

**NALC BRANCH 111**  
Minutes of the Regular Union Meeting  
**August 09, 2018**

**Convened** at 6:41 pm

**Pledge of Allegiance** conducted by Mike Simonsen

Moment of Silence for Bill “Frenchy” Feveryear and Richard Stewart

**Roll Call** by Steve McNees

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

**Reading of the Communications** by Steve McNees. ● The Draney family sent a thank-you card for flower the branch sent. ● Letters to Paul Price, Amy Ellis and Rafael Rodriguez inviting them to our Steak Fry on Aug. 15<sup>th</sup>. ● Letter announcing the Safety and Health Committee meeting on Friday, July 27<sup>th</sup> at 2:30pm. ● Letter to Karen Mayne announcing the branch’s unanimous endorsement of her Senate run in District 5. ● Amie Gallo sent a packet of documents showing that the proper time limits for reading and voting on the bylaws change that created the Exec Vice President position wasn’t proper and that she would like to see that time lines are followed in the future.

**Application for Membership** by Lance Henrie

New Members: Brian Doolittle, Jack Smith, Jared Willis, Leah Swartz, Joseph Christensen, Michael Fucile, Jessica Munoz, Jessica Valdez, Kortnie Chatterton, Ashlee Hardy, Aaron Fodor, Isidro Pitayo, Joshua Riley.

Aaron Fodor was present and sworn in as a member.

**LCPF** by Monte Jones not present.

**ORGANIZER** by Justin Lindquist. Not present

**FOOD DRIVE** by Stan Hawker

Total food collected in the state was 553,852 pounds. Julie Adams from the Food Bank was impressed by the hard work and positivity of each carrier. The food drive was very successful.

**LEGISLATIVE and TRUSTEES** by Chad Mortensen.

● Sept 14<sup>th</sup> – has a meeting with Mia Love’s office to discuss issues (Karen Mayne going also). ● Rob Bishop has Town Hall meetings next week (14<sup>th</sup> -16<sup>th</sup>). ● New resolution, HR993 is to prevent privatization of the Postal Service. Republicans and Democrats are supporting it. Everyone should contact their reps to support it! ● Register to vote! Update your address if you have moved. ● Download the NALC APP to get updates ● Time off to help with elections has been restored.

The Trustees met last night. Several warrants had not been completed but were fixed. ● Troubles with hotel and shuttle services at National Convention – charges being challenged by the branch. ● Mileage expenses need to be more specific, including distance. Procedure changes are going to be proposed.

**MBA-COMPENSATION-MDA** by Terry Ehlers (excused) ● MDA –Jeremy Bailey announced the bowl-a-thon on Aug. 18<sup>th</sup>. Cost is \$25 each or \$20 if you have a team of 5. Free pizza and drinks. Place/time: 2500 S. Main at 6:30pm. Donations should be made by check to the MDA. ● Joey Wiscomb told how the MDA Camp was run by the staff this year and the kids had a great time.

**HEALTH BENEFITS** by Jim Kerekes

Open season this November ● You can call around and price other pharmacies to possibly get a cheaper price. Sometimes the price without insurance is less. There is a booklet that has the rules and how to get help. You can get reimbursed from the health plan in some circumstance for getting prescriptions out of system. NALC pharmacy: 800-933-6252

**DIRECTOR OF RETIREES** by Jeff Asay.

Retirees’ Dinner Sept 27 at Chuck-A-Rama in Draper, 4:30-6:30pm. You and one guest. No tickets or reservations required. No political speeches. ● Wahlquist has Steak Fry (Aug 25<sup>th</sup>) tickets for retirees at the union office. No cash.

**TREASURER** by Mike Madsen

Last month's income was \$28,209 and expenses were \$36,978 (National Convention was about \$6800). A detailed breakdown of all income and expenses was on the back table. \$26,400 under budget on the National Convention last month.

**VICE PRESIDENT'S REPORT** by Mike Hansen

He covered the hall for a week, visited Holladay, Sandy, Bountiful, Tooele, and Murray. ● All closed grievance records are up to date and filed away. ● Steward training next week on equalization (by LoEne). He has been splitting stewards to give more individualized training for newer stewards.

**EXECUTIVE VICE PRESIDENT** by Lance Henrie.

797 grievances as of today. Yesterday 49 grievances were assigned. Many grievances are for renegeing on settlements.

● Organizing – been doing well (room to improve). Travis Richeson is helping. ● Remembered “Frenchy” (Bill Feveryear) in Cottonwood and how he was personally helped by Frenchy when he was a new carrier.

**PRESIDENT** by Mike Wahlquist.

Good National Convention last month. There were many good speakers and classes. ● Everybody that wanted to go to convention, and qualified, went this year. ● Our branch received 3 LCPF awards at Convention (2<sup>nd</sup> highest per capita donation (\$34.69) for our branch size, 2<sup>nd</sup> highest number donating (18.05%), and 3<sup>rd</sup> greatest increase in donations over the last 2 years (3.45%). Kim Mortensen and Destiney Carrillo worked especially hard organizing along with Chad Mortensen and Phil Rodriguez. ● Steak Fry tickets available tonight. Stewards will get them Wednesday (no cash). ● Jeremy Bailey's phone number to sign up for the bowlathon. 801-759-2972 (he would like a retiree team) ● The Labor Day picnic is coming up at Magna Park with activities, food, car show, etc. We have always sold some food with all money going to MDA. Volunteers are welcome at the picnic to help cook hamburgers. Call Terry Ehlers at 801-694-0558 to volunteer (work in shifts). ● Swimming, canoeing, and riding horses were first time experiences for most of the kids at MDA camp. Parents are 24/7 caregivers so this camp gives them some needed relief. It costs about \$2,000 per kid to go to camp.

**SAFETY AND HEALTH** by Chris Zambos –

One office had a rollaway where the transmission and vehicle indicator failed, and the parking brake had issues. After a safety talk they found 7 more vehicles where the parking brakes failed. ● Trouble with wasps this year. Report it right away just in case it gets infected. ● Heat Stress cards should have been given to every employee. ● Mosquitos that transmits lime disease are now in Utah. ● Management is required to have masks available for bad-air days (smoke).

**SPECIAL ORDERS:**

● Eleven bylaws proposals were read by Steve McNees. They will be presented and voted on next month. They are attached at the end of these minutes.

**UNFINISHED BUSINESS:** None

**NEW BUSINESS:** None

**GOOD OF THE ASSOCIATION –**

LoEne Simpson– if you have a traumatic injury, immediately get a CA-16, whether you have expenses or not. ● Chad Mortensen – the union hall stage is being refinished and new vinyl banners will be put up for all unions. ● Kim Mortensen is finalizing arrangements for State Convention. It will be in Price Utah. **Nominations for State Convention delegates will be next month.**

**IMPROVEMENT OF THE SERVICE –** none

**DRAW AND ADJOURN AT 7:10 pm**

\$25 drawing winners: Eric Grotepas, Rick Watson

RETIREEES – \$525 (Glen McKell was not present). Next month it will be \$550.

Progressive A - \$900 (Mike Kutch was not present). Next month it will be \$925.

Progressive B - \$50 (Shauna Poast was not present). Next month it will be \$75.

## **BYLAWS PROPOSALS READ AT THE AUGUST 2018 UNION MEETING**

Proposed by Branch 111 Executive Board:

CURRENTLY READS: Article 3, Section 1 - "The dues of this branch shall be 1 hour per pay period at city letter carrier grade 2 Step H, table 1. Any member not on dues check off shall maintain their dues (1) year in advance."

PROPOSED CHANGE: Article 3, Section 1: "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."

Proposed by Heather Harrison

CURRENTLY READS: Article 4 Section 16 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.

PROPOSED CHANGE: Article 4 Section 16 - 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.**

Proposed by Jennifer Ogden

CURRENTLY READS: Article 4 Section 15 The office hours of Branch 111 will be established and posted, National and State holidays exempted. If the President cannot be at the office during the designated hours, he/she will ensure that a telephone-recording device will be in place or he/she will designate (in this order) the Executive Vice President, Vice President, a bonded officer, or steward to take his/her place.

PROPOSED CHANGE: Article 4 Section 15 - The office hours of Branch 111 will be established and posted, **including the lunch hour**, National and State holidays exempted. If the President cannot be at the office during the designated hours, he/she will ensure that a telephone-recording device will be in place or he/she will designate (in this order) the Executive Vice President, Vice President, a bonded officer, or steward to take his/her place.

Proposed by Jennifer Ogden

CURRENTLY READS: Article 7 Section 5 E - Any losses incurred by the Branch due to a member's cancellation of travel plans shall be made good by that member.

PROPOSED CHANGE: Article 7 Section 5 E - Any losses incurred by the Branch due to a member's cancellation of travel plans shall be made good by that member. **Convention delegates and training seminar attendees are required to be in attendance, aside from lunch and Union business or similar validated needs. Any delegates and/or attendees not in attendance will reimburse the Branch for the time period of their absence.**

Proposed by Destiney Carrillo

CURRENTLY READS: Article 8. Section 6 F. The President of Branch 111 shall receive an annual clothing allowance equal to the sum of a Letter Carrier uniform allowance as determined by the National Agreement (Article 26, Section 2a).

PROPOSED CHANGE: **Remove in whole**

Proposed by Amie Gallo

CURRENTLY READS: Article 8 Section 6. D. - The President shall receive annual leave equal to the amount that he/she would earn if working full time for the Postal Service. The President will not be required to use annual leave for actual days while attending official NALC functions and events. Annual Leave may be accrued during each term of office, but must be used before the end of their term or forfeit all unused leave. The President shall record on a calendar starting January all Annual Leave used for the year, the Trustees will quarterly monitor leave usage of the President.

PROPOSED CHANGE: Article 8 Section 6. D. - The President shall receive annual leave equal to the amount that he/she would earn if working full time for the Postal Service. The President will not be required to use annual leave for actual days while attending official NALC functions and events, but will not receive salary from the Branch while attending such events. Annual Leave may be accrued during each term of office, but must be used before the end of their term or forfeit all unused leave. The President shall record on a calendar starting January all Annual Leave used for the year, the Trustees will quarterly monitor leave usage of the President.

Proposed by Michael Simonsen

CURRENTLY READS: Article 8 Section 6 G. The President shall receive an entertainment expense allowance of \$800 per year.

PROPOSED CHANGE: **Remove in its entirety.**

Proposed by Chad Mortensen

CURRENTLY READS: Article 8 Section 6.H. - The President shall have up to one hundred twenty (120) days per year salary, to distribute to any union member in good standing, to conduct union business, attend special meetings, regional assemblies and conferences. Pay shall be equal to NALC Grade 2 Step O Letter Carrier. The Executive Board must approve the use of monies from this account to pay the President.

PROPOSED CHANGE: Article 8 Section 6.H. - The President shall have up to ninety (90) days per year salary, to distribute to any union member in good standing, to conduct union business, attend special meetings, regional assemblies and conferences. Pay shall be equal to NALC Grade 2 Step O Letter Carrier. The members must approve the use of monies from this account to pay the President.

Proposed by Amie Gallo

CURRENTLY READS: Article 8 Section 6 J. Compensation for time spent outside regular duties and expense monies shall be paid to any officer(s) or member(s) on official business incurred in conducting the business affairs of Branch 111. Proof of expenses will be turned in monthly for reimbursement. Expenses will be paid in full for: all union business, meals, room, travel, and daily expense monies. The President or Vice President must give prior approval for the above- mentioned expenses.

PROPOSED CHANGE: Article 8 Section 6 J. - Compensation for time spent outside regular duties and expense monies shall be paid to any officer(s) or member(s) on official business incurred in conducting the business affairs of Branch 111. Proof of expenses will be turned in monthly for reimbursement. **Expenses will be paid in full for: all union business, travel, and daily expense monies. When**

requesting mileage to/from any station within Branch 111, a signature of a member in good standing from said office must accompany the proof of expense. The President or Executive Vice President must give prior approval for the above-mentioned expenses. In the case of the President's expenses, the Executive Vice President must give prior approval for the above-mentioned expenses.

Proposed by LoEne Simpson

CURRENTLY READS: Article 8 Section 10. Shop Stewards shall receive a salary equal to Union dues, payable quarterly.

PROPOSED CHANGE: Section 10.- Shop Stewards **WHO ATTEND REGULARLY SCHEDULED BRANCH MEETINGS** shall receive a salary equal to Union dues, payable quarterly. **ATTENDANCE WILL NOT BE REQUIRED FOR STEWARDS WHO ARE ON UNION, POSTAL OR U.S. GOVERNMENT BUSINESS. 1 DAY SICK LEAVE AND 1 DAY ANNUAL LEAVE WILL BE GRANTED PER YEAR.**

Proposed by Lance Henrie

CURRENTLY READS: ARTICLE 9 Parliamentary Authority - The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the Branch in all cases to which they are applicable and in which they are not inconsistent with the National Constitution, these bylaws, and any special rules of order the branch may adopt.

PROPOSED CHANGE: ARTICLE 9, Parliamentary Authority -The rules contained in the **Democratic Rules of Order** shall govern the Branch in all cases to which they are applicable and in which they are not inconsistent with the National Constitution these bylaws, and any special rules of order the Branch may adopt.

Proposed by Mike Wahlquist

PROPOSED NEW ARTICLE: Article 4, Section 20. **No Branch 111 Steward, Alternate, or other Officer may request a progressive/permissive remedy for themselves or for another Steward, Alternate, or other Officer. All progressive/permissive remedies must be requested to be paid to Branch 111. (Progressive / permissive remedies are defined as remedies above and beyond actual harm to a grievant).** *NOTE: This proposal was accidentally read a month too early. It will be read again next month.*