

Official Publication  
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“Wasatch Branch”

Branch 111  
Chartered  
January 24, 2003

# The Pavement Pounder



MARCH 2004

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

## The President's Corner

**By: Mike Miller**



Recently management took the markups away from carriers and started automating them. And they can do that, as long as they are automating the markups and not just having the clerks do the markups. If clerks are doing the markups, which is our work, then I need you to let me and your steward know. I have no intention of allowing management give our work away to another craft. I have heard a couple of rumors lately, but so far none have proved to have any merit. I can't be everywhere at the same time so I need you to be my eyes and ears in the Stations and Branches. So if you see management giving our work away to another craft or if you see management doing our work, call me and let me know.

I also wanted to discuss our street times, from what I understand, our District Manager was chewed on pretty good by the Area Vice President, Sylvester Black, because our street times have gone up this year. He wanted to know why our street times have increased this year after going down for the two previous years. I was impressed that Mr. McArthur did speak up and defend our Letter Carriers and inform Mr. Black that this year we were blessed with a great deal of snow, while in the previous two years we had no snow to speak of, and that was the major reason our street times were up. But upper management does not think that snow is a legitimate factor to justify increased street times. Obviously none of those with that opinion have ever carried mail in the winter.

Paul Price also spoke at the meeting and defended carriers in the Salt Lake and Seattle Districts by stating that not only was weather a factor for the increase in

street times this year, there were other factors in addition to those that helped to increase street times. He reminded management about their big push at the Area level on safety, and our joint instructions to carriers to take the time it takes to be safe on the street, and to observe all safety regulations, regardless of the time it takes, knowing full well that safety will cost them some time, and it did. What some managers don't understand is that they can't have it both ways, they can't have the lower street times derived from cutting all the safety corners and have us observe all safety regulations without it costing any additional time, it doesn't work that way.

Paul also informed Area that over the past year management has been transferring some of what has traditionally been an office function

onto the street to try and make their numbers for the office look better. And by doing that it obviously increased our street times, which time just doesn't disappear. What we have is a new flavor of the month, for a while they were hounding every one about office times, and did everything to bring down office times. Now they are going to concentrate on street times, which means juggling some of those times back into the office. This is beginning to look an awful lot like a shell game, around and around we go and where is the time now!!

Paul also discussed the freeze on hiring new employees, and how that was burning out our carriers in all the offices in the District. Here in the Salt Lake Installation we were, before they started hiring again, 24 PTF's below the 12% allowed by the contract. That is 24 people short for Salt Lake, and who has had to pick up the slack because of this, every letter carrier in the Installation and they are getting burned out because of it. Non-ODL carriers are being mandated to work overtime at an alarming rate because all the ODL carriers have been maxed to 10 and 12 hours on a daily basis. And because of this carriers are beginning to slow down, they're tired. Most carriers love a little overtime, but what we have been dealing with here lately is ridiculous. Paul tried to let them know that you can't expect carriers to continue to perform at their peak when they are pushed to their limits on a daily basis, and it's time to give them some relief. And that's another reason why street times have increased this

year compared to the previous two years. Once again management can't have it both ways.

As a result of the meeting with the Area Vice President, we can probably expect a team to be sent from the Area to evaluate our performance here is the District. There is always a trickle down effect from one of these meetings, and rumor has it that a team is being sent. They're going to bash their managers and in turn letter carriers are going to get bashed. My advise to all of you is don't let it bother you, just deliver your mail the same way every day. Do everything by the book; be professional and safe in all respects no matter how long it takes. Like Paul Price said, deliver your mail as if the District Manager were in the vehicle with you, and don't be intimidated to run your route or do without your breaks or lunch, and **do not** violate safety regulations just to try and shave off some time. They **can** discipline you for being unsafe, but they **cannot** discipline you for taking the time to be safe.

We are in tough times right now, and we are all being expected by management to give 110% and more, and the pressure is coming from the top down. But all you're required to give is a fair days work for a fair days pay and no more. And as long as you're doing a good professional job every day, then there is nothing for you to feel pressured about. Like Paul said, just deliver your route every day just like the District Manager was right beside you, and be fair and honest in everything you do.

By the way be at the March union meeting or you will miss out on the Branch Progressive Drawing, which has reached a total of \$200.00. So far no one has won because they chose not to attend the meeting.

## Vice President Article

# Kirk McLaughlin



### **Overtime Desired List.**

How do you get on the overtime list? Two weeks prior to the beginning of each quarter you have the opportunity to sign the Overtime list or change your designation on the list.

If you sign the 10/56 or 12/60 (ODL) list it means that management, will be able to call you in/or scheduled you on your own day off. If you signed up on the 10 hour list, it does not mean that you only have to work 10 hours in every case, you could be required to work up to 12 hours in a given day if no one else is available who designated they wanted to work 12 hours.

If you sign the work assignment (WA) list management can require you to work on your own route on your regularly scheduled day. If you are a T-6 and sign the WA you are considered available for overtime on all routes on your string and you have a right to that overtime except for those routes on your string where the carrier is also on the Work Assignment list.

Those on the Work Assignment list are only entitled to their own overtime and they are not entitled to work their non-scheduled days. ODL carriers are not entitled to their own overtime; the only overtime ODL carriers are entitled to is overtime on other routes and to work their non-scheduled days. So if your supervisor wants to take overtime away from a carrier, they must first take the ODL carriers overtime on their own route away first before they take a Work Assignment carriers overtime away. And management cannot take a Work Assignment carriers overtime away and give it away as overtime, even to a PTF. So if you are a Work Assignment carrier make sure that management does not violate your right to your own overtime.

ODL carriers and PTF's should all be worked to 10 hours before forcing NON-ODL carriers to work overtime on their own route. And before working a Non-ODLer off their assignment or on their non-scheduled day management must first max out the ODLers and PTF's to 12 hours or the last dispatch and have called in all ODL carriers on their non-scheduled day.

Management should be maxing ODL carriers to 12 hours before forcing a NON-ODL carrier to work past 10 hours on their own assignment, the ODL carrier must work the penalty overtime first before forcing a NON-ODLer to work past 10 hours of mandatory overtime.

This is just part of article 8, there is a lot more to this provision of the contract, so if you have any questions about overtime ask to talk to your steward and the steward will help clarify your questions. Remember that each issue should be looked at on a case-by-case basis, so bring it to your steward's attention so they can investigate and determine if there is a violation.

You cannot change from one list to another list during the quarter, but you can remove yourself from the list at any time during the quarter. And Management does not have the right to remove your name from the list without your requesting that it be removed.

By time you read this you probably just had steward elections in your station, and please help those that are appointed in your office and thank those that chose not to become a nominee

for Steward again. And please don't tell those going out that they are deserting you as carriers, they still have the knowledge so they can help the new steward if asked to.

Also, if a steward bids out don't get all over them for having moved on, all it means is that someone else will have to step up to the plate and become the steward.

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# **NALC Health Benefit Plan**

**Contact Brigham Young at 969-9343  
Branch 111 Health Benefits Representative**

2003 open season netted us 1400 new members. This is good news showing that our health plan is healthy and moving in the right direction. Now is a good time to read the Plan's brochure cover to cover. Get a good understanding of what lies beyond the bi-weekly or monthly premiums and any synopsis of benefits. Of particular importance is the need to pre-certify a hospital stay and to obtain preauthorization for in-network benefits for mental health and substance abuse services.

The positive way to make sure you are using a PPO provider is to call 1-800-622-6252, or go on-line through the NALC website. The website can be

found going to [www.nalc.org](http://www.nalc.org), hitting the departments bar and clicking on the health benefit plan. Once you get this far go to the bar titled network provider and hit the first health link.

From there you will not only be able to locate any provider in the PPO network, but also connections to provide general health information and a hospital comparison tool. The general health information link can open a whole wide world of information anyone can use to make themselves better able to deal with health care issues. The other link mentioned, a hospital comparison tool, allow you to compare hospitals based on quality and safety criteria.

# LET'S GET REAL



Only you can get real serious about safety. Many times we are told to be safe in Stand-ups. We have even been cautioned as to what could happen if we aren't performing our duties safely: possible discipline. Even though, management says safety is important; it seems to most carriers that safety could be thrown out the

window in order to make the numbers (i.e. DOIS). Remember, some of supervisors' bonuses are directly tied to how much we, the carriers, can do (our productivity). Knowing this, how can management place as much importance on safety as the carrier can? They can't. THEY WON'T. It's up to you to get real serious about safety.

When you're getting railed on that your street times are expanded (even though you're fighting mounds of snow all day), do you think anyone is even concerned with your safety? The answer is no, at least, that's the way many feel. It is time for all carriers to take safety into their own hands and forget about the numbers (making DOIS). Did you know that carriers aren't supposed to service any mailbox by standing in the street? (This is according to the EL-814, a booklet of safety rules for USPS employees) It doesn't say if it snows you can stand in the street to service the boxes.

Customers deserve their mail, but not at the safety of the carrier. I believe that in most cases that carriers should be able to service curbside boxes within a couple of days after a snowstorm. The USPS should back the carrier and enforce its own regulation. There shouldn't be a lot of dismounting for curbside delivery 1½ months after a big snowstorm.

Here are just a few simple safety rules that if you aren't already using, will only take a little longer on the street when utilized:

1. Whenever possible, park legally.
2. Never thumb mail while driving, walking up or down steps, or crossing the street.
3. Always wear your seat belt while driving.
4. Always set handbrake when leaving vehicle, put in park and take key. Lock vehicle when going inside business or you are out of sight of vehicle.
5. Use all of your mirrors; that's what they're for.
6. Use your turn signal for all turns.
7. Drive defensively, extend courtesy, obey all state, local, and postal regulations when driving your vehicle.

## SO LET'S GET REAL SERIOUS ABOUT SAFETY!

### Health & Safety

By: Arlynn Venema

## 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.

### **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.

## **Injury Compensation**

By Jim Kerekes

Last month I wrote about the first half of the CA-2. This time I'm having a copy of the first page of the CA-2 put in this issue of the pavement pounder. Then you can look at it while reading it.

Last month I covered items 1-11. This month I'm trying to finish numbers 12-18a

Number 12 is the date the disease or illness was you realize caused or aggravated by your employment.

Number 13 is an important part of the CA-2. You must explain with every minute detail every aspect of your job to help OWCP understand that there is a relationship of the disease or illness to your employment and why you came to this realization.

Number 14 is a doctor's medical report. The doctor must give a good report with diagnosis, x-ray, evidence, course of treatment, findings and an opinion as to whether the disease or illness was caused or aggravated by the employment and an explanation of the basis for this opinion.

Numbers 15-17. If the deadlines and the information on this part of the CA-2 are not sent in with the CA-2 the first time, then you will need to write it on the numbers 15-17 before you send it in.

Number 18 is your signature verifying all the above information.

Notice of Occupational Disease  
and Claim for Compensation

U.S. Department of Labor  
Employment Standards Administration  
Office of Workers' Compensation Programs



Employee: Please complete all boxes 1 - 10 below. Do not complete shaded areas.  
Employing Agency (Supervisor or Compensation Specialist): Complete shaded boxes a, b, and c.

<b>Employee Data</b>					<b>a. Social Security Number</b>	
1. Name of employee (last, first, address)						
3. Date of birth	4. Sex	5. Home telephone	6. Grade or title of job at last occupation		Low	Stop
7. Employing agency, including address (street, city, state, and ZIP code)					8. Dependents	
					<input type="checkbox"/> Wife (include) <input type="checkbox"/> Children under 18 years <input type="checkbox"/> Other	

<b>Medical Information</b>		<b>9. Occupational history</b>	
10. Employee's occupation		11. Date you first became aware of disease or illness	
12. Date you first noticed the disease or illness was caused or aggravated by your employment		13. Explain the relationship to your employment, and why you came to this realization	
14. Medical diagnosis of illness		15. Date you first became aware of illness	

16. If the statement in item 13 was not filed with the employing agency within 90 days after date shown above in item 12, explain the reason for the delay		<b>17. Agency's action</b>	
		<input type="checkbox"/> Approved <input type="checkbox"/> Not approved	

18. If the statement required in item 1 of the shaded instructions is not submitted with this form, explain reason for delay.

19. If the medical records required in item 2 of the shaded instructions are not submitted with this form, explain reason for delay.

**Employee Statement**

20. I certify, under penalty of law, that the disease or illness described above was the result of my employment with the United States Government, and that it was not caused by my willful misconduct, when it arose myself or another person, nor by my intoxication. I hereby claim medical treatment, if needed, and other benefits provided by the Federal Employees' Compensation Act.

I hereby authorize any physician or hospital (or any other person, institution, corporation, or government agency) to furnish any pertinent information to the U.S. Department of Labor, Office of Workers' Compensation Programs (or to its official representative). This authorization also permits any official representative of the Office to examine and to copy any records concerning me.

Signature of employee or person acting on his/her behalf \_\_\_\_\_ Date \_\_\_\_\_

Have you returned or complete the receipt attached to this form and return it to you for your records.

Any person who intentionally makes any false statement, misrepresentation, concealment of fact or any other act of fraud to obtain compensation as provided by the FECA or who knowingly accepts compensation to which that person is not entitled is subject to civil or administrative sanctions as well as to any criminal prosecution and may, under appropriate criminal provisions, be punished by a fine or imprisonment or both.

Form 2640  
Rev. 10/97

For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20540



Dear MICHAEL:

This is a message I didn't want to send at all but especially not to you, an e-Activist, who is clearly dedicated to supporting this union's legislative agenda and ensuring the long-term viability of the U.S. Postal Service. But with long-overdue postal reform legislation gaining steam on Capitol Hill and presidential politics heating up in this, an election year, I have no choice but to ask for your help in a different although certainly related arena.

Let me be blunt: NALC's political action fund--the Committee on Letter Carrier Political Education or COLCPE--doesn't have the money needed to do the job that's ahead of all of us: Electing to both the White House and the Congress this fall men and women who will protect the interests of working Americans and will pay special attention to the interests of letter carriers and the Postal Service. In fact, probably for the first time ever, one of our sister postal unions is raising more money for its PAC than we are.

If you're an active letter carrier and have already designated COLCPE as one of your two allowable "allotments" coming out of your USPS paycheck, I thank you for doing so. I also encourage you to ask your brother and sister letter carriers to follow your lead.

Odds are, however, that you are *not* one of the relatively few NALC active members who have thus far elected to contribute to COLCPE directly from your paycheck. If this is the case, I strongly urge you to do so immediately. Since you will be receiving a cost-of-living adjustment of over \$7 each pay period effective the pay period beginning March 6 (pay date of March 26), why don't you donate at least a portion of this increase to COLCPE every two weeks through the allotment process by calling PostalEase today? Chances are you can afford to do so--and it could very well be one of the best investments you'll ever make.

To learn how to make an allotment, take a look at the inside back cover of any recent *Postal Record*. For specific information on how to decipher your paycheck to determine whether you've already used the two allotments you're allowed, see page 14 of the March issue, soon to be in your hands.

But maybe you've already used your two allotments *or* you've decided for personal reasons not to contribute to COLCPE this way *or* you're retired and don't receive a USPS paycheck. Don't worry, we have you covered, because there will be a letter in your mailbox soon asking you to write a check to COLCPE.

Look for this mailing. And tell your co-workers and other NALC members that it's coming and that they should contribute to COLCPE--either by putting a check in the mail or, if possible, by making COLCPE one of their USPS payroll allotments.

What you've been reading is not being sent to those NALC legislative activists who do *not* have e-mail. So please print this message out and share it with them. And ask them to give to COLCPE--and to give generously. Postal reform legislation is on a fast track. The November elections are getting closer and "letter carrier-friendly" candidates need *our* support. COLCPE's coffers are **running dry, and we need a cash infusion. And you can help.**

Thank you for your support and for your dedication.

Sincerely,

William H. Young,  
President (NALC)

## Quick Facts About the NALC

### MEMBERSHIP —

There are 307,574 active and retired members of the NALC, of which about 217,016 are actively delivering letter carriers employed by the U.S. Postal Service.

### BRANCHES —

There are slightly more than 2,200 local branches representing letter carriers in all 50 states, the District of Columbia, Puerto Rico, the Virgin Islands and Guam.

### OFFICERS —

Ten Resident National Officers, three National Trustees and 15 National Business Agents are elected for four-year terms. Current terms expire in 2005.

### HISTORY —

The NALC was founded on August 30, 1889 in Milwaukee, Wisconsin, as the union of city delivery letter carriers employed by the United States Postal Service. The union is celebrating its 114th year in 2003.

### COLLECTIVE BARGAINING —

The 2002 - 2006 National Agreement with the U.S. Postal Service expires November 20, 2006. The National Agreement was ratified in May of 2002 with an 83% approval vote. On June 26, 2002, President Vincent R. Fontana and Postmaster General John F. Potter signed the new five-year agreement.

### AFFILIATIONS —

The NALC is affiliated with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) and the Union Network International.

### OPERATIONS —

The NALC operates from its national headquarters in Washington, DC, with state associations and branches throughout the nation, along with a regional network of National Business Agents.

### CONVENTIONS

NALC Conventions are held every two years. The 64th Biennial Convention will be held July 19-27, 2004 in Honolulu, Hawaii. The 65th Biennial Convention will be held in Miami, Florida from August 7-11, 2006.

### Calendar of Events

MARCH 2004		
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

APRIL 2004		
1 <sup>st</sup>	Exec. Board meeting	6:00 pm
8 <sup>th</sup>	Branch meeting	6:00 pm
21 <sup>st</sup>	Stewards meeting	6:00 pm

### OFFICERS BRANCH 111

**PRESIDENT**

Mike Miller (801) 598-0778

**VICE-PRESIDENT**

Kirk McLaughlin

**TREASURER**

Mike Madsen

**SECRETARY**

Sharla Groves

**SGT-AT-ARMS**

Michael Wahlquist

**MBA & COMPENSATION**

Jimmy Kerekes (254-2860)

**TRUSTEES**

Barrie Frankland

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John Groves

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Arlynn Venema

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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.