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Branch 111  
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# The Pavement Pounder



**NOVEMBER 2003**

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

## The President's Corner

By Mike Miller

I have decided to send out an early edition of the Pavement Pounder this month, in order to disseminate information to the membership concerning the ACO we obtained at the Rap Session. In discussing the issue with our Business Agent Paul Price and our two RAA's, Ron Watson and Mary Martinez, we have decided to revise our call in policy for the membership. I have also met with the Manager of the ACO Debi Holsten, since returning from the Rap Session, and we have made an agreement based on my discussions with the Business Agent and his Staff.

In talking with the Business Agent, I was informed that the APWU has an Arbitration at the National Level, concerning the ACO asking for the Nature of your illness, and the NALC has decided to intervene and help the APWU argue the case. I found out today that Oct. 15, 2003 was the first day of hearings at the National Level on this arbitration, so a decision is not far away on the issue. And what ever the Arbitrator decides will be how we and the ACO will conduct ourselves in the future.

In discussing the issue with Paul Price, we have decided that when you call in sick to the ACO, it is alright to tell them that you have the flu, or a migraine headache, or your back is killing you, or that you have terrible cramps, or something like that without getting too personal or medically specific. There will be no grievance if this is all the information the ACO requires. And the ACO Manager has agreed

that this will be all that is required. We have also agreed that there will be no threats of AWOL to provide additional information other than generic non-medical terms such as those cited above, and those who have been ran AWOL for not answering their questions, those will be changed to Sick Leave.

Also those with FMLA conditions that have been certified and on file will not be required to provide additional information since the certification is on file with the FMLA coordinator. But you do need to be sure and inform the ACO Supervisor that your illness is FMLA related and that the condition has been certified and is on file with the ACO. Any further prodding or coercion to provide more information for a certified condition is a violation and should be grieved. But after discussing the issue with the ACO Manager it was agreed that there would be no further prodding for information if the condition is currently FMLA certified. Now if the condition is FMLA, but has not been certified as yet, then just give as much generic information as necessary to let them know it is FMLA, and then get the FMLA documentation to the ACO as soon as possible, have the doctor fax it to them so that there will be no hold up of your FMLA protection.

All other grievances, other than those with different circumstances, will be held in abeyance pending the outcome of #Q00C-4Q-C 03126482 at the National Level. And

hopefully our agreement with the ACO and additional training on both sides will eliminate all grievances on this issue in the future, and we can get back to just taking care of business. We also agreed that ACO Supervisors would not be so abrasive with carriers on the phone and that there would be mutual respect for each other by both parties when calling in sick.

**So remember, when calling in sick, you can provide generic information concerning your illness, and you will not be prodded, coerced or threatened to go into great detail medically concerning your condition, only a doctor can do that. If you are treated**

**disrespectfully when calling in, I need to hear from you or your Steward so that we can resolve the issue. Insist on being treated with respect, and use your sick leave wisely and only for that which it was intended for, your sick leave is an insurance policy for your family to ensure they will be provided for if you become ill or injured for a long period of time, use it wisely.**

I also want to wish everyone a happy Thanksgiving. We all have much to be thankful for, and I wish you and your families' good health, prosperity and happiness always.

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## Vice President Article

**Kirk McLaughlin**

**H**ello as most of you know we just had a Regional Assembly (Training Session) up in Alaska. I want to report the money the branch used to send up the stewards was well spent, you can be proud of the ones representing your branch. They not only were some of the brightest but they asked the instructors questions that helped clarify positions that your branch has been standing by as we represent the members.

Here is a list of classes that they attended. *Pre-Grievance Strategy/ The Art of War, OSHA 300, Interviewing Witnesses/ Taking Statements, Branch Publications/Newsletters, How to Be Successful With the DRP, Organizing Branch Records/Running Meetings, Article 7 – Casuals, Concerted Activity/ Fighting Back, ACO/RMD/ONHA/Privacy Act, Labor/Management Meetings How to use them as a Tool, Secretary/Treasure Duties and Past Practice along with the newer one there going*

*to two day of Basic Steward Training. On the first day we were all together to discuss Postal Reform and the President's Commission also Postal Legislation and being an E-Activists. On the last day our Executive Vice President Jim Williams from National Headquarters in D.C. taught us on DRT Intervention/ Workroom Climate it is a test program that will hold all party accountable for the climate on the workroom floor.*

Remember when the supervisor comes around in the morning asking when you will leave and when you will return just give them your best estimate if they don't like your estimate just inform them that is your best estimate and then ask them what they want you to do. Be professional be safe and provide the best service possible. But stand-by your estimate and call the union hall if they try to force you make their DOIS estimates.

### No Longer Sick of the ACO - (By Mike Wahlquist)

**T**hanks goes out to all the Union members who participated in the recent survey we took regarding the Attendance Control Office. We are pleased to announce that the Union has made an agreement with the ACO, which should resolve most of our problems. People calling in sick will be treated with respect, and will no longer be threatened with AWOL. For more

information about this resolution, please read President Miller's article. Since we have reached an agreement, we have no need of further completed surveys; so if you haven't already sent your survey in, please do not trouble yourself. Thanks again for all your input and help in this matter, and we all look forward to the improved relationship with the ACO.

# MBA & COMPENSATION

By Jimmy Kerekes

As I was reading our November 1996 Postal Record, the subject of the compensation article really hit home to what is happening now in the Postal Service. Carriers now are being put under more stress and pressure than ever before, to do more work and do it faster whether they are able to or not. Supervisors are being told that even if they know a carrier can't possibly finish their assignment in 8 hours, they are not to let the carrier know this, but instead are to insist that they "do it in 8".

The station that is under the biggest attack of unprofessionalism at this time, in my opinion, is the Sandy Station. Not only are their carriers being subjected to unrealistic expectations, they also have to put up with some of the most unprofessional idiots in the Wasatch Front. And when confronted with a combination like this on a daily basis, the most likely result will be **STRESS, and a hell of a lot of it**. My hat is off to the carriers in that station who have to put up with this kind of mismanagement day after day after day. Especially when this used to be a model station for professionalism. It goes to show you how easily one individual, when allowed to, can destroy a company and everything good it stands for. The very fact that upper management is watching and allowing this to happen, is criminal.

Some of us can't deal with the stress and pressures of our jobs as easily as others can. As friends and colleagues, we need to stick together, and help each other at times like this. When you see a carrier under a lot of pressure, or you see that the individual is not dealing with it very well, you need to put your arm around them, let them know they're not alone and that you do understand. One thing they **do not** need at a time like this is criticism from their fellow carriers. Management loves to pit carriers against each other, don't let them divide you and destroy you.

Encourage them to seek help on learning how to deal with stress. And probably one of the

best sources for this is through their family physician. Your physician will know where there is a class being taught on how to deal with stress, these classes are very common now, and very helpful. It's amazing how easily you can deal with stress when you've been taught the proper techniques. And techniques like these are essential now.

One thing you don't want to do is let yourself become so overwhelmed with the stress that you make yourself ill. Or worse than that, put yourself in a position that could jeopardize your welfare or the welfare of others. If you can't seem to bring your stress under control by learning how to deal with it, and the pressure is there day in and day out, and you just can't take it any more, **then it's time to get help**. And I'm not talking EAP either. I'm talking about a psychiatrist of your choice, who can get you the help you need, medicine wise and therapy wise, and remain confidential because he or she works for you and not the Postal Service, and has your best interest at heart. Someone who can authorize you time out if needed.

If this is something that has built up over a period of time, and can not be pinned down to a specific incident at a specific time and day, then this would be defined as an Occupational Disease, a condition that has developed over a period of time. And a CA-2 is used to file claims for Occupational Disease's. But if you can pin this condition down to a specific incident on a specific day and time, then what we have here is a Traumatic Injury, and a CA-1 is used to file claims for Traumatic Injuries.

The first thing that must be done is for you to see your physician and have them diagnose you and treat you, get the help you need first, and then file your claim if it is determined to be job related. If it is a Traumatic Injury then Federal Regulation 20 CFR part 10.207(a)(4) says, "Advise the employee that prima facie medical evidence of a disabling traumatic injury must

be submitted to the official superior within 10 work days of the date disability begins or pay may be terminated in accordance with 10.204(a)(1).” Make sure that you turn in your documentation in a timely manner, so as not to give management a reason to try and controvert your claim.

Brothers and sisters, above all, don't do anything that would jeopardize your eligibility for federal compensation. The FECA specifically provides that an employee is

disqualified from receiving benefits if the injury results from willful misconduct, an attempt to injure oneself or another person, or intoxication by alcohol or illegal drugs. Don't let someone push you past the point of no return, and lend a helping hand if you see someone else being pushed beyond their limits. Lets stick together brothers and sisters.

Until next month my friends, find a hobby, enjoy you families, and relax. And **do not** bring your work home with you.

## APPENDIX C: Commission Recommendations

### Reference Recommendation

### Responsibility

#### Recommendations of the Commission Co-Chairs

- C-1 **Governance. ---- (Responsibility - Congress)** In order to establish a governance structure that exemplifies the best practices of similarly-sized private sector-corporations, the current Postal Service Board of Governors should be transformed into a corporate-style Board of Directors with broad authority to oversee Postal Service operations. Further, the Board of Directors should consist of three Directors appointed by the President, the Postmaster General, and eight independent Directors initially selected by the three Presidentially-appointed Directors with the concurrence of the Secretary of the Treasury. Thereafter, the eight independent Directors would be selected by the full Board of Directors with the concurrence of the Secretary of the Treasury. All Directors should be selected based on business acumen and other experience necessary to manage an enterprise of the Postal Service's size and significance. Terms for all Directors should be three years with a mandatory retirement at the age of 70.
- C-2 **Management Flexibility.---- (Responsibility - Congress)** The Board of Directors and senior Postal Service management should be given greater flexibility to manage without the limitations imposed by statutory constraints. More specifically: 1) Postal Service management should be given the flexibility to take advantage of corporate best practices; 2) the Postal Service should be allowed to set rates within limits established by a new Postal Regulatory Board without obtaining prior approval; 3) the sub-limits placed on annual borrowing for capital and operating needs within the existing \$3 billion annual limit on borrowing should be repealed; and 4) the Postal Service should be allowed to retain earnings subject to limits established by the Postal Regulatory Board.
- C-3 **Accountability and Public-Policy Oversight. ---- (Responsibility – Congress)** In order to ensure that a Postal Service management with greater latitude has appropriate oversight, the Postal Rate Commission should be transformed into a new Postal Regulatory Board with the responsibility to protect the public interest and promote public confidence in the fairness and transparency of postal operations. The new Postal Regulatory Board should have authority to: review and refine the scope of the Postal Service's universal service obligation; clarify and refine the scope of the postal monopoly; regulate rates for non-competitive products and services; establish limits on the accumulation of retained earnings by the Postal Service; ensure financial transparency; obtain information from the Postal Service, if need be, through the use of new subpoena power,; and review and act on complaints filed by those who believe the Postal Service has exceeded its authority. The new Postal Regulatory Board should be comprised of three members who are appointed by the President and confirmed by the Senate, and no more than two should be members of the same political party. Members of the Postal Regulatory Board should be selected solely on the basis of their demonstrated experience and professional standing.

C-4 **Rate-setting Procedures. ---- (Responsibility – Congress)** The existing rate-setting process should be replaced with an incentive-based rate-setting methodology in which the Postal Regulatory Board: 1) established baseline rates and rate ceilings for non-competitive products and services; 2) reviews, in advance, rate requests for non-competitive products and services that exceed established rate ceilings; and 3) ensures that rates for competitive products and services are not cross-subsidized by revenues generated by non-competitive products and services. The Postal Regulatory Board, upon written complaint, should be authorized to conduct after-the-fact reviews of rate increases for non-competitive products and services, and, if necessary, to require adjustments to these rates when they are inconsistent with established rate ceilings. The Postal Regulatory Board should also be authorized to review, upon written complaint, whether a rate for a competitive product or service is being cross-subsidized by revenue generated by non-competitive products or services and to take appropriate remedial action. IN conducting after-the-fact reviews, the Postal Regulatory Board should ensure that affected parties have an opportunity to participate, but should also ensure that the timeframe for the review is dramatically reduced from that permitted under the existing rate-setting process. Participation by interested parties should be limited to written submissions, and all procedures should require a final determination within 60 days.

*Recommendations of the Business Model Subcommittee*

B-1 **Basic Structure. ---- (No action required)** The Postal Service should continue to operate as an independent establishment within the executive branch with a unique mandate to operate as a self-sustaining commercial enterprise.

B-2 **Mission ---- (Responsibility – Congress)** The 1970 Act should be amended to clarify that the mission of the Postal Service is to provide high-quality, essential postal services to all persons and communities by the most cost-effective and efficient means possible at affordable and, where appropriate, uniform rates. In doing so, the activities of the Postal Service should be limited to: 1) accepting, collecting, sorting, transporting, and delivering letters, newspapers, magazines, advertising mail, and parcels; and 2) providing other governmental services when in the public interest and where the Postal Service is able to recover the appropriately allocated costs of providing such services.

B-3 **Monopoly. ---- (Responsibility – Congress)** The Postal Service should maintain its current mail monopoly, and also retain its sole access to customer mailboxes. However, the 1970 Act should be amended to: 1) authorize the Postal Regulatory Board to clarify and periodically review the scope of the mail monopoly; and 2) clarify that the Postal Service does not have the authority to alter the scope of the mail monopoly or to determine the extent of access to customer mailboxes.

B-4 **Financial Transparency. ---- (Responsibility - Postal Service)** The Postal Service should voluntarily comply with applicable Securities and Exchange Commission reporting requirements. In addition, the Postal Service should periodically report on the allocation of costs among mail products and services in accordance with form, content, and timing requirements determined by the Postal Regulatory Board.

B-5 **Processing Facilities. ---- (Responsibility – Congress)** A Postal Network Optimization Commission (P-NOC), modeled in part after the Defense Base Closure and Realignment Commission, should be created to make recommendations relating to the consolidation and rationalization of the Postal Service mail processing and distribution infrastructure. The P-NOC should be comprised of eight members appointed by the President with advice and consent of the Senate. Recommendations of the P-NOC, once submitted to Congress by the President, should become final, unless Congress disapproves them in their entirety within 45 days.

B-6 **Post Offices. ---- (Responsibility – Postal Service and Congress)** Efforts already underway by the Postal Service to expand access to retail postal services at venues other than post offices, such as banks, grocery stores, and other convenient locations should be supported. When the

Postal Service determines that a “low-activity” post office is no longer necessary for the fulfillment of its universal service obligation, the Postal Service should make every effort to maximize the proceeds from the sale of that facility. If the Postal Service determines that there is no adequate market demand for the purchase of a “low-activity” post office, the Postal Service should be encouraged to work with state and local governments, as well as not-for-profit organizations, to determine the means of disposition most beneficial to the local community. Such disposition could include transfer to a state or local government or not-for-profit organization, with or without reimbursement, as best serves the public interest. Existing statutes limiting the Postal Service’s flexibility with regard to the closing and disposition of post offices should be repealed and similar provisions in annual appropriation acts should be avoided.

- B-7 Real Estate Asset Management. ---- (Responsibility - Postal Service)** The Postal Service should be encouraged to include policy goals and objectives relating to the active management of Postal Service real estate in future strategic plans. AS a first step, the Postal Service should obtain an independent appraisal of the current market values of its major real estate holdings. Further, the Postal Service should use its current statutory flexibility to dispose of real estate assets to strengthen its long-term financial position and provide benefits to the public in the form of moderated rate increases and improved products and services.

*Recommendations of the Private-Sector Partnership Subcommittee*

- P-1 **Maximizing the Use of the Private Sector. ---- (Responsibility - Postal Service)** Those Postal Service functions that can be performed better and at lower cost by the private sector should be outsourced to the private sector.
- P-2 **Utilizing the Postal Service’s Core Strength: “The First Mile” and “The Last Mile.” -----**  
----- The Postal Service should continue to explore opportunities to utilize its core strengths in the “first” and “last” mile of the mail delivery stream through the development of mutually beneficial partnerships with the private sector.
- P-3 **Expanding Retail Access to Postal Products and Services.---(Responsibility Postal Service)**  
The Postal Service should develop additional private-sector partnerships to better serve the consumer and expand access to postal products and services beyond the traditional post office.
- P-4 **Worksharing Discounts for Non-Competitive Products. ---- (Responsibility - Congress and Postal Service)** The Postal Service should continue to look for opportunities to offer discounts for additional workshared products and to expand opportunities for small mailers to participate in them, particularly as new technologies are developed, that reflect lowest combined public-private sector costs. The new Postal Regulatory Board should be required to conduct and expedited, after-the-fact review of a new worksharing discount upon written complaint to a party that the discount exceeds the costs avoided by the Postal Service. A discount that exceeds the costs avoided by the Postal Service should not be permitted. In addition, the Postal Service should ensure that the expected savings from worksharing discounts are actually captured in the form of reduced costs.
- P-5 **Negotiated Service Agreements for Non-Competitive Products.----(Responsibility-Congress)** The Postal Service should be given greater flexibility to enter into negotiated service agreements for non-competitive products. Specifically, the Postal Service should be allowed to enter into agreements based on general criteria established by the new Postal Regulatory Board. The Postal Regulatory Board should conduct expedited, after-the-fact reviews of such agreements when a written complaint is filed.
- P-6 **Procurement Reform. ----(Responsibility - Postal Service and Congress)** There is a significant opportunity to improve the Postal Service’s “bottom-line” through revision of its procurement regulations and the adoption of commercial best practices. Therefore, the Postal Service should revise its purchasing regulations to maximize the flexibility given to it under current law and to reflect

commercial best practices. Congress should strongly support Postal Service procurement reform in acknowledgement of its substantial benefit to all ratepayers.

### **Recommendations of the Technology Challenges and Opportunities Subcommittee**

- T-1 **Automation Technology. ---- (Responsibility - Postal Service)** The Postal Service should balance capital expenditures on new automation technology with consideration of outsourcing elements of the processing network. The Postal Service should neither acquire excess capacity that would only be used during peak periods nor undertake functions that the private sector could perform more effectively and at less cost than the Postal Service itself. Nonetheless, the Commission acknowledges the steps the Postal Service has taken to automate its system for processing single-piece letter mail and welcomes the progress made in the automation of the processing of flats and packages. The Postal Service should continue to develop an effective merging system that is responsive to customer needs and culminates in one bundle of mixed letters and flats for each delivery point.
- T-2 **Processing Standardization. ---- (Responsibility - Postal Service)** The Postal Service should study the problem of mail processing with the possible goal of redesign of the whole mail system, using the latest in 21<sup>st</sup> century technology systems. The Postal Service should examine every one of its “legacy systems” and question its purpose and whether it is needed. In addition, the mail processing redesign should include a standard or common footprint for each processing facility, with an identical level of technology and machinery in each. This would allow easy shifting of personnel to manage the mail flow more efficiently. This redesign study should be viewed as complementary to the Postal Service’s current network rationalization initiative.
- T-3 **Intelligent Mail. ---- (Responsibility - Postal Service)** The ability of the Postal Service to track individual pieces of mail can improve internal efficiency and satisfy postal customers that mail is delivered to the right location and on time. The technology to achieve this goal exists today and is now being used by some of the competitors of the Postal Service. The Postal Service should work to put mail-tracking technology in place on a timely and more comprehensive basis, so that it is available to all users, large and small, at an affordable price.
- T-4 **The Transportation Network. ---- (Responsibility - Postal Service)** The Postal Service should integrate its facility automation efforts with its transportation network by using Intelligent Mail technology, GPS, and onboard computer technology. The Postal Service should also put in place a cost-effective system capable of tracking every vehicle on its route and allowing each vehicle to communicate in real time, either by voice or electronic communication, with appropriate fixed facilities.
- T-5 **Improved Postal Service Website ([www.usps.com](http://www.usps.com)) and Personalized Stamps. ---- (Responsibility - Postal Service)** Postal services available at post offices should also be generally available on the Postal Service website and at Postal Service kiosks and contract stations at reasonable prices for all postal customers, from the individual to the large mailer. The Postal Service should develop and produce “personalized” stamps and make them available through appropriate sources, beginning with the Postal Service website. These stamps should be offered to postal customers at a reasonable premium.
- T-6 **Security. ---- (Responsibility - Postal Service)** The events of 9/11 and the Postal Service anthrax incidents have increased the need to ensure security in the mail system. A more secure system could be built using sender identified mail. The Postal Service, in coordination with the Department of Homeland Security, should explore the use of sender identification for every piece of mail, commercial and retail.
- T-7 **Evaluation, Acquisition, and Deployment of Technology. ---- (Responsibility - Postal Service)** The Postal Service recently created the new Mailing Technology Strategy Council to provide assessments on technology trends. The Council should be strengthened to be an independent advisory body empowered to do more than provide assessments. The Council should not only originate

ideas for improving the mail system, but should accept them from all sources, including the individual Postal Services user. It should study, evaluate and recommend to the Postmaster General technologies that could be used to upgrade the mail system. Postal Service management should provide an annual report to the new Board of Directors on the work of the Mailing Technology Strategy Council.

### **Recommendations of the Workforce Subcommittee**

W-1 **Developing an Appropriately-Sized Workforce. ---- (Responsibility - Postal Service)** As the Postal Service works to meet the challenges of the 21<sup>st</sup> century, it must develop a world-class workforce appropriate to fulfilling its universal service obligation. Fortunately, the Postal Service will soon be presented with a unique attrition opportunity to some 47% of current career employees eligible for retirement by 2010. The Postal Service is urged to take full advantage of this attrition opportunity and to exercise maximum discipline in its hiring practices in order to rightsize and realign its workforce with minimal displacement.

W-2 **Collective Bargaining Process Improvements. ---- (Responsibility - Congress)** The collective bargaining process should be retained. However, the collective bargaining process should be improved to create additional incentives for the parties to reach negotiated settlements, and, when the parties fail to reach a negotiated settlement, to ensure that arbitration awards are made within a reasonable period of time. In particular, the collective bargaining process should be as follows:

- **Basic process.** A negotiation process, beginning 90 days prior to the expiration of an existing agreement, followed by a 30-day mandatory mediation process and, if mediation fails, and immediate 60-day interest arbitration process.
- **Mandatory mediation and “Med-Arb.”** The 30-day mandatory mediation process would be conducted by a mediator who would become a member of the arbitration panel should mediation fail. The purpose of the mediation process would be to either reach a negotiated settlement or to narrow the range of issues to be submitted to interest arbitration.
- **Interest arbitration.** The 60-day interest arbitration process would be conducted by a three-person arbitration panel comprised of three neutral arbitrators, one having served as the mediator. The interest arbitration process would incorporate the Last Best Final Offer mechanism and a 10-day period during which the parties would have a final opportunity to reach a negotiated settlement prior to the arbitration panel’s final award.

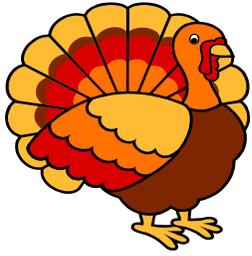
W-3 **Collective Bargaining: New Subjects. ---- (Responsibility - Congress)** The Postal Service’s pension and post-retirement health care plans should be subject to collective bargaining – meaning that the Postal Service and its unions should have the flexibility to develop new plans that are separate and apart from existing Federal pension and retiree health care plans. However, because of concern about the uncertain impact such a change would have on the Federal system as a whole and on other Federal employees in particular, the Postal Service should work with the Department of the Treasury, the Office of Personnel Management, and any other persons or entities deemed necessary to determine the impact separate Postal Service pension and retiree health care programs would have on the existing Federal systems. As a first step:

- The Postal Service should be authorized to negotiate Federal Employee Retirement System eligibility requirements and employee contributions;
- The Postal Service should be authorized to negotiate the eligibility and retiree contribution requirements for the post-retirement health care component of the Federal Employee Health Benefit Program, specifically for future Postal Service retirees; and
- The current statutory requirement that “[n]o variation, addition, or substitution with respect to fringe benefits shall result in a program of fringe benefits which on a whole is less favorable to the officers and employees than fringe benefits in effect on [July 1, 1971]” should be repealed.

- W-4 **Pay Comparability. ---- (Responsibility - Congress)** The 1970 Act should be amended to clarify the meaning of the term comparability, and the new Postal Regulatory Board should be authorized to determine comparable total compensation for all Postal Service employees. In determining comparable total compensation, the Postal Regulatory Board should be authorized to determine the appropriate sector(s) of the private-sector workforce to be used as the basis of comparison. The comparability determination of the Postal Regulatory Board should be enforced as a cap on the total compensation of new employees. In addition, if the Postal Regulatory Board determines that a total compensation premium exists for current employees, it should be authorized to determine the appropriate period of time during which the premium must be eliminated, and to review periodically its initial determination and the Postal Service's progress in eliminating the premium.
- W-5 **Pay-for-Performance. ---- (Responsibility - Postal Service)** Performance-based compensation programs are effective tools that, when designed correctly, can be used to align the goals of management and labor and result in improved efficiency and service quality. The Postal Service should undertake a careful study of performance-based compensation programs for both management and represented employees, and it should work with the unions and management associations to design and implement a performance-based compensation program that is meaningful to Postal Service employees and assists the Postal Service in meeting its productivity and service quality goals.
- W-6 **Grievances. ---- (Responsibility - Postal Service)** The current dispute resolution process must be revised if the Postal Service is to operate in accordance with the best practices of private-sector companies with highly unionized workforces. As a first step, the Postal Service should work diligently with its unions to implement best practice grievance procedures, including those recently implemented by the Postal Service and the National Association of Letter Carriers.
- W-7 **Workers' Compensation Claims. ---- (Responsibility - Congress)** The Postal Service should be provided relief from the requirements of the Federal Employees' Compensation Act as follows:
  - The Postal Service should not be required to pay benefits until after the expiration of a three-day waiting period;
  - The Postal Service should be allowed to limit benefits to 2/3 of the maximum weekly rate; and
  - The Postal Service should be allowed to transition individuals receiving workers' compensation to the Postal Service's retirement plan at such time as the employee would have become eligible for retirement notwithstanding the injury giving rise to the workers' compensation benefits.
- W-8 **Executive Compensation. ---- (Responsibility - Congress and Postal Service)** The current statutory salary cap should be repealed. Further, the Postal Service should be authorized to establish rates of pay for officers and employees at levels competitive with the private sector. Performance should be considered as a key component of senior executive pay.



Be sure to visit the branch web page at (**branch111.com**). There you will find lots of branch news and activities. You can also send the branch officers email by from this page by clicking on their picture or their name.



## 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.

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### 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.

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### Calendar of Events

NOVEMBER 2003		
6 <sup>th</sup>	Exec. Board meeting	6:00 pm
13 <sup>th</sup>	Branch meeting	6:00 pm
19 <sup>th</sup>	Stewards meeting	6:00 pm

DECEMBER 2003		
4 <sup>th</sup>	Exec. Board meeting	6:00 pm
11 <sup>th</sup>	Branch meeting	6:00 pm
17 <sup>th</sup>	Stewards meeting	6:00 pm

### OFFICERS of BRANCH 111

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<b>TREASURER</b> Mike Madsen
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National Association  
Of  
Letter Carriers  
Branch 111

**Branch 111 Vision Statement**  
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.