

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

Branch 111  
Chartered  
January 24, 2003

# The Pavement Pounder



MAY 2004

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

## The President's Corner

**By: Mike Miller**



Since the last Pavement Pounder there has been a moratorium on Route Inspections and Adjustments until August 31<sup>st</sup> 2004. The reason for this moratorium is that Management and the Union are jointly collecting data with the mail counts going on in each of the stations around the country. What they are using the data for is not clear as yet, but they have asked us not to get any preconceived ideas about why they are doing the moratorium and the count, all they want us to be concerned with is making sure our clock rings are correct and that we verify and make sure that the mail count is accurate each day.

The moratorium on route inspections and adjustments until August 31<sup>st</sup> has upset many people who wanted special inspections, even those who were awarded an inspection or a minor adjustment as an EEO or Grievance settlement are to be put on hold until the end of the moratorium. All I can say is

just bare with those at the National Level, they are working on something that we hope will make things a lot easier and hopefully make more since to all of us in the near future.

Well the food drive is upon us again, it seems like we just finished with it, how time flies. Saturday May the 8<sup>th</sup> is the day, and I'm hoping that it doesn't rain again this year like it did last year. I would like to take this opportunity to personally thank our food drive coordinator Ray Kosierowski and Michael Lester of the AFL-CIO for the incredible job both of them have done this year to make sure that this food drive goes smoothly. These two outstanding individuals have sacrificed a great deal of their time and energy in support of helping those who are in need of a helping hand, and we all owe them a Big Thank You from all of Branch 111.

This year lets make this the biggest year of all for the food drive. Make sure that you deliver a food drive card and a bag to each and every one of your customers. Remember that the cards go out on Thursday the 6<sup>th</sup> and the bags are

to go out on Friday the 7<sup>th</sup>. If you deliver those items any sooner than that you will not get as great a response from your customers, any sooner than that they tend to set it aside and forget about it. Remember, this is

not about the NALC or the Postal Service it is about helping all those less fortunate than us, those who need our help to get them through tough times.

Aside from that we have a contest going on to see which station can collect the most food per delivery in Branch 111 on May the 8<sup>th</sup>. We also have a contest within the Salt Lake District as to which Installation can collect the most food per delivery in the State of Utah, and those stations will be able to exhibit the Food Drive Plaque in their lobby over the next year. Ralph Hamilton also has a contest

going within the Salt Lake Installation for the station that collects the most food per delivery; I believe he said the winner would get pizza for everyone in that station, sounds good to me. Lets all make this the best food drive year ever.

This year there will have plenty of help at each of the stations; the Food Bank has over 200 volunteers that will be working at each of the stations, 13 for each station to help us sort and ship the food to each of the pantries and food banks within the Branch 111 area. These volunteers are not letter carriers, they are volunteers from each of our communities who want to get involved with us to help feed the needy, this is great brothers and sisters, this food drive has caught on so big that our communities want to help make it a success. **See you all on May the 8<sup>th</sup>.**

## Vice President Report

### Kirk McLaughlin



We just finished the 2<sup>nd</sup> part of the steward college. The instructor were Jamie Lumm and Mary Martinez, I just thought that I would report to everyone how proud you should be of the stewards that went from your branch. They not only represented the branch to the utmost, the instructors were very pleased with the group of carriers that gave up their annual leave to learn other ways to hold management accountable for their actions.

It's getting to be that time of year again, the weather is getting better outside, kids will be out of school, which also means

that dogs will be out. It's the springtime of the year, people cleaning up their yards from winter debris, windows and doors opened and gates left opened by the kids outside playing. What that means is **DOGS** are also out so beware and take the precautions needed to prevent dog bites and attacks.

- Never assume a dog is friendly
- Always report all incidents or problems you have with dogs on your route.
- Be aware of your surroundings so that you can safely get away from dog hazards
- Don't try to deliver if a dog is loose or between you and your delivery point.

- On park and loops you should carry your satchel and have your mace with you to help prevent a dog bite.
- Once you have reported a dog problem before you start redelivery check with your

supervisor to be sure it is safe to continue delivery.

These are just some of the most common suggestions, I am sure there are others but the important thing is that it is that time of year again so beware and be safe.

## **NALC Health Benefit Plan**

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

### **HIGH COST OF HEALTH INSURANCE**

We all need to be on the lookout for ways to keep costs down. One way is to check your medical statements. Make sure Health Benefit Plan is being billed correctly. Billing mistakes are costly to all concerned.

Fraud is another area of concern. Most doctors and medical care facilities are honest. I have great faith in my doctors and the medical care facilities I use. But I still check my statements.

I would like to cover another area. It is called preventative medicine. Learn the signs of health problems. An annual checkup could

save you a trip to the hospital and get you started on healthier life style. I can attest to this personally. When I had my heart attack, my doctor told me, if only I had seen him a week earlier he may have been able to prevent it.

A year ago I was diagnosed with Type II Diabetes. I am now on medication and with better eating habits I am still feeling pretty good.

Keep on top of your health and take care of yourself and live to enjoy a long and healthy retirement. You owe it to yourself and to your loved ones

## **Director of Retiree's Report**

By: Joe Zabriskie

Deciding whether to sign up for Long Term Care Insurance?

This is an individual decision that one should make but only after thoroughly reading about and understanding Long Term Care (LTC) and Long Term Care Insurance. While such insurance may not be for everyone, it is generally appropriate for retirees, their spouse and others interested in preserving their estates and do not have the financial resources for covering extended years of

care that could result from an accident or illness.

If seriously considering LTC Insurance, I would not recommend waiting too long since the premiums for such policies quickly accelerate after 65 years of age. Also, after age 65, an individual would be more susceptible to an illness or other condition that could possibly render him or her uninsurable.

So read up, perhaps do some comparative shopping for coverage, consider your financial situation and decide.

The Federal Long Term Care Insurance program is sponsored by the U.S. Office of Personnel Management (OPM) and is offered by the John Hancock Life Insurance Company and

Metropolitan Life Insurance Company. They are administered by Long Term Partners, LLC.

Each individual wishing to apply for coverage must complete a separate application. For help and forms call 1-800-LTC-FEDS (1-800-582-3337), (TTY: 1-800-843-3557)



**COME ONE COME ALL  
TO THE 4th ANNUAL  
LABOR DAY PICNIC & CAR SHOW!**

**WHEN:** Labor Day, Monday,  
September 6, 2004  
At Magna Park from Noon till 5 p.m.  
Located at 2550 South 8850 West

Games and Contest for All Ages - Tug of War, a Belching and Watermelon Eating contest, Clowns, Sack Races, Door Prizes, Kids Games, Frying Pan Throw, Horseshoes, Huge Car Show with cars participating in a Limbo & Flame Throwing Contest.

We're celebrating **ALL** Working people, so along with your Picnic bring your neighbors, families & friends.

**COME ENJOY THE DAY....  
IT IS YOUR DAY**

## **What the heck is COLCPE?**

**COLCPE.....is not** just another add-on to your union dues, brothers and sisters, it's the NALC's Political action committee (specifically: NALC's Committee on Letter Carrier Political Education).

### **What do they do?**

Among other political duties, they lobby congress on issues of concern to letter carriers.

### **What's changed, why is contributing now so important?**

Have you heard about the presidential commission's Report on the U.S. Postal Service? Are you aware of their recommendation to **cap our wages and roll back our benefits**? Did you note the suggestion to **open retirement benefits to collective bargaining**; thus eliminating any income or benefit guarantees you might have when you retire?

### **Somebody has to speak up.**

The NALC is **not allowed to lobby** congress directly, nor is it allowed to use its funds to lobby indirectly. The Postal Service also is barred by law from lobbying, due to its status as a federal agency.

In contrast, UPS spent over \$2 million per year in 1999 and 2000 lobbying congress. (source: [www.opensecrets.org](http://www.opensecrets.org)) . Word has it that they spent more than 10 times that last year; specifically for lobbying congress to create legislation making postal reforms go their way.

To date, COLCPE's lobbying expenditures have been a **small fraction** of the expenditures of UPS. Of course, UPS is a huge company who can donate money at a whim, where COLCPE and the other postal lobbying groups have to rely on individual donations to fund their campaigns. UPS is lobbying heavily to weaken the Postal Service and to gain any competitive ground it can.

**COLCPE is your voice in Washington.** COLCPE is doing everything it can to protect your job and all the benefits we've fought so hard for. COLCPE needs these funds to maintain that fight and to fight against the special interests like UPS, who'd like to see the Postal Service crumble.

### **This is where you come in.**

**It's time to act**, brothers and sisters. Turn to the last inside page in any recent *Postal Record* for step-by-step instructions to sign up to have your COLCPE contributions taken directly from your paycheck. Five or ten dollars a pay period can make a huge difference in COLCPE's lobbying power.

**This is not a drill, folks.** Act now and convince your fellow letter carriers of the importance of their signing up also. **This is your chance to make a difference.**

**From the NALC Region 2 Home page – [www.nalcregion2.org](http://www.nalcregion2.org)**

## **IS IT REALLY A GOOD JOB?**

Almost daily, I hear other carriers complain about the conditions we work under. About the scrutiny we seem to be under. About the silly rules we are made to follow. About DOIS. About our vehicles (especially in the summer) and about each other. With all this complaining, why is it that you rarely see carriers quitting? Why aren't more of us looking for better jobs? Why do we stay in an environment that makes us so unhappy? The blame for this seeming contradiction is the Union. That's right, our own National Association of Letter Carriers deserves the blame. If it weren't for the union, we would all be making such a lower wage, many more of us would look elsewhere, searching for that elusive ideal job that we presently only dream about. Instead of wishing our lives away, wishing for that date that we begin pulling a pension, many of us would be pursuing our dreams, the ones that currently sit forever on the back burner of our minds. Sure, I guess we could utilize some of those 26 days of annual we now enjoy to find another job. We could even combine them with one of the many holidays we get, and travel around looking for something exciting and challenging. A few of us may even land that dream job and live happily ever after. Most of the rest of us, unfortunately, would find something quite a bit different. We would find a job that pays 20% or 30% less. A job that gets fewer vacation days, less holidays and little benefits. An employer who would expect you to work long hours without overtime during those "crunch" times when a project had to be done that night. Sure, you'd probably get free pizza in exchange for the time away from your family, a fair trade-off for many.

My son-in-law just got laid off from American Express. His whole department was

shut down. Employees in other departments, some with less service, still have jobs. He does not. How could this be? How could a company like American Express do this to dedicated employees? Because they do not have a union. Nobody is there to intervene on these employees' behalf, to stand up for their rights. Without a union, you better hope you work for a benevolent employer. You better hope you know the owner (or are related to the owner) or have a skill that the employer desperately needs.

So now the NALC is asking you to give back a little bit with a twice-monthly donation to COLCPE. It sickens me that we have to "pay off" the politicians in order to save our jobs. It seems so unethical that an elected Congressman would vote in a certain manner primarily because of the contributions he/she received from political action groups. But whether I like it or not, I don't think this reality is going to change any time soon. I think it is a necessary evil that we need to donate money to help keep our jobs. We are being hugely out-spent by our competitors, and money talks, and it talks loudly.

So what's it going to be? Are we going to support COLCPE, so that we can keep these jobs that seem to drive us all nuts from time to time? Or will we be stingy with our spare change, which will lead to many of us being given the opportunity to pursue our dream jobs out of necessity. I wonder if American Express has any openings? If you don't contribute to COLCPE, you shouldn't be allowed to complain about anything adverse that happens to our future jobs. This isn't a rule, it just seems like a good idea.

**Bob Gunn**

## INJURY COMPENSATION - Jim Kerekes

The following is some information from the USPS Transformation Plan. It is titled Strategy 10; Reduce Injury Compensation Costs. It also has 5 sub-strategies. Sub-strategy 4 is titled: "Outsource Injured" on Duty Employees. This will be written more below in sub-strategy 4.

Sub-strategy 1: Expand Preferred Provider Organization Program First Health and Workers Compensation nationwide. Post Office says First Health pays providers less than Workers Compensation pays providers. Post Office wants Workers Compensation to pay less so Post Office can save.

Sub-strategy 2: Move all federal employees compensation act recipients to Federal Employees Compensation Act annuity at age 65. Presently the Post Office says Workers Compensation pays a Federal employee more being on compensation or staying out on compensation rather than coming back to work. Workers Compensation pays a person 66.66 % if single or 75% with a dependent, plus cost of living raises after one year. Over time the Post Office says an Workers Compensation recipient would make more money when retired than retirement with Office of Personal Management. Therefore the Post Office wants to propose a Federal Employee Compensation Act managed retirement system and recalculate so benefits would be in line with the earned retirement benefits. That means it would be adjusted at age 65 and less than the 66.66% and 75%.

Sub-strategy 3: Revise current regulations to let Post Office contact your doctor. Post Office

says this will allow management to closely monitor an employee's condition and allow Worker's Compensation program specialist intervention to assist the employee in a speedy return to work.

Sub-strategy 4: Private sector outplacement of Injured Postal Service employees. (Permanent limited duty employees). This sub-strategy is of concern. The goal is for the Post Office to work with Worker's Compensation to implement a private sector placement program. This program is to take injured employees and find them a job in the private sector within one year or less. This would reduce the number of non-rehabilitation assignments and employees. On April 1,2004 a meeting was held. The meeting was to introduce a pilot outsource program in New York. Local 300, APWU, NALC, NAPS, attended. Worker's Compensation was not in attendance. If the Post Office at the installation level, determine, that there is not 8 hours a day or 40 hours a week that rehab. Employee would be target for the outsource program. Initially the target would be those people who are sent home early due to lack of work. If Worker's Compensation places those employees into a private sector job, then the employee would cease to be a postal employee and all benefits would cease. That means no health, no life, tsp, etc. The Local 300 in New York opposes this.

Sub-strategy 5: Post Office wants to work with Worker's Compensation in processing claims and medical bills. Post Offices' goal is to have all claims paid in a timely manner and prevent duplicate payment of medical bills.



## **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

**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.

## **BRANCH 111 STEAK FRY**

**JULY 31, 2004**

**7:00 PM**

**GARDNER VILLAGE**

**1100 W 7800 S**

**WEST JORDAN, UT**



## COLCPE DEDUCTIONS

**R**egion 2 is number three in automatic COLCPE deductions. These people have cared enough to go online and sign up, however less than 10% of the Region has signed up at this time. Many people have assured us that they've already signed up, however, when verified against the enclosed list that national sent us it shows that either they didn't sign up correctly, or they didn't sign up at all.

COLCPE Regional COLCPE Participant List  
Contribution Date Between 03/03/2004 And 03/19/2004

Region 2 -

BRANCH: 111

Member

RAY C. BERRETT

LONNIE M. BIRD

MICHAEL F. BOECKMANN

CHARLES A. BOYD

COLLEEN A. EINERSON

KAREN P. EWELL

MICHAEL M. GEER

ERIC M. GROTEPAS

SHARLA R. GROVES

LORI A. HAYES

GILBERT E. KOCHER

PHILLIP LOBATO

SCOTT L. LUKER

KIMBERLY A. MORTENSEN

PAUL J. PICKETT

PHYLLIS POLSTER

LALA P. PRSKALO

JAMES E. WRIGHT

FLOYD B. YOUNGBAUER

Turn to the last inside page in any recent *Postal Record* for step-by-step instructions to sign up to have your COLCPE contributions taken directly from your paycheck. Five or ten dollars a pay period can make a huge difference in COLCPE's lobbying power.

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

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

ADDRESS SERVICE REQUESTED

### Calendar of Events

<b>MAY 2004</b>			
6 <sup>th</sup> pm	Exec. Board meeting	6:00	
13 <sup>th</sup> 6:00 pm	Branch Meeting		
meeting	19 <sup>th</sup> 6:00 pm	Stewards	

<b>JUNE 2004</b>			
3 <sup>rd</sup>	Exec. Board meeting	6:00 pm	
10 <sup>th</sup> 6:00 pm	Branch meeting		
16 <sup>th</sup> 6:00 pm	Stewards meeting		

### OFFICERS BRANCH 111

<b>PRESIDENT</b> Mike Miller (801) 598-0778
<b>VICE-PRESIDENT</b> Kirk McLaughlin
<b>TREASURER</b> Mike Madsen
<b>SECRETARY</b> Sharla Groves
<b>SGT-AT-ARMS</b> Michael Wahlquist
<b>MBA &amp; COMPENSATION</b> Jimmy Kerekes (254-2860)
<b>TRUSTEES</b> Barrie Frankland Joan Larsen John Groves
<b>SAFETY &amp; HEALTH</b> Arlynn Venema
<b>LEGISLATIVE</b> Phillip Rodriquez
<b>HEALTH BENEFITS</b> Brigham Young (969-9343)
<b>DIRECTOR OF RETIREES</b> Joe Zabriskie (801) 968-4208
<b>Branch Office</b> (801) 973-6705
<b>Fax</b> (801) 973-6723

**PAVEMENT POUNDER EDITOR**  
Gean Ryans (801) 541-2716  
[thepavementpounder@comcast.net](mailto:thepavementpounder@comcast.net)

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

**National Association**

**Of**  
**Letter Carriers**

**Branch 111**

<p><b><u>Branch 111 Vision Statement</u></b> 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>
--