

**NALC BRANCH 111**  
Minutes of the Regular Union Meeting  
**November 8, 2018**

**Convened** at 6:40 pm

**Pledge of Allegiance** conducted by Mike Simonsen

Moment of silence for Jim Horrocks who passed away.

**Roll Call** by Steve McNees

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

**Reading of the Communications** by Steve McNees.

- Letter from Jim Edgemon describing election violations. He will appeal the NBA election for Region 2.
- Letter from the National Committee on Appeals denying Kim Mortensen's appeal of the 2017 Branch Election because the appeal was untimely and her objections were not supported by the record.
- Reply letter to Jennifer Ogden's request for information about any branch affiliation with 210 Workers. There is no affiliation with 210 workers and there is no direct knowledge of possible wrongdoing. The branch voted not to allow advertising which was implemented.
- President Rolando granted a dispensation for a time limit error while creating the Exec. V.P. position.
- State Announcement of Steward College the week of April 1, 2019 and State convention April 5-9. Both will be at the Ramada Inn in Price, UT.
- Letter to Orem management reminding them of a potential contractual violation with their planned assignment of new Dodge Promaster vehicles.

**Application for Membership** by Mike Hansen

Patrick Miller, Trilana McDonald, Jason Wenger, Logan Ciaciuch, Erica Akin, Janis Burnson, Dylan Brown, Dean Welch, Alison Searle, Carlos Cardenas, Cassandra Stanworth, Ethan Baker, Kasandra Norcross, Aaron Gale, Nicholas Mogzec, Carolina Gomez Vargas, Katherine Jamison, Daniel Taylor, David Reynolds, Joseph Ells.

**LCPF** by Monte Jones - Not present

**ORGANIZER** by Justin Lindquist.

In the last 4-5 months we have been doing very good signing up new CCAs, with 100% for the last months. Travis Richeson has been helping lately. We are over 85% organized which is very good.

**LEGISLATIVE** by Chad Mortensen -

- We recently voted to reduce our union dues by about \$2.40/PP and we are getting a 2.1% raise this month. Chad encouraged everyone to donate \$5 per month (or more) to the Letter Carriers Political Fund.
- We shouldn't have to pay to talk to legislators but the fact is everyone has to.
- No dues money goes to political activities.
- Mitt Romney was elected and we have a volunteer to work with him.
- Our 2 national bills should come up during the lame duck session.

**TRUSTEES** – Chad Mortensen

Met last night. Everything went smoothly.

- A new mileage log form was created. It will be available in the office, on the web and branch computers.

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

**HEALTH BENEFITS** by Jim Kerekes

- Open season Nov 12<sup>th</sup> thru Dec 10<sup>th</sup>.
- He has a list of dates he will be available to meet with members at the union office.
- Cost has increased about \$17.
- Check the website [opm.gov](http://opm.gov) if you want supplemental dental.
- CCAs get a postal health plan but Jim will help them to understand the programs if they need help.

**SAFETY AND HEALTH** by Chris Zambos

Winter is coming. Your managers have a choice of 3 or 4 different types of anti-slip foot wear that they can purchase for you to fit over your shoes. Make sure you have a safe route (no ice) into the building in the morning.

## **DIRECTOR OF RETIREES** by Jeff Asay.

Fred Downey received his retirement watch and pin. • HBP Open season is Nov 12<sup>th</sup> thru Dec 10<sup>th</sup> and Medicare Open Enrollment, for retirees, is through Dec 7<sup>th</sup>. • NALC rates are quite competitive. Call Jeff or Jim Kerekes for help.

- Retirees – you might want to show up in December!

## **TREASURER** by Mike Madsen

- A detailed list of income and expenses for October was available on the back table.
- October gross income was \$41,465, expenses of \$34,196, a net gain of \$7,269.
- We may go over budget because of a new officer and proposed new member bounty. We have about \$200,000 in the bank

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

- Steward training this month is cancelled (day before Thanksgiving).
- State has training Nov 14<sup>th</sup> at the Hampton Inn in Provo (basic grievance handling, etc).
- The Utah State Assoc. Facebook page has more information on activities and training outside our branch.
- UBBM has rec'd more attention lately because of political mailings. Let new employees know what is appropriate or not, in UBBM.
- Start time grievances are being worked hard on by all stewards.

## **EXECUTIVE VICE PRESIDENT** by Lance Henrie.

Lance believes management is purposely hurting carriers with unwarranted discipline and improper handling of Injury Comp cases (examples given).

- A new CCA reported a package leaking onto her skin. She was told it was a salt like substance and keep delivering (they didn't know what it was). This happened during the bomb scares. She was fired.

- Start time grievances- Management numbers are wrong. There were no times recorded for SPRs and other items. One office's times are set to percent to standard and another is adjusted to standard.

## **PRESIDENT** by Mike Wahlquist.

The Presidents 120 days (pay for additional officers/stewards LWOP) is almost gone – until the last 2 years we have not exceeded the 120 days. Last year was the attack on downtown carriers. This year Orem has been grossly understaffed (only 10 of 23 CCAs they are allowed/earned) since Dec of last year. They have had 4 postmasters since December. We have had to send members to Orem to work on grievances because they don't have help and are overworked.

- There is a new method for tracking the 120 days. Hours allotted have been oral agreements. That will change to a written commitment so that there is a log of how many hours have been authorized. This will allow the officers to better keep track of hours.

Organizing. 85.25% membership is exciting. There are only 122 non-members in the branch. A \$100 bounty has been proposed in hopes that we can get to 90%. We have had a \$2.40 dues reduction with the biggest pay raise and 2.1% (3.1% for CCAs) upgrade this month.

- Next year we get to negotiate a new contract. The increased income can help us to increase our membership and thus our bargaining ability.
- Our current contract expires next September.

**SPECIAL ORDERS:** none

**UNFINISHED BUSINESS:** none

## **NEW BUSINESS:**

- Motion for a standing order from the Executive Board: *"Any company that comes in and wants to advertise with us, who wants access to our membership dealing with Federal programs (Workman's Compensation, retirement, health benefits, etc.) must first be vetted by National. Local banks, restaurants, etc. would not be included."* An amendment to exclude banks from advertising (except Utah first). Motion failed. Original motion. Passed.

- It was proposed to increase the budget for the following items: Communications by \$850, Health & Welfare by \$200, President's 120 days by 20 days, Shop Steward Pay by \$700, Appointed Officials by \$7,000, and Organizing by \$1,000. A motion to vote in block withholding any items requested to be held. President's 120 days was excluded. Motion to accept 5 items not excluded: motion passed. An amendment was made to increase the President's days by 90 days. Motion passed. [Note: Orem has 150 grievance with extensions].

- Motion to increase the organizing bounty to \$100 from tomorrow through next branch meeting. (Normally \$25). Motion passed.

#### **IMPROVEMENT OF THE ASSOCIATION –**

- Veterans Day is Nov 11<sup>th</sup>. All veterans were asked to stand and be recognized. Lots of applause.
- Veterans can take their DD-214 to the DMV and get a veteran's tag on your license so you always have documentation with you that you are a veteran.

#### **DRAW AND ADJOURN - 8: pm**

\$25 drawing winners: Chris Zambos, Veronica Rodriguez (not present), Wendy Tadlock

RETIREEES – \$600 (James Myers was not present). Next month it will be \$625.

PROGRESSIVE A - \$975 (Lincoln LeCheminant was not present). Next month it will be \$1,000.

PROGRESSIVE B - \$125 (Hollister Hong was not present). Next month it will be \$150.

\$25 Costco card (turkeys): Gus Rohrbach, Josh Jessup, Jim Kerekes, Scott Marath, Marv Jewell, Phil Rodriguez, Tom Lamont, Kim Mortensen, Alan Nagata, Kirk McLaughlin, Aaron Saxon, Blake Mellor, Wendy Tadlock, Jeffrey Borgeson, Bruce Morgan, Mike Wahlquist, Joan Larsen, Bill Craig, Steve McNees, Jim Gero  
Donut Drawing: Mike Madsen, Sharla Groves, Steve Franz, Dave Brown