

Official Publication
Of Branch 111
Home of the
“Wasatch Branch”

Branch 111
Chartered
January 24, 2003

The Pavement Pounder



JUNE 2003

Bountiful * Lehi * Magna * Midvale * Murray * Salt Lake * Sandy * Taylorsville * Tooele * West Jordan * West Valley

The President's Position

By Mike Miller

Well, it looks like we have more security measures that are being implemented, or should I say enforcing those that have already been implemented. I just received an email from the Postmaster stating that as of 5/27/03, anyone who arrives at work and is not wearing their ID badge will either be issued a temporary badge or sent home OFF THE CLOCK to get their badge. The reason for this is because they are not complying with USPS Security Policy, and the Postmasters policy. He adds that there will be no exceptions. My advise is to wear your badge in the office and on the street, which is required for everyone except window clerks, who when wearing their name tag do not have to be wearing their ID badge at the same time. But the badge must be close by, such as in their pocket, purse or in their drawer. My advise is don't take any chances, just wear the badge at all times when on the clock. And by the way, anyone member who does not have an NALC lanyard to attach their badge to, only need ask their steward for one.

I do have some good news though; we just met with management to negotiate additional guidelines and procedures in doing minor adjustments. I'm a little excited about this, because for the first time that I am aware of, with this new memorandum National has given

us, we have the green light at the local level to negotiate something outside the limits of Chapter 1 of the M-39. Now that does not mean that from this point on every branch in the country will be able to do whatever they want concerning minor adjustments. This new memorandum is only good until August of 2003, at that time the National Task Force that has been set up will hopefully have come to an agreement on guidelines for doing minor adjustments, making it easier and more cost effective to manage routes on a regular basis.

Our first meeting with management on the issue of minor adjustments was a very fruitful and productive one, and I am optimistic that we will be able to find common ground, and come up with guidelines that we can all live with. Guidelines that will ensure each carrier a fair route as near 8 hours as possible, and structure that will help avoid grievances in the future.

As soon as we reach an agreement concerning minor adjustments, we will be sending a copy of our agreement to the National Task Force to be considered along with many others that will be submitted. And hopefully something that we come up with will make a contribution to the process. I think we all know that much of the M-39 is antiquated and needs to be revisited by the parties and updated to take care of the needs of the Postal Service, now at this time

when things are changing so drastically within the Postal Service.

Talking about change, I'm sure that all of you have read that the Presidents Task Force reports on their recommendations for the future of the Postal Service at the end of July 2003, and congress is expected to act on those recommendations by September of 2003. My recommendation to the membership as a whole is to contact your Congressman and Senator, and encourage them to vote in favor of retaining universal service, binding arbitration when negotiating our National Agreements, six-day delivery, and to allow the Postal Service more flexibility in doing business in order to be competitive, among many other things.

Things they are a changing brothers and sisters, and if we don't get aggressively involved now, in trying to shape the future of the Postal Service, we won't have another chance, and we might not like what we end up with. I encourage every one of you to contact **Phil Rodriquez**, our Legislative Representative, and ask what you can do to help. This is not something that people are just talking about, this is going to happen, and it's going to happen soon, sooner than you may think. We need every one of you, along with your families and friends, to start writing letters and calling your respective federal political representatives now. If they don't hear from you personally, they'll think you really don't care. And believe me, one simple vote from the Congress and the

Senate can easily wipe out everything we have worked so hard for over the past 30 years. Don't let that happen!

One last thing before I sign off, we are having an incredible amount of discipline concerning safety issues. Brothers and sisters, it's not worth trying to save time by and go a little faster by ignoring safety regulations when all you get out of it is disciplined. I can tell you for a fact that management is serious about requiring us to follow all safety regulations regardless of how insignificant they may seem to us. If there is a safety rule or regulation, and your not following it, you can be disciplined, and if they catch you, you probably will be.

I don't like discipline, and I especially don't like what it does to people. People who are basically good conscientious carriers, just trying to do a good job, and when they get disciplined it generates a great deal of stress in their lives. The reason it generates stress is because the individual thinks their doing the right thing, by trying to meet time limits imposed on them by their supervisor, and as a reward they get disciplined. It's not worth the stress brothers and sisters, and I'll say it again; take all the time it takes to be safe. You get paid for the time it takes to be safe; you get disciplined for taking short cuts and ignoring safety regulations. To me that is a no brainer, just make a habit of obeying all safety rules and regulations while delivering the mail, and avoid going through the stress of being disciplined. Until next time, take care.

Vice President Article

Miranda Rights: Most people- especially fans of TV cop shows, know that before the police can question anyone about **possible criminal activity**, the suspects must be **"Mirandized,"** or informed of their rights to have a lawyer present and to remain silent.

Miranda rights , like **Weingarten** rights, stem from a U.S. Supreme Court decision. All letter carriers should know that as soon as a Postal Inspector reads a carrier his or her **Miranda rights**, the carrier should ask **both for a**

steward (if not already present) and **an attorney. Whenever** a postal inspector wants to talk to you always ask for your union representative.

Postal inspectors will typically read the carrier's **Miranda** rights, and then produce a form stating that the carrier is waiving their **Miranda** rights. Usually the inspectors ask for the carrier's signature as if it were a simple matter of routine. However, carriers in this situation must be on guard and refuse to sign

the wavier. In stead, carriers should remain silent and wait for the arrival of an attorney.

Postal inspectors will try very hard to get carriers to waive their rights. Inspectors may state that refusal to sign the wavier makes the carrier look guilty already. Or they may make all kinds of promises or threats, or play the “good cop, bad cop” game to break down the carrier. Stewards and carriers alike must hang tough in the face of this intimidation. Although inspectors may make smooth, slippery and deceitful promises, the only true protections that the carriers have in such situations are their legal rights to ask for a lawyer and to remain silent, no matter whether the carrier is innocent or guilty.

Now on another note it the summer time of the year, remember to drink plenty of liquids, put on the sunscreen and recognize the signs of heat exhaustions and heat stroke. This is OSHA form 3154:

Heat Exhaustion

What are the symptoms?

HEADACHES; DIZZINESS OR LIGHTEADEDNESS; WEAKNESS; MOOD CHANGES SUCH AS IRRITABILITY, CONFUSION, OR THE INABILITY TO THINK STRAIGHT; UPSET STOMACH; VOMITING; DECREASED OR DARKCOLORED URINE; FAINTING OR PASSING OUT; AND PALE, CLAMMY SKIN

What should you do?

- Act immediately. If not treated, heat exhaustion may advance to heat stroke or death.
- Move the victim to a cool, shaded area to rest. Don't leave the person alone. If symptoms include dizziness or lightheadedness, lay the victim on his or her back and raise the legs 6 to 8 inches. If symptoms include nausea or upset stomach, lay the victim on his or her side.
- Loosen and remove any heavy clothing.
- Have the person drink cool water (about a cup every 15 minutes) unless sick to the stomach.

- Cool the person's body by fanning and spraying with a cool mist of water or applying a wet cloth to the person's skin.
- Call 911 for emergency help if the person does not feel better in a few minutes.

The Heat Equation

HIGH TEMPERATURE + HIGH HUMIDITY + PHYSICAL WORK = HEAT ILLNESS

When the body is unable to cool itself through sweating, **serious** heat illnesses may occur. The most severe heat-induced illnesses are heat exhaustion and heat stroke. If left untreated, **heat exhaustion** could progress to **heat stroke** and possible **death**.

Heat Stroke—A Medical Emergency

What are the symptoms?

DRY, PALE SKIN WITH NO SWEATING; HOT, RED SKIN THAT LOOKS SUNBURNED; MOOD CHANGES SUCH AS IRRITABILITY, CONFUSION, OR THE INABILITY TO THINK STRAIGHT; SEIZURES OR FITS; AND UNCONCIOUSNESS WITH NO RESPONSE

What should you do?

- Call 911 for emergency help immediately.
- Move the victim to a cool, shaded area. Don't leave the person alone. Lay the victim on his or her back. Move any nearby objects away from the person if symptoms include seizures or fits. If symptoms include nausea or upset stomach, lay the victim on his or her side.
- Loosen and remove any heavy clothing.
- Have the person drink cool water (about a cup every 15 minutes) if alert enough to drink something, unless sick to the stomach.
- Cool the person's body by fanning and spraying with a cool mist of water or wiping the victim with a wet cloth or covering him or her with a wet sheet.
- Place ice packs under the armpits and groin area.

How can you protect yourself and your coworkers?

- Learn the signs and symptoms of heat-induced illnesses and how to respond.
- Train your workforce about heat-induced illnesses.
- Perform the heaviest work during the coolest part of the day.
- Build up tolerance to the heat and the work activity slowly. This usually takes about 2 weeks.
- Use the buddy system, with people working in pairs.
- Drink plenty of cool water, about a cup every 15 to 20 minutes.
- Wear light, loose-fitting, breathable clothing, such as cotton.

- Take frequent, short breaks in cool, shaded areas to allow the body to cool down.
- Avoid eating large meals before working in hot environments.
- Avoid alcohol or beverages with caffeine. These make the body lose water and increase the risk for heat illnesses.

What factors put you at increased risk?

- Taking certain medications. Check with your health-care provider or pharmacist to see if any medicines you are taking affect you when working in hot environments.
- Having a previous heat-induced illness.
- Wearing personal protective equipment such as a respirator or protective suit.

Confessions of a Former Scab

When I began to work in Salt Lake City, I met a couple union members who did not live up to the “Karen Silkwood” ideal of living and dying for worker’s rights. I viewed those few less valiant Union members through the rose-colored glasses of youth. I wondered why anybody would want to join a Union that shielded route-milking old men and women from the discipline they so justly deserved. After all, if you are working hard, why should anybody in management ever want or need to give you a hard time?

I thought that slowing down with age was a cop-out, after all, Jack Lalane looked pretty good for eighty-five. I thought that managers were simply frustrated ex-carriers who would gladly carry any route in the office in half the time it took the rest of us, if only

that pesky Union contract did not prevent them from touching the mail. At least that’s the way it seemed to me, because the DOIS numbers sure sounded good to them. I thought that if carriers would just work hard there would be no need for a Union, because the benevolence of management could finally shine forth. As my managers said, it was the Union, which forced them to act like total jerks. But I was wrong. I was wrong about a great many things.

My saving grace came in the form of Rich Doucette. During the contract negotiations of 1998, Rich spoke with me about what the National Association of Letter Carriers was doing for me at the national level. He told me about the millions of dollars the Postal Union was spending to lobby and arbitrate the contract, and how the raises and benefits I had received and would be

receiving were a direct result of all the dues and efforts put into the Union by my fellow carriers. I had never considered what the Union did for me on the national level. I considered the people who lined up to work as casuals, making a mere \$10.00 an hour with no benefits at all. I realized that was what we, too, would be making if not for the Union. My fellow carriers had bought and paid for me with their sweat and blood. Would I add my blood and sweat to theirs? My honor was in question. Needless to say, I joined the National Association of Letter Carriers at that time. My reasons for remaining a scab dissolved when I realized how the Union was protecting my job and providing for my wages and benefits, then and for the future.

Somehow I had always considered that I was

deserving of the fantastic benefits, excellent pay, raises, and step increases that came from working for the USPS. I never realized that these benefits were earned through the sacrifice of hundreds of thousands of Postal Union members who had fought their whole lives for something better, and were willing to put everything on the line in the revolutionary strike of 1970. In the past, letter carriers worked for much, much less, with few benefits, and the United States Government was more than happy to continue to do so little for their civil work force that served so well. After all, that is the nature of business. Why should anyone pay more for something that they can buy for less? Every cent we make over \$10.00 an hour was bought with the sacrifice of our fore bearers. Every benefit we enjoy as letter carriers can be traced to Union members. Out of gratitude for them alone we should belong to the Union.

On every coin in my pocket I find the words "E Pluribus Unum". What was so important about this Latin phrase that someone felt it was necessary to print it on a few billion disks of precious metal? It means "From Many – One". One in purpose, one in body. Our very nation is such a Union. We fought a costly and bloody war, the worst we have ever fought, for the sole purpose of preserving the Union of States.

I have heard carriers tell me they quit the union because someone in the National Association of Letter Carriers offended them. This excuse makes no sense to me. The same person who offended them is also a citizen of the United States of America. If one offensive member is keeping someone out of the NALC, shouldn't it affect his or her citizenship as well? Why would you want to be in the greater Union (The United States) with the offender if you can't stomach being in the lesser Union (NALC) with them? We recognize that it is the Union that counts, and not just a handful of individuals. I do not love every single citizen of the United States of America, but I love my country! I would never let a single man, woman, or child keep me from my citizenship. The same goes for the National Association of Letter Carriers.

I don't think Scabs realize (like I didn't) that they are stealing from their fellow carriers. If the Union could avoid paying for the protection, benefits, rights, and raises for the Scabs, then it would simply be a choice. You could choose to be a Union member and have the great benefits and wages we enjoy, or you could choose to be a Scab, and make \$10.00 an hour with no benefits. Nobody would care then. But the Union pays for the Scabs, and I believe that most Scabs have no idea that they are forcing

the Union to bear their burden. The Union must shoulder the load because if the rest of us (or even some of us) quit, we all would lose our benefits, rights, and wages.

If I went to lunch with a friend and he discovered that he forgot his wallet, I would pay for his meal. If it happened every time we went to lunch, I would stop going to lunch with him. But we can't stop going to lunch with the Scabs! They are gorging themselves from the "wages" table, feasting on the succulent "benefits", and leave the bill for us every time! Some justify their actions by saying, "I didn't ask for the benefits and wage increases the Union got for me, and if I could I would give them back." Of course, to whom would they repay all of this? Would it not be appropriate to give the wages and benefits back to those who worked and sacrificed for them? To join the Union, it is only required that you give one hour of work a pay period. Any steward can tell you that this is small potatoes. They give many more hours than this every pay period fighting for you.

If you know scabs in your office, please give a copy of this article to them. If this letter does not inspire them to join immediately, perhaps it will at least inspire them with a sense of gratitude. Perhaps they will feel thankful and respectful to the hundreds of thousands of carriers who paid their dues

throughout their lives to give present carriers the wonderful benefits and excellent jobs they now enjoy. Perhaps the Scabs will feel gratitude for the carriers who are now paying their dues, insuring all of our jobs against an unknown and ominous future, keeping the benefits and wage increases flowing, and protecting all carriers against unjust persecution from our fellow employees in management, who are occasionally less than perfect.

Perhaps the Scabs will want to say "Thanks" to the carrier who is also a single mother, who works hard all day and night and goes without so that she can pay her Union dues. Perhaps they will want to say "Thank you" to the carrier who is a father of two, who works overtime so that his wife can stay at home with the children, but who manages and sacrifices to pay his Union dues every month. Perhaps they will want to thank each and every Union member in their office, who all pay extra to cover the Scabs' share, so that we all can continue to enjoy all the benefits, job protection, and employee rights that we take for granted every day. Perhaps the Scabs will wish to thank the stewards and officers of the branch, who sacrifice their time and sanity, and use their own leave to obtain training, and work at all hours of the day and night to protect all letter carriers.

Let me tell you a story. Many years ago, a group of people decided to build a city along the banks of a powerful river that overflowed each year in the spring. Every year the flooding was extensive, but the founders of the town knew that if they united together to shore up the banks of the river whenever it threatened to overflow, they could prevent the river from destroying the town. The first year was the year of the great storm. All the townsfolk fought the river and even then survival was a close thing. The townspeople labored with all their strength, and the river was held back, barely.

With the passing of years, the townsfolk became very good at holding back the river. Semi-permanent shoring was left in place at Contract Point, along the most treacherous bend in the river. But something else took place as well. Some of the townsfolk stopped showing up each spring to fight back the river. The remaining townsfolk had to work harder than ever to make up for their missing "friends", and each year they were forced to begin the work earlier.

The leader of the group of men and women who stopped showing up to fight the river was Scabalucious, and that is how that group of people became known as the "Scabs". The Scabs believed that it was not necessary for everybody to defend the town from the raging river.

They believed that the townsfolk who showed up every year had a more vested interest in the town, and thus should have to defend it from destruction. If the town could be saved by most of the people working together, then the work of the Scabs was not necessary. There were some who believed that fighting the river was not necessary because even if it did overflow, the benevolent water would not hurt the town as it passed through. And then there were some who were so selfish that the only reason they did not show up to fight back the roaring river was so that they could enrich themselves by continuing to engage in commerce with nearby towns during the time of crisis. They knew that all their "friends" would be working their guts out on the riverbanks, and thus would not be able to compete. These unethical people used the season of flooding to pull ahead of those who labored to save them from the raging river.

Every year there were more people who joined the Scabs, and the remaining townsfolk had to work harder and start earlier. It became an increasing hardship for those who were not "Scabs". They had to watch the Scabs make money while they labored more and more to protect the interests of the whole town.

And then came the year of the rain. There had been a drought for a couple of years, and the townsfolk

(especially the Scabs) were caught unprepared. Had everyone shown up like they did at the founding of the town, and worked shoulder to shoulder, laboring with the common goal of the town's survival, they might have won the day. Unfortunately there were too many Scabs. And though the Scabs could see storm clouds in the sky and feel the rain on their faces, their years of negligence were their undoing. Because most of them felt that if they joined their friends at the river it would be the same as acknowledging that they had been wrong all these years in

not sacrificing their time and effort like their friends had. Admitting that you're wrong is sometimes difficult. So the Scabs stayed at home again, and when the flood came, the waters spared nothing. The Scabs (in order to justify themselves) blamed the townsfolk at the riverbank who had been too few to hold back the mighty waters. But by then it was a moot point who was right and who was wrong-- the townsfolk for allowing the Scabs to become conscientious objectors, or the Scabs for leaving the fight to the few.

My brothers and sisters, the flood is coming for Letter Carriers everywhere. Postal reform is rising to the crest of the riverbank. We can see the clouds. We can feel the rain on our faces. There is no time. **THERE IS NO TIME!!!** Let us all work at the riverbank shoulder to shoulder and face the rising tide as one. Let us not lay down our livelihood without a struggle. It is time to join the fight. It is time to save the day. E Pluribus Unum. From many – one.

By Michael Wahlquist -
Sergeant at Arms

Compensation Specialist

By Jim Kerekes

Just to inform all of you—my phone number will be the same (801) 254-2860. You can still reach me at the Sugarhouse Station or at the union hall phone numbers too. Some people I've already met have not gotten their copies of the Doctor's letter or Compensation forms, such as CA-1, CA-2, ETC. Please if you presently have any on the job injury and don't have copies—go now and request a copy of everything so you will have it. Things, as mentioned before, get lost or misplaced by ourselves, injury comp., and

maybe the District Denver office. I've seen so far in meeting with our members, that two things are important besides the initial CA-1, or CA-2: your own narrative of what happened and a doctor being able to write a communicative letter of medical support of the incident. Please let me read these things before they are submitted if possible. Be sure and check all paperwork and make sure everything is correct. Make a checklist to help you.
Thank You Jim Kerekes

REFLECTIONS IN THE MIRROR

People are looking now, more than ever, to their union and its leaders thinking, "What is the union doing for us?" Let's examine this a little further.....

- What can the union do when a member says, “I’ll carry 20 minutes extra if I can have a ‘no lunch’”?
- What can the union do when members look the other way or are not even willing to sign a statement if they see a 204b casing or pulling down a route because of management’s short staffing?
- What can the union do when a member cases his DPS mail every day?
- What can the union do when a member not on the OTDL says, “Sure I can come in for a few hours on my day off”?
- What can the union do when an 8-hour member is forced to work overtime, but another member goes home with 7.01 time?
- What can the union do when a member says “Oh, that station is really bad,” “we work harder,” or “that guy is a slug”?
- What can the union do when start times are at 7:30, but certain members can start earlier?
- What can the union do when a member complains bitterly about benefits and conditions but never comes to a meeting or writes a letter to their congressman?
- What can the union do when a member gets sent home on an emergency suspension for not following the contract?
- What can the union do when a member constantly runs their route off, does not follow SOPs, and then gets a big addition after route inspections?
- And lastly, what can the union do when members are treated with disrespect and bullied by supervisors, and when the union asks for statements and witnesses only a small percentage are willing to give one?

Some of these are grievances and some are not. But the bottom line is, the union is only as strong as its front line members on the workroom floor. And it can only get stronger when members join together, follow the contract, are willing to give up favors, and are willing to be witnesses to the abuse and disrespect that is going on everyday in our work environment.

So the next time you ask, “What is the union doing for me?” look in the mirror and reflect on the above statements. Unionism starts on the workroom floor with the members. Let’s start standing up not only for ourselves but also for other members. Then we can look back in that mirror with pride!

Mary Tinglov
FROM THE (EL SOL)

THE PAVEMENT POUNDER POLICY AND NOTICES

Union meetings are held at the Union Labor Center on the second Thursday of each month.

NALC Branch 111 Office:
2261 S Redwood Rd #14
Salt Lake City UT 84119-1330

Business Hours:
Mon, Wed, Fri 7:30 AM – 6:00 PM
Tues, Thursday 9:00 AM – 6:00 PM

Please call before visiting the Branch office to ensure someone is there.

Change of address: Please send your new address to the branch office if you have moved recently or are planning to move in the near future.

BrookField
Uniforms

Serving the Postal

Industry

For Over 40 Years

Statement of Policy

The Pavement Pounder newsletter is published twelve times a year. The Pavement Pounder is a publication of Branch 111. The articles printed in the newsletter are submitted by the senior union officers, members and Auxiliary of the branch to inform the members of events, news, educational matters and other material deemed for the good of the association. The appropriateness of articles published is determined by the editor. The Editor reserves the right to edit or reject articles submitted. The opinions expressed in the newsletter are not necessarily the opinions of the NALC or of Branch 111 or of its officers or editor.

LETTER CARRIER
UNIFORMS * UNION MADE

WORLD CLASS SERVICE

THE ULTIMATE
UNIFORM DELIVERY SYSTEM

Brookfield Uniforms
UNION MADE

George & Ethel Taylor
Retired Member – Branch 111
Featuring Weinbranner Shoes

187 North 1300 West Phone:(801) 355-0182
SALT LAKE CITY UT 84116 1-800 303-0182

National Association of Letter Carriers
2261 South Redwood Road, Suite 14
Salt Lake City, Utah 84119

Non-Profit
U.S. Postage Paid
Permit No. 1981
Salt Lake City, Utah

Calendar of Events

JUNE 2003		
5 th	Exec. Board meeting	6:00 pm
12 th	Branch meeting	6:00 pm
18 th	Stewards meeting	6:00 pm

JULY		
3 rd	Exec. Board meeting	6:00 pm
10 th	Branch meeting	6:00 pm
16 th	Stewards meeting	6:00 pm

OFFICERS BRANCH 111

PRESIDENT Mike Miller
VICE-PRESIDENT Kirk McLaughlin
TREASURER Mike Madsen
SECRETARY Sharla Groves
SGT-AT-ARMS Michael Wahlquist
MBA & COMPENSATION Jimmy Kerekes (254-2860)
TRUSTEES Barrie Frankland Joan Larsen John Groves
SAFETY & HEALTH Arlynn Venema
LEGISLATIVE Phillip Rodriguez
HEALTH BENEFITS Brigham Young (969-9343)
DIRECTOR OF RETIREES Joe Zabriskie 973-6705 or 968-4208)

PAVEMENT POUNDER EDITOR
Gean Ryans (801) 541-2716
pavementpounder@earthlink.net

Branch 111 Website Branch111.com

**National Association
Of
Letter Carriers
Branch 111**

<p><u>Branch 111 Vision Statement</u> Branch 111 will achieve solidarity through strength. Our strength will be the result of empowering our leaders and members through education, training, and involvement. We recognize our obligations as we embrace the principles of integrity, open communication, and unity.</p>
--