

# The Pavement Pounder



APRIL 2004

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

## The President's Corner

**By: Mike Miller**



I just had a meeting with District this past week. They inform me that they would be cracking down on employees not wearing regulation shoes while on the clock. We all need to

remember that if we have a slip trip and fall accident while on the job and we're not wearing regulation shoes, we are not eligible for FECA compensation benefits with OWCP. So it is most important that we all wear the proper regulation shoes whenever we are on the job.

It was discussed and agreed during this meeting that some carriers have never been required to wear regulation shoes in the past and therefore it would be a hardship for them to run out and buy regulation shoes at a moment's notice. So we agreed that there would be a six-month grace period to plan for and purchase the proper footwear required. There will be a stand up in each of the work units to put everyone on notice and your Supervisor, Manager, or Postmaster will inform you as to whether or not your footwear is acceptable.

And then one month before the end of the six months there will be another standup to inform everyone that non-regulation footwear will no longer be acceptable on the job. No one will be sent home during the six-month grace period for

not wearing the proper footwear, but after the end of the grace period everyone coming to work without the proper footwear will be sent home to get the proper footwear.

So those of us who have not been required to wear regulation shoes in the past need to prepare and plan to purchase regulation footwear within the next 6 months. It is important that we wear regulation shoes for safety reasons, and to ensure that we are eligible for compensation benefits if we have an accident.

We have several clothing vendors that regularly frequent each of our offices; Brookfield Uniforms (George Taylor), Arslan Uniforms (Barry Frankland), and others that you can take advantage of. And each of them has a wide selection of shoes available to fit every type of delivery need.

Now those who have medical restrictions that require them to buy a specific type of shoe, that is not available in a regulation shoe, will have to write a letter to the Manager of Human Relations and provide the medical documentation of the medical restriction, and those with legitimate permanent restrictions will be approved as an exception for up to a year at a time.

Those carriers with feet too big or too small for our vendors to accommodate will also be authorized as an exception to the rule, but a letter must first be sent to the Manager of Human Relations for acceptance. Vendors shoe sizes usually range from

sizes 5 to 15, so make sure you check with all vendors on shoe sizes before submitting your request for an exception to the rule, and make sure that the shoe you do buy, if you do have an exception or a medical restriction, are black in color to stay within uniform code. If you have any questions please call me at the union office.

I hear there was also a meeting with officials from Area to discuss our increased street times here in the Salt Lake District. The gist of the meeting was that Area did not like the fact that carriers were getting paid for hours worked over and above what DOIS had estimated we should be that day. A suggestion was made by Area that Supervisors disallow all time worked beyond the DOIS estimate. Doing so would not only be a violation of the National Agreement but also an FLSA violation of Federal Law. And I am happy to say that Managers and Supervisors alike spoke out against Area's proposal, knowing full well that they, not Area, would be liable under FLSA law. From what I understand there was quite a bit of angry opposition to Area's suggestion, knowing full well that those at Area were the proverbial Teflon bosses and that nothing would happen to them, and that they at the local level would suffer all the consequences of falsifying our pay records.

My suggestion to all of you is to keep track of your clock rings each day, specifically the begin tour and end tour clock rings. Use your calendar or a small note pad that you keep with you or in your locker to religiously record all your clock rings each day. And the minute you think your check does not reflect the exact number of hours you worked, take your notes to your Steward and have them conduct an investigation and if necessary file a grievance. I've checked with our Regional office and they are primed and ready for such a blatant violation of the law as that, and are committed to taking it all the way if some supervisor is dumb enough to try something stupid like that.

I believe most Supervisors and Managers are smart enough to know better than to try and dock a carrier's time and falsify pay records. But I also know that there are also those Supervisors and Managers that think that by making such a bold and stupid move like that will get them a reputation and promoted. So let's not disappoint them, keep copious notes of your clock rings, and let's get those Manager's stupid enough to try something like that promoted to the unemployment line followed by an FLSA law suit.

Well so much for that negative note, let's talk about our progressive drawings for the branch meetings. Last month we had no winners for any of the progressive drawings. Next month at the April meeting the totals for the three progressive drawings will be \$75.00 for the Retirees drawing, \$105.00 for the Brookfield drawing, and \$225.00 for the Branch 111 progressive drawing. I don't care what anyone says, that's no chump change, that's some serious pocket money. A winner could buy a real nice toy with that kind of money, but if your not at the meeting, and getting informed by your branch leaders, you will never be able to win, you have to be at the meeting to win. So be at the April meeting, and as one of our past President's used to say, "Be there and be informed."

Also, the Steak Fry this year will be held at Gardner Village in West Jordan in what they call the Gathering place. Gardner Village not only has a place for banquets, it also has a number of little stores with art, antiques, gifts, furniture, home decor, quilts, jewelry, and more. So come a little early and browse what they have to offer, you might just find something you can't live without.

The date of the Steak Fry will be July 31<sup>st</sup> and dinner will be served at 7 pm in the Gathering Place. There will be plenty of parking at Gardner Village so you don't have to worry about not finding a place to park if your a bit late. And being at 1100 W. 7800 S. none of us will have to travel very far to get there. We feel that by having the Steak Fry more centrally located will encourage more members to come out and enjoy each others company. The tickets this year will be \$5.00 each, and we hope to have 400 letter carriers and their partners there this year, no children or relatives please, this Steak Fry is for members and their spouses or significant others only.

This year we will be having tender Prime Rib with all the trimmings and for desert there will be Death By Chocolate, damn that makes me hungry just thinking about it. We also have a surprise for you, Jonathan Swift the Magician will be performing for our group, along with our traditional drawing for gifts. Now there is one big difference this year than in past years, this year we will be served by waiters and waitresses instead of banquet style, which means that we will be able to all enjoy our meal at the same time, while listening to music, instead of just going through the line while half the group has already finished their meal.

This year we want to all enjoy each others company, indoors, out of the weather, and in comfort. This year we hope to make this a real memorable occasion for all of you, one you will all look forward to again next year. Lets make this an

opportunity to enjoy the comradery of letter carriers and get to know each better and establish a stronger solidarity in our branch. I look forward to seeing all of you at the Steak Fry this year, until then take care.

## INJURY COMPENSATION

By Jim Kerekes

An important article is in the National Union Magazine, The Postal Record, March 2004 issue. It is on page 40 and written by Linda DeCarlo of the Unions Compensation Department.

**It is about a directive by President George Bush for federal agencies. He is directing them to establish goals and track performance in four areas.**

1. **Lower workplace injury and illness case rates.**
2. **Timely reporting of injuries. (This will be good for us).**
3. **Reducing lost days resulting from work-related injuries and illnesses.**
4. **Lowering lost time injury and illness case rates.**

**President Bush encouraged agencies to set their own goals, but the minimum goals set by the Department of Labor are**

1. **Reduce total injury case rates and lost time case rates by 3% each year.**
2. **Increase timely filing of claims by 5% each year. (this would help us get our claims in on time to OWCP by Management Personnel ).**
3. **Reduce the rate of lost production days due to injury by 1% per year.**

**Please read the last paragraph of the Postal Record on this article.**

**All of this is to be tracked over a four year period.**

**P. S. Additional reminder – please get and keep all copies pertaining to any illness or injury.**

## Organizer's Report

**T**he hiring has started again. It's still easy to get the new hires with the war stories of the post office, but the big problem is still with the carriers that are already working. What I have noticed in the various offices I have worked in or visited is the bashing of the shop stewards when a member doesn't get what he wants out of a grievance or vacation sign-

ups. When a non-member sees union members fighting amongst themselves he probably thinks why would I join a group like that. The steward is there to protect the contract and the members against contract violations. He is not there as a crutch for members to get what they want when they want. During orientations I stress the brotherhood of the union and the way union members stick together. So imagine what a new PTF thinks when they see the one person I tell them to go to getting

hammered by other members. **(What have I gotten myself into?)** All situations are not the same, so because you didn't happen to get what someone else got, don't get mad at the steward thinking that he did something wrong or he did it personally to you. He is doing it according to and for the contract, nothing else. With new stewards being elected or already elected bear this in mind. If you didn't run for the position, support the people who did or are willing to fight for the contract. Remember your stewards and leadership have put this union and branch with all the good training and hard work over the past 8 ½ years in the position of beating most violations and discipline in the post office. Please don't abuse there knowledge and stand behind them knowing they will do every thing in there power to protect the contract and the membership. Hopefully this will produce a trickle down effect, and some of the non-members will see the real picture of the union. Again **SOLIDARITY** is our strongest asset.

# Director of Retiree's Report

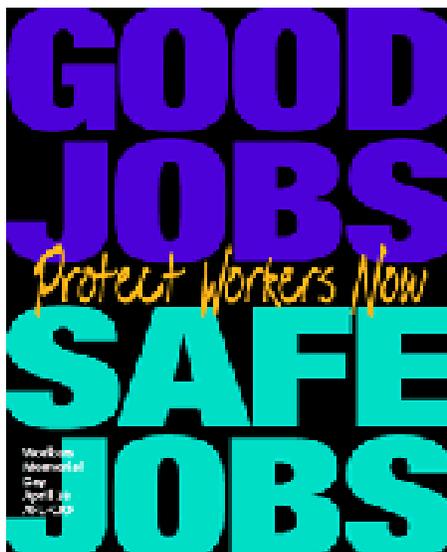
By: Joe Zabriskie

This year marks my 42<sup>nd</sup> year as a faithful member of Branch 111 NALC. I have served this branch, 12 years as a Shop Steward, two terms as a Trustee, and 4 years as Director of Retirees.

Of all the elective offices I have faithfully held, the office that I currently hold as Director of Retirees is the most rewarding. It has given me the opportunity to meet and serve the seniors of the branch and their families and to help them in times of good, and in times of sympathy.

When a member of our branch is presented with a gold card for 50 years of faithful service, I stand with your president in honoring these special individuals.

Part of my job as Director of Retirees is to help the families of a deceased letter carrier to notify the Office of Personnel Management, the National Association of Letter Carriers and the Social Security, and Veterans Administrations. I have prepared a packet with information to assist the surviving spouse or children.



The annual Retirees Dinner gives the retirees a chance to enjoy good food and renew old times with other retirees and with luck they may well win a door prize. I will notify each retiree by mail closer to the planned date of September 16<sup>th</sup> 2004 for the time and place.

We do have a progressive door prize at our Branch Union Meeting for retirees. Please come out on the 2<sup>nd</sup> Thursday of next month, you might just win \$100.

As retirees we must become active in supporting political candidates who will address our legislative concerns. Our legislative officer for the branch is Phillip Rodriguez. He is working hard, and meeting with our Senators and Congressmen. We must do our part by calling and writing them also.

We must not forget COLCPE, they need our help now more than ever.

## Workers' Memorial Day - April 28, 2004

The NALC will once again be participating in Workers' Memorial Day. We are encouraging branches throughout the country to get involved in local AFL-CIO events commemorating the sacrifices and struggles of working people to gain better jobs and working conditions. The event also offers an opportunity to remember workers who have suffered or died on the job.

The theme for this 9th observance of Workers' Memorial Day is "Good Jobs, Safe Jobs—Protect Workers Now."

NALC is making available special AFL-CIO kits to help branches participate in Workers' Memorial Day. For more information contact Director of Safety Health Al Ferranto at NALC's headquarters - (202) 393-4695.

### Hatch Act and Federal Election Law What Carriers Can Do in Politics and Legislation

#### Raising Funds for a Candidate

Unions however are limited in their ability to raise funds directly for the candidate, though it can encourage members to support him or her in the upcoming race or to contribute to COLCPE. Only a candidate can initiate "passing the hat" for the campaign; if the union initiates this, the money collected must go to COLCPE. The candidate is allowed to leave contact information and mailing envelopes at the union hall for members.

### **Endorsing Candidates**

Endorsement of a candidate can be announced at the candidate appearance or in communication with members. A union can also announce its endorsement (and rationale for that endorsement) to regular press contacts after the endorsement has been made. An endorsement cannot be coordinated with a candidate or his campaign.

### **Get-Out-The-Vote**

NALC and other unions can conduct voter registration and Get-Out-The-Vote efforts advocating that members, staff, and family members register for a particular political party or vote for a specified slate of candidates, and can use Treasury funds for these activities. Labor unions can also distribute voter information produced by official election administrators—absentee ballot applications and register-by-mail materials. Also, a union cannot provide or deny transportation to a polling place or voter registration office based on support of a particular candidate or registration with a particular political party. Again, these must be done only for members and their families if Treasury funds are to be used.

### **For More Information**

If you have any questions, feel free to contact your [Regional Field Coordinator](#) at 202-393-4695 (upon answer press 22), the [Hatch Act unit of the Office of Special Counsel](#), or the [Federal Election Commission](#).



Barbecued Boneless Ribs

Side Dish

Rolls

Southern Pop

So come hungry to April's Union meeting!

As always a HUGE thanks from the Officers of Auxiliary 8.

# Let us help you buy a home!

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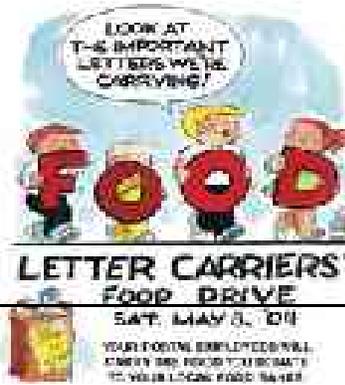
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# 12th Annual NALC

# National Food Drive

Preparations are underway for the 12th annual NALC National Food Drive on Saturday, May 8, 2004. NALC President William H. Young is encouraging every



NALC branch in the nation to get involved in the 12th annual NALC National Food Drive on the second Saturday in May.

## **PAVEMENT POUNDER ARTICLES**

Any branch 111 member may submit articles to the pavement pounder for publication. All articles submitted must comply with the pavement pounder statement of Policy. No articles about problems between members or officers will be printed in the pounder. Articles rejected by the Editor may be taken to the Exec. Board.

Gean Ryans

Editor

## **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  
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

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

**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.

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ADDRESS CORRECTION REQUESTED

## Calendar of Events

| 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

Joan Larsen

John Groves

#### **SAFETY & HEALTH**

Arlynn Venema

#### **LEGISLATIVE**

Phillip Rodriquez

#### **HEALTH BENEFITS**

Brigham Young (969-9343)

#### **DIRECTOR OF RETIREES**

Joe Zabriskie (801) 968-4208)

**Branch Office (801) 973-6705**

**Fax (801) 973-6723**

#### MAY 2004

|                  |                     |         |
|------------------|---------------------|---------|
| 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 |

**PAVEMENT POUNDER EDITOR**  
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**Branch 111 Website**  
**[Branch111.com](http://Branch111.com)**

**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.**