving to the NALC Health Benefit Plan Formulary Drug list with Advanced Control Specialty Formulary, which is a Standard Control Drug Formulary. This new formulary is a list of "preferred" prescription drugs that are identified by the CVS Health team of physicians and pharmacists (Pharmacy and Therapeutic Committee) to be the best overall value based on quality, safety and effectiveness. The NALC Health Benefit Plan Formulary Drug list with Advanced Control Specialty Formulary includes nearly all generic medications and specific brand name medications. NALC requires prior authorization for all Non-preferred medications. We will send detailed information during the next few months.

The premiums are now out for all FEHBP plans. Go to www.opm.gov/fehbppremiums. I will put in the NALC premiums in case some don't know which column on the chart to find the correct rates or don't have access to a computer.

Category 1 is the rate chart for Active Carriers.

CDHP Self = \$52.45
CDHP Self & Family = \$120.63
CDHP Self Plus One = \$115.72
Value Self = \$43.05
Value Self & Family = \$99.05
Value Self Plus One = \$94.97
High Self = \$87.56
High Self & Family = \$181.15
High Self Plus One = \$211.31

Monthly Premiums for Retirees are the following:

CDHP Self = \$118.38
CDHP Self & Family = \$272.26
CDHP Self Plus One = \$261.17
Value Self = \$97.16
Value Self & Family = \$223.54
Value Self Plus One = \$214.34
High Self = \$196.82
High Self & Family = \$408.94
High Self Plus One = \$473.01

More information next month on the 2020 coverage.
Don't forget to call if you need help. Also, go to last month's issue for the websites.

Your Home Financing Resource

The Union Plus Mortgage Program provides:

- Special benefits for union members, their parents and children
- Educational tools to help you prepare for homeownership
- A wide range of financing option from Wells Fargo Home Mortgage



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Don't be bamboozzled (extra z's added for emphasis)

Undertime" is a term your boss uses when he or she believes that the workload on your assignment should take less than eight hours that particular day. Management describes "undertime" as volume driven, meaning that a route is usually "undertime" when its total caseable mail volume falls below the route's "base" volume. They believe "Base" volume is the amount of mail a route must receive in order for the regular carrier to do the route in eight hours.

"Base" volume is calculated from the route's last inspection data and should be listed in the carrier route book on the PS Form 1564A. This number is as likely inaccurate as not. For example if the route has not been inspected within the last year or less, if changes in the number of deliveries, changes when a new apartment building comes on line, or a business moves in that receives a large volume of return mail, or a larger volume of parcels are sent out. Furthermore, our union does not recognize linear measurement or counting mail by volume in determining workload and /or work hours. Because let's face it mail varies in size both thick and thin mail effect the time it will take to deliver.

Carriers who have "undertime" on their routes are usually "pivoted" on to other assignments. "Pivoting" is a term used by management when requiring a carrier to work on another assignment in addition to his/her bid assignment for the amount of "undertime" on that carrier's assignment. When a carrier is "pivoted" he/she is authorized to work only eight hours despite having to finish his/her own assignment then part of another assignment.

"Undertime" is also predicated on a route's "leaving time". "Leaving time" is the time by which a carrier must leave the office to begin delivering in order to do the route in eight hours. It is also calculated from the route's last inspection data but may also be inaccurate if the route has not been inspected recently. Although "leaving time" is often ignored by management when pertaining to "undertime", it is instrumental in determining whether "undertime" is legitimate. For example, if a route's leaving time is 10:30am and the carrier is pulled down and ready to deliver mail by 10:00am, management can assert that this carrier has 30 minutes of legitimate undertime and may pivot him/her for 30 minutes. On the other hand, it is improper for management to assert that a carrier with 10:30am leaving time has "undertime" if that carrier has not yet received the last dispatch of mail, has not yet pulled down, and it is already 10:15am. In this case, the simple arithmetic would conclude that this carrier will have no "undertime" and may need overtime even though that day's volume may be less than the route's "base volume".

Never ever skip lunch and breaks. *Many carriers do not know how to deal with "undertime". They buy into management's "mail volume" theory and run their routes sacrificing their lunch and breaks to finish their assignments within the authorized eight hours. Meanwhile, management is glad that these carriers have bought into the concept of "undertime" and are on their way to showing their assignments to be less than eight hours on a regular basis. Management does not care that these carriers are sacrificing their breaks to finish their assignments. There is a management strategy behind "undertime" and it may be coming soon to your station. You see, if management can document that a route consistently has "undertime" it can successfully prove that this route is less than eight hours, then management can justify doing a minor adjustment to the route by adding to it to make it eight hours again. Before we know it, auxiliary and residual routes may be absorbed into those routes inaccurately documented as less than eight hours. Making them more than 8 hours in actuality, then the game starts, "you are requesting overtime on a light volume day everyone else is in undertime you should be pivoting at least an hour."*

Sometimes management will artificially create "undertime" on a route by instructing the carrier to curtail mail. If this occurs, that carrier should request from his/her supervisor a curtailment slip. PS 1571

The most effective way to deal with "undertime" is for carriers to do everything by the book, exercise their contractual rights, and not be persuaded into believing that mail volume drives their

Due to the original document's format , the below paragraphs are space due to one program not working with the other.

The union's position has always been to determine workload/work hours by counting total pieces of mail, not volume, as described in the Carrier's Duties & Responsibilities handbook, M-41 section 121. Carriers should not so easily believe management. Caseable mail volume does not solely determine your workload and work hours. There are so many carrier duties, in the M-41, that may not necessarily impact your office time but would add too delivery time. These duties are ignored by management hence leading to many disputes between carrier and supervisor over whether the carrier has "undertime". The best way to handle these types of dispute is for carriers to complete and submit PS Form 3996 requesting overtime or auxiliary assistance if being pivoted due to undertime would require them to work overtime. Carriers should always request from management copies of their completed PS Form 3996's and 1571's to keep for their records. These forms help document the amount of time needed to complete a route. These forms would protect the route from accusations of being less than eight hours. In fact, these forms may establish a route to be over eight hours and help qualify it for a special route inspection.

Asking for overtime

If you like math you can challenge numbers with numbers in some of the following ways.

- 1) Ask what is your scheduled leaving time;
 - 2) Ask the amount of remaining caseable mail, estimate the amount remaining i.e. 50% 75% etc.; multiply that number by the 18 and 8 standard even though we all know 18 and 8 is outdated at best.
 - 3) The number of other related duties yet to perform and estimated time for these duties; It is easiest to add the amount used in the base standard office time for in office duties.
 - 4) Any additional estimated pulldown time for more than base caseable volume. (as per the M-41 pull-down time is calculated at 70 pieces per minute);
 - 5) The number of mark-up mail pieces (as per M-41 time allowance is calculated at 4 pieces per minute);
 - 6) The number of change of address entries (2 minutes each including Form 3546, recorded on Forms 1564B and 3982 as per the M-41);
 - 7) Extra time for handling full coverages (marriage mail) during street duties; include additional time for sloppy fall apart adds or cards with glued on items.
 - 8) Scanning MSP (managed service points); I add 3 seconds times 10 scan points 30 seconds
 - 9) Scanning delivery confirmation pieces, express mail pieces, accountable items;
 - 10) The number of parcels beyond the average from the last route inspection; add 1 and ½ minutes per parcel.
 - 11) The amount of DPS mail (as per pre-arb settlement 10/21/98 M-01366, MRS '98).
- If management still insist on "pivoting" the carrier after receiving the 3996, the carrier should follow instructions write your estimated time on your route. Note in section j that your supervisor AUTHORIZED the off route overtime when giving extra work after an 8 hour estimate. Then the carrier should file a grievance for being forced to work off assignment overtime (unless it is an ODL carrier) and/or for management placing unreasonable expectations on him/her. A carrier should not sacrifice or skip their lunch and/or break under any circumstances. Doing so would reduce a route's time by up to 40-50 minutes (if both breaks and lunch were skipped) and document the route time as less than eight hours. It would also indicate to management that the carrier could do the route in less than eight hours daily.

NALC BRANCH 111
Minutes of the Regular Union Meeting
October 10, 2019

Convened at 6:38 pm

Pledge of Allegiance conducted by Mike Simonsen

Lance Henrie Conducted the meeting

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

· A sympathy card with a \$100 gift certificate was sent to the family of Letter Carrier Mary Granados who was killed while on duty in Odessa, Texas. It was sent at the request of our members. · A letter formally endorsing Erin Mendenhall for Salt Lake City Mayor was sent by the branch at the request of the members. · Rick Watson provided form letter responses he received from Ben McAdams and John Curtis regarding H.R. 2382 the USPS Fairness Act (to stop prefunding of retirement healthcare benefits). Neither one committed to supporting the resolution.

Allie Diamond – SLC's new EAP consultant introduced herself. She replaces Clark Richards. She is committed to getting all employees proper medical care (physical and mental). She is currently available for telephonic consultations. Her office will be ready by the end of the month. She is a therapist. Let her know if you are having trouble with any health affiliates. You can phone and/or email her.

Application for Membership by Lance Henrie - none

LETTER CARRIER POLITICAL FUND by Josh Thibodeau - not present

ORGANIZER by Justin Lindquist

He had 5 trainees this month. None for our branch. All are now union members. Next month he has 4 new CCAs to train for branch 111 offices. Watch out for the CCAs. They need our help with all the pressure on them.

Phil Rodriquez (State President) presented the branch with the region award for the highest increase in organizing (4%) over the last year (89% for Branch 111). Justin Lindquist received the award on behalf of the branch.

LEGISLATIVE and TRUSTEES by Kirk McLaughlin

The trustees met Thursday and the financial records were good.

COMPENSATION and MDA by Terry Ehlers

· The branch has donated \$9,403.77 to the MDA so far this year. \$3,200 was from the bowl-a-thon and \$6,203 from the Labor Day Picnic and Steak Fry. We are about \$600 short of this year's goal. Jeremy Bailey has been a great help. · Life insurance – after age 40, if you are carrying basic plus 5, every 5 years the price doubles. · The union has the MBA and something similar to Aflac. Check the national website for available options (nalc.org). · OWCP – in the near future we will be filing our claims or recording an injury over the internet or by cell phone. We are the last agency to be doing it this way. Form CA-1 will be instantly received by the compensation office and your supervisor. You still have to get and complete your CA-7, CA-16, and CA-17 from your management. Our area is not online yet. Don't let management complete your forms for you! CA-16s have to be given to you within 4 hours of request. · The Consolidated Casers-Streeters test has been stopped and awaiting a judge's decision and an injunction. Kim Mortensen reported (she is an observer for the NALC). She saw complete chaos in every office she went into. Each route has one piece of equipment. Labels are attached to PVC pipe attached to the case. Each slot has 6 to 10 addresses per slot. Many were working 75 hour per week and 15 hours per day. One carrier had earned \$114,000 as of the middle of September. This is destroying morale. Sign up and donate to LCPF NOW.

MOMENT OF SILENCE: For George Rettie who passed away last week. He was a Gold Card retiree.

HEALTH BENEFITS by Jim Kerekes

Open season ends Dec. 9th. Health coverage details will be coming after his seminar this month. Most plans have had cost increases. It can pay to shop around for better drug prices and insurance coverage.

SAFETY AND HEALTH by Chris Zambos

Fatigue- Many offices are maxed out to 60 hours for about a month. Tell your supervisor whenever you are fatigued and what action you need to take for it.

DIRECTOR OF RETIREES by Jeff Asay

· About 90 people attended a really successful retiree dinner this past month. These are good opportunities to reconnect with old friends. · Because of so many branch events in the fall, we will probably change our retiree's dinner to the spring.

TREASURER by Mike Madsen

- MDA – All money collection this year was well accounted for with multiple people, including from the MDA, counting and documenting funds. This was the best year ever collecting for MDA.
- This month we had income that was \$16,550 over expenses. We have had a \$5,700 deficit so far this year which is much better than projected in the budget. We will probably do much better than our projected budget for the year.
- Dues are going up to \$28.07 per pay period, up from \$27.76. This is because of a recent pay increase.

VICE PRESIDENT'S REPORT by Mike Hansen

- Excused for the last 6 weeks to care for his son. Now he is back and catching up on closing grievances.
- Steward training Wednesday will be a dinner instead of training.

EXECUTIVE VICE PRESIDENT by Lance Henrie

- Lance explained the costs involved with the new water cooler/heater he ordered for the office. We got 6 months free then 37.66/month with reimbursement for the old bottled water (\$56). Next year it will cost \$37.66 / month.
- 4,534 grievances filed so far this year.
- Talked about his experience with Caser-Streeters. Proven - Nothing gets done without direct action. We all need to be stronger.

PRESIDENT by Mike Wahlquist – excused – At a Meet and Greet with State Representatives

SPECIAL ORDERS:

NOMINATIONS FOR DELEGATES TO THE 2020 NATIONAL CONVENTION:

[From Previous Meeting: Chris Zambos, Kelly Grater, Jim Kerekes, Mike Simonsen, Chad Mortensen, Kirk McLaughlin, Jeff Asay, Josh Jessop, Clementine Alvey, Bob Jewell, Amie Gallo, Destiney Carrillo, Brent Bray, Blake Mellor.]

This meeting: Terry Ehlers, Alan Nagata, Tracie Butler, Kim Mortensen, Phil Rodriquez (as an unfunded delegate), Mike Madsen, Steve McNees, Mike Hansen, Trey Terry, Stormy Blood, Mike Barrios, Kitt Robertson. Nominations were closed. All elected by acclamation.

UNFINISHED BUSINESS: none

NEW BUSINESS: none

FOR THE GOOD OF THE ASSOCIATION: none

FOR THE IMPROVEMENT OF THE SERVICE: none

DRAW AND ADJOURN – 8:15 pm

- \$25 drawing winners: Amie Gallo, Stan Burmood
- RETIREES – \$ 250 (Douglas McGregor was not present). Next month it will be \$275.
- PROGRESSIVE A - \$75 (William Irvine was not present). Next month it will be \$100.
- PROGRESSIVE B - \$400 (Randall Speirs was not present). Next month it will be \$425.

<https://www.monarchdental.com/>

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spent.**



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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-
PRESIDENT**
Lance Henrie
VICE-PRESIDENT
Mike Hansen
TREASURER
Mike Madsen
SECRETARY
Steve McNees
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