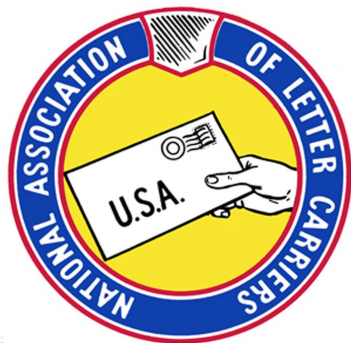


Airport - Alta Canyon - Bountiful - Cottonwood - Downtown - Dug way - Foothill - Heber - Holladay - Kearns - Lehi - Magna



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

May 2022

Publication 2022.5

## AFL-CIO Convention is June 17<sup>th</sup>

Notify Mike Wahlquist before June 1<sup>st</sup> if you would like to attend.

## The Summer / Pool Party is June 18<sup>th</sup> at the Murray Park pool

We will have a BBQ, swimming, and activities. Everyone and their immediate families are invited (grandkids are okay too). The party is from 6:15pm to 8:15pm at the pool.  
5109 Murry Park Lane

## July 10<sup>th</sup> is the Branch Bowl-A-Thon

The Bowl-A-Thon is part of Branch 111's fund raising for the Muscular Dystrophy Association (MDA).  
Start building a team for lots of fun, food and fundraising.  
Events will start at noon at Bonwood Bowl.  
2500 S Main Street

## The President's Report

# Water, Water Everywhere...But Not a Drop to Drink (Part 3)

This year we have had record setting heat in March, and April has already been pretty warm, so I think it is a good idea to address heat-safety a bit early this year. I originally wrote this article 5 years ago, and once again, I am starting it off with a modernized quote from “The Rhyme of the Ancient Mariner” by Samuel Taylor Coleridge... my favorite poem. The actual poem reads as follows:

*Water, water, every where,  
And all the boards did shrink;  
Water, water, every where,  
Nor any drop to drink.*

In this famous poem, the crew of a ill-fated ship find themselves stuck in the “doldrums” (stuck on a still sea with no wind with which to move their vessel). They run out of water and are stuck baking in the hot sun for weeks until they finally succumb to dehydration and all drop dead (except for the narrator/protagonist who lives to tell the tell). If you haven’t read it, it is not a “happy ending” poem, but rather a poem that seeks to teach a life lesson, or to warn of possible life-consequences, by the telling of a tragedy.

During the first 30 years of my career, I heard stand-up after stand-up where we were cautioned to avoid all symptoms of heat related illness. We were told that if we did feel any symptoms coming on, we were to immediately hydrate with water, seek shade or air-conditioning, and take an extra break (if necessary) for our safety and health. We were told to always make sure we had an adequate supply of water with us, and to drink copiously from it, and to dump some of it on our heads if we needed to. We were told that if we ran out of water, or found ourselves without sufficient water, to immediately take the steps necessary to obtain water.

In 2017, for the first time in my experience, we began to have some trouble between Craft and Management regarding the instructions about “water”. There were many disputes, but the most serious concern was whether a Letter Carrier, who found themselves without water “for any reason”, could obtain additional water. I do not need to go into the many reasons for which someone could find themselves without water, it has happened to me on several occasions, and I am sure it happens to all of us from time to time. The problem arose because management was giving bad (and potentially dangerous) instructions about water. Some members of management stated that Letter Carriers should never find themselves without water (presumably because they should always be prepared for any contingency), so getting water should never be an issue. I find that kind of logic to be disingenuous, naïve, and flawed, because running out of water does happen, and it will happen to everyone eventually. So, after several failed attempts to explain this to Management, and to get a definitive answer regarding whether a Carrier could deviate to get water when necessary, I was forced to write an open letter to the District Manager at that time (Darrell Stoke) which stated in part:

***“I have asked you and the numerous other EAS employees that I have encountered in the Downtown office to give the following instruction: “If you [Letter Carriers] find yourselves without water FOR ANY REASON, immediately procure water sufficient for your needs.”...***

***...“Since management has declined to give this instruction, I find that I must get the word out, so this open letter will be published in our branch newsletter, and I am saying to all Letter Carriers, “If you [Letter Carriers] find yourselves without water FOR ANY REASON, immediately procure water sufficient for your needs.” The Union will be happy to defend any Letter Carrier who is disciplined for procuring water when it is necessary for their safety.”***

***After that letter, the Union resolved a grievance with the following language [in part]: “Any management employees that have told employees that they cannot have water will be instructed to cease and desist. Management will be told employees in the heat cannot be denied water.”***

**I have had numerous conversations with management about heat-safety, and potable water issues. Since the grievances and OSHA complaints of 2017, management and the Union have been in complete agreement regarding water. In the past, management has stated that bottled water is being provided in all Salt Lake City Installation offices (and I believe all the Associate Offices are providing bottled water as well, please let me know if that stops being the case, or isn't the case). Management has stated that Carriers are being instructed to obtain water sufficient for their needs anytime they find themselves without water. Management has also stated that if anyone finds that they are having heat-related illness (for example, being unable to continue delivering due to heat-related symptoms), they should call 911, or call their Manager/Supervisor for assistance, whichever they deem expedient and appropriate. In the past, management has agreed (regarding heat-related illness, heat stress, heat exhaustion, and heat stroke), that while every case is subjective, the Postal Service will make every effort to err on the side of caution, by calling 911, providing rides to the Hospital, or making sure Letter Carriers are checked out by medical professionals after having on-the-job heat-related illness (all of the aforementioned to be done when appropriate... every situation is unique).**

**The bottom line is that both the Postal Service, and Letter Carriers should take Heat Safety seriously. It is my fervent hope that Management and Letter Carriers will use their best judgement in dealing with both heat and hydration. The hierarchy of importance is: Health, Family, and then Job. Remember, you won't have a job if you don't protect your health, and you won't want a job if you have to sacrifice your family to keep it.**

**It is expected that this will be a long, hot Summer. Water is good. Gatorade is good. Wet towels on the neck, wet hats, sweating, fans, shade, air-conditioning, and an extra break if necessary are all good. Please take care of your health this summer by taking the steps necessary to keep yourselves hydrated and not overheated.**

**Thank you for protecting yourself during the summer to come, and please have a safe Summer!**

**Michael Wahlquist – President  
Branch 111, NALC**

**NALC BRANCH 111**  
**Minutes of the Regular Union Meeting**  
**April 14, 2022**

**Convened** at 6:36pm

The meeting was also broadcast over Zoom for those unable to attend in person.

**Pledge of Allegiance** conducted by Mike Simonsen

**Roll Call** by Steve McNees

**Minutes** of the March 2022 meeting were posted. Without objection, they will be filed for future reference.

**Reading of the Communications** by Steve McNees

- Received a letter from the USPS National Food Drive Coordinator. She said that Postmaster General DeJoy has expressed his support for the 2022 Stamp Out Hunger Food Drive on May 14th. We all need to do our part to spread the word to customers and employees.
- The Nevada/Utah Labor relations office notified us of an administrative change to the Salt Lake Downtown Annex. 110 positions will be moved from finance number 49-7794 to the new finance number 49-7784. This is to create greater visibility to Post Offices where multiple stations and branches currently share one finance number with the lead installation.

**Application for Membership** by Mike Hansen

Kristina Smith, Jennifer Lopez Martinez, Owen Moore, Teresa Woehl, David Simonich, Lisa Sadler, Justice Nugent, James Witucki, Tressie Bohorquez, Michael Thompson, Zachary Monsen, Daniel Pedersen, Michael North, Dana Read, Gabriella Rodriguez, Jordan Lampe, Kyle Spainhower, Ray Middlesworth  
2 new members were sworn in, Gareth Davies and Ray Middlesworth

**LETTER CARRIER POLITICAL FUND** by Josh Thibodeau – not present

**MDA COORDINATOR** by Jeremy Bailey • Not Present

**DIRECTOR OF VETERAN AFFAIRS** - Jimmy Fleming – no report.

**LEGISLATIVE** by Chad Mortensen

- Everyone should be a state delegate for whatever party they belong to. This will help letter carriers get recognized.
- **Republican and Democrat state conventions are April 23.** • April 6<sup>th</sup> President Biden signed the Postal Reform Act. We are still worried about how the 6-day delivery will work out.
- State elections are coming. Mike Lee is not a friend of letter carriers. Evan McMullin (R) has been invited twice to speak to us but hasn't accepted. He appears to be a politician/smooth talker. He has said no to McConnell, wants to fix prescription drugs, hasn't taken any pac money, says the 2021 election was legitimate, was a CIA agent. He doesn't answer questions about immigration, climate change, employee organizing and unions (appears to be anti-union).

**TRUSTEES** by Chad Mortensen

- MDA: **Saturday in Brigham City at the Fraternal Order of Eagles, at 6:30pm** – they are playing bingo for MDA. \$15 per card.
- The trustees met Tuesday. Everything balanced and was accurate. There were not warrants that needed questioning.

**MBA, COMPENSATION** by Bob Jewell

- Kristie Nicholson in the SLC OHPS agrees that it is the carrier's responsibility to fill out the CA-1, 2 & 7, and it is better to do it online (ecomp.dol.gov) than with a supervisor.
- If you don't know your supervisor's email address, you can enter the supervisor's first name and @usps.gov or use Kori McNeill's or Kristie's email ([kristie.m.nicholson@usps.gov](mailto:kristie.m.nicholson@usps.gov) or [kori.a.mcneill@usps.gov](mailto:kori.a.mcneill@usps.gov)).
- Management agrees with us on how to file these forms. Everyone is encouraged to sign up at ecomp.dol.gov now. You don't have to be injured "yet."

**HEALTH BENEFITS** by Jim Kerekes

- Jim tells CCAs in stand ups to sign up for ecomp now.
- Jim passed out a survey, in the meeting, that he will tabulate and put in the Pavement Pounder. It deals with our stress levels.
- The Postal Reform Act also addresses Medicare and health benefits issues.

**ORGANIZER** by Justin Lindquist

- Organizing is going very well. Retention of new CCA is tough. We need to help them through their 90 days and first year.

**SAFETY AND HEALTH** by Justin Lindquist

- Management is violating the contract and carriers are going after each other. We need to address our issues with management and not each other.
- Safety meeting is the middle of next month.
- Management doesn't process 1767s the way they are supposed to. Justin asked management to bring the procedures for handling form 1767 to the next safety meeting and review/discuss it. Also, discuss what is supposed to happen if a supervisor/manager doesn't properly process form 1767. Then decide what they are going to do about it.
- **Send Justin a copy of your 1767s** (take a picture and email/text it) that you turn in so that he can call out management if they are not processing them correctly.

**DIRECTOR OF RETIREES** by Jeff Asay

- **April 28<sup>th</sup> is the retiree dinner. It is at the Draper Chuck-O-Rama** Retirees show up! (with a spouse/friend)

**TREASURER** by Mike Madsen

- Last Month: income of \$2,400 from the USPS for permissive remedies. Paid Central Fed dues, \$500 donation to the AFL-CIO food bank, paid payroll taxes.
- The LM2 was filed on time.

**VICE PRESIDENT** by Amie Gallo - no report

**EXECUTIVE VICE PRESIDENT** by Mike Hansen

- 549 grievances filed so far this year. CCAs need to make sure that they get the union to investigate immediately if they are ever issued discipline. They could be missing crucial 14-day time limits.

**PRESIDENT** by Mike Wahlquist

- **The Food Drive is the 2<sup>nd</sup> Saturday in May** (first in three years). This food drive and the scout drive, usually last the food bank through November.
- Murray City hasn't approved our request to use their park & pool for our Summer Pool Party (for entire families). The pool is undergoing some maintenance repairs.
- **Aug 20<sup>th</sup> is the Steak Fry at Murray Park** for a member and one other.
- Medicare. If you are still working at 65, should you sign up for part A? Most thought it was okay.
- For every year you go past 65 before signing up for Medicare, there is a penalty if you are not working. More information will be obtained on this subject.
- There will be a **Labor Day Picnic in Magna again this year**. We will have a booth where we will sell hamburgers, hot dogs, and drinks for MDA.

**SPECIAL ORDERS:** none

**UNFINISHED BUSINESS:** none

**DELEGATES TO THE STATE AFL-CIO CONVENTION:**

Nominations were opened for **delegates to the Utah State AFL-CIO Convention on Friday June 17<sup>th</sup>**.

Self-nominations were accepted. We get 9 votes at convention but we can send as many as want to attend.

Self-Nominated: Jimmy Kerekes, Phil Rodriguez, Kirk McLaughlin, Chad Mortensen, Keith Warner, Mike Simonsen, Kim Mortensen.

**Nominations remain open for anyone who wants to go.** Call, text, or email President Wahlquist a request to attend.

**NEW BUSINESS:** none

**GOOD OF THE ASSOCIATION:** none

**FOR THE IMPROVEMENT OF THE SERVICE:** none

**DRAW AND ADJOURN** – 7:32 pm

Winners need to be present to win (includes Zoom)

- \$25 drawing winners were Steve McNees and Gerald Maxfield
- RETIREES – \$25 (Sheila Davis was not present). Next month it will be \$50
- PROGRESSIVE A - \$200 (Sterling Slade was not present). Next Meeting it will be \$225
- PROGRESSIVE B - \$100 (Dedee Vecchione was not present). Next Meeting it will be \$125

The minutes for both April and May are appearing in this issue of the Pavement Pounder. Due to Editor failure the April edition of the Pavement Pounder was not published.

There is always a need for old survivable uniforms that can be donated at The Hall.

“Only a fool would try to deprive working men and working women of  
their right to join of their choice.”

Dwight D. Eisenhower

**NALC BRANCH 111**  
**Minutes of the Regular Union Meeting**  
**May 12, 2022**

**Convened** at 6:35pm

The meeting was also broadcast over Zoom for those unable to attend in person.

**Pledge of Allegiance** conducted by Mike Hansen

Moment of Silence for Ralph Allen who passed away March 31, 2021 and Kate Peterson who was hit by a postal vehicle May 3<sup>rd</sup>.

**Roll Call** by Steve McNees

**Minutes** of the April 2022 meeting were posted. Without objection, they will be filed for future reference.

**Reading of the Communications** by Steve McNees

- Lannie Chapman is running for Salt Lake County Clerk. She comes from a union family and she believes all eligible voters must have equal access to the ballot through both vote-by-mail and in-person voting.
- Rosie Rivera is running for re-election as the Salt Lake County Sheriff. She has been an active member of the Fraternal Order of Police for over 28 years.
- Both are endorsed by the AFL-CIO and the Central Utah Federation of Labor and would like to meet with us.
- President Rolando sent notice that National Convention delegates and attendees may be required to comply with vaccine mandates and masking and testing requirements. Those not willing to do this may want to re-consider being delegates.

**Application for Membership** by Mike Hansen

Kelli Laszik, Jesse Williams, Brittany Mathewson, Jose Garcia, Kreek Schultz, Adrean Capulet, Troy Mabey, Michael Lopez, Matthew Mora, Connor Frost, Daniel Soto  
Daniel Langton was sworn in.

**LETTER CARRIER POLITICAL FUND** by Josh Thibodeau – not present

**MDA COORDINATOR** by Jeremy Bailey

- **June 20<sup>th</sup> - Branch 68 (Ogden) is hosting a golf tournament.** We have three teams going so far, more would be good.
- **July 10<sup>th</sup> at noon is our branch bowling tournament.**

**DIRECTOR OF VETERAN AFFAIRS** - Jimmy Fleming – no report.

**LEGISLATIVE** by Chad Mortensen

- Lannie Chapman is planning on being here next month to talk to us. Chad has talked to the sheriff also.
  - Rosemary Lester, a state representative in Ogden, has asked Chad to help her get endorsements. She is interested in our efforts to get state and local government to use postal facilities for doing business.
  - Lannie Chapman is running for county clerk. Her opponent is reported to think that vote by mail is a fraud.
  - The Davis County Clerk reviewed voting integrity and we are doing good. Best in the country.
- Rural carrier president has asked for our help to pass legislation that allows their CCA work to be counted towards their retirement.

**TRUSTEES** by Chad Mortensen

- The trustees were unable to meet this month. Officers are available for questions from any member about how money is spent or coming in. It is all documented for anyone who wants to set an appoint to review the records.

**MBA, COMPENSATION** by Bob Jewell – no report

**HEALTH BENEFITS** by Jim Kerekes

This last open season, we only had 3,331 join our health plan nationwide (2000 are letter carriers).

**ORGANIZER** by Justin Lindquist – not present

**SAFETY AND HEALTH** by Justin Lindquist – not present

**DIRECTOR OF RETIREES** by Jeff Asay

- We had a really good retiree dinner. About 95 attended.
- **Login.gov** is how you will access OPM for retirees after May 26<sup>th</sup>. It has 2 factor authentication. It is the way you will access all of your government accounts (Social Security, Medicare, etc) in the near future. Retirees should get signed up quickly so you are always ready. This means you will only have to have one password for all government accounts.

**TREASURER** by Mike Madsen

- Mike completed IRS form 990 last night. That was the last government form for the year.
- Income from last month was about \$29,000.

**VICE PRESIDENT** by Amie Gallo - no report

**EXECUTIVE VICE PRESIDENT** by Mike Hansen

- 745 grievances filed so far this year.
- If stewards are getting large blocks of grievance numbers, make sure you don't use a number more than once.
- Josh Jessup (not present) thanked everyone for their help with the food drive. Josh has been doing a great job coordinating this year's drive.
- If you have a social media account, put up a picture/logo of the food drive to remind your friends to donate this year.

**PRESIDENT** by Mike Wahlquist

- **The Summer / Pool Party is June 18<sup>th</sup> at the Murray Park pool.** We will have a BBQ, swimming, and activities. Everyone and their immediate families are invited (grandkids are okay too). It is from 6:15pm to 8:15pm at the pool.
- **July 10<sup>th</sup> is the Branch Bowl-A-Thon,** starting at noon. Lots of fun and the money all goes to MDA.
- **AFL-CIO Convention is June 17<sup>th</sup>.** Delegates (so far): Jim Kerekes, Phil Rodriquez, Kirk McLaughlin, Chad Mortensen, Keith Warner, Mike Simonsen, Kim Mortensen. Notify Mike before June 1<sup>st</sup> if you would like to attend.
- **Food drive May 14<sup>th</sup>** The first one in three years. Just do the best you can.
- On May 3<sup>rd</sup>, Kate Peterson, 5 years old, was accidentally hit and killed by a letter carrier. The carrier is devastated as well as all carriers in the office. All are getting counseling and need our respect. The gofundme for Kate has a goal of \$10,000, but it has already raised over \$50,000.

**SPECIAL ORDERS:** none

**UNFINISHED BUSINESS:** none

**NEW BUSINESS:** none

**GOOD OF THE ASSOCIATION:**

- Both United and Delta airlines have special prices for those going to National Convention.
- ⇒ A retiree, who is a veteran, has electric power problems at his house, but he can't afford to get it fixed. He was quoted \$8,000 for a new electric meter. The Executive Board will review a motion to provide funds before the next meeting. We will look for someone to do the work.
- ⇒

**FOR THE IMPROVEMENT OF THE SERVICE:** none

**DRAW AND ADJOURN** – 7:31 pm

- \$25 drawing winners were Sean Dahl and Pat Busath
- RETIREES – \$50 (Meri Allen was not present). Next month it will be \$75
- PROGRESSIVE A - \$225 (Melisa Elizondo was not present). Next Meeting it will be \$250
- PROGRESSIVE B - \$125 (Douglas Binkerd was not present). Next Meeting it will be \$150

## Upcoming Events:

June 18th

The Summer Pool Party

July 10th

Branch Bowl-A-Thon  
MDA Fundraiser

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

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PUT YOUR NON-PERISHABLE DONATION IN A BAG BY YOUR MAILBOX.  
WE'LL DELIVER IT TO A LOCAL FOOD BANK.



The financial records of Branch 111 are available to anyone by appointment and a monthly record is always available at Branch 111 monthly meeting.

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Amie B. Gallo  
**Treasurer**  
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