

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

Branch 111
Chartered
January 24, 2003

The Pavement Pounder



JUNE 2004

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

The President's Corner

By: Mike Miller

So far for the food drive we have collected over 300,000 pounds of food for just Branch 111 alone.

And we still don't have all of the numbers in yet. This year's food drive went smooth as glass, and the reason for that was because of the hard work of our food drive coordinator Ray Kosierowski from Midvale, and Michael Lester from United Way, and last but not least one certain Steward from Sandy that was there to help every time Ray Ski needed help, and that person was Stan Hawker. Without the hard work of those three people this food drive would not have been as big a success. As it was it went off with out a hitch. We all owe these people a vote of thanks for their hard work.

I'm going to list all of the unofficial totals for all those offices within our branch; some of these offices are Rural offices that have joined in on our efforts to help those in need. After we have arrived at the final totals for the year we will announce the winners for the year and

who will be getting the Food Drive Plaque to display in their office lobby.

Food Drive Totals in Pounds

<u>Draper -</u>	<u>7,182</u>
<u>Midvale -</u>	<u>11,627</u>
<u>Riverton -</u>	<u>12,127</u>
<u>Sandy Main -</u>	<u>17,656</u>
<u>West Jordan -</u>	<u>24,228</u>
<u>Alta Canyon -</u>	<u>26,639</u>
<u>South Jordan -</u>	<u>9,363</u>
<u>Sugarhouse -</u>	<u>26,775</u>
<u>Murray -</u>	<u>23,115</u>
<u>Foothill -</u>	<u>12,865</u>
<u>Millcreek -</u>	<u>16,504</u>
<u>S. Salt Lake -</u>	<u>8,753</u>
<u>Holladay -</u>	<u>23,196</u>
<u>Kearns -</u>	<u>21,212</u>
<u>West Valley -</u>	<u>27,693</u>
<u>Cottonwood -</u>	<u>24,264</u>
<u>Custer Annex -</u>	<u>8,638</u>

As you can see we still don't have all of the office totals to add to our list yet, but as you can see from what we have received, this year has been a great success. We have collectively been able to help a great many people less fortunate than ourselves, good hard working people who by circumstances

need a helping hand to get back on their feet. I personally thank all of you for your donated time and effort for this cause.

I'm happy to report that the Salt Lake Installation has offered to replace the present DRP computers with ACE computers, which are 650 to 800 megahertz computers. These computers will make it much easier for Stewards and Supervisors to research and resolve issues within their respective work units within the Installation. And I hope to be able to encourage other Postmasters to do the same in their offices. These computers will be hooked up to the Intranet and each Steward and Formal A rep will have access to the Intranet and internet for the purpose of research and investigation. Every time a Postal Publication is updated, we will have access to the most current update available, which will eliminate confusion and misinterpretation by the parties as they negotiate and resolve issues.

I recently received a document concerning the City – Rural territory grievances within the system at this time. The National Joint Task Force has broken it down into four categories for resolution of all outstanding grievances. The task force will establish committees to review all four categories, and each committee will be comprised of one representative each from the USPS, NALC, and NRLCA. The task force will determine which cases will be sent to each committee and each committee will be expected to resolve their assigned cases consistent with the attached “Guideline Principles” for each of the four categories. The Task Force expects to have all City – Rural issues resolved by the end of the year. Our branch at this time has six outstanding grievances within the system, and some have been in the system for years. I for one am glad to see that we will finally get a resolution to these territorial disputes.

Vice President Article

It's that time of year again; summertime is when we need to remember to drink plenty of water. I came across some interesting statistics in another article that I was reading.

Are you drinking enough water?
Did you know?

- 75% of all people are chronically dehydrated.
- In 37% of us, the thirst mechanism is so weak that it is mistaken for hunger.
- Even MILD dehydration will slow down one's metabolism as much as 3%.
- One glass of water shuts down midnight hunger pangs for almost 100% of the dieters studied in a University study.
- Lack of water is the #1 trigger of daytime fatigue.
- Preliminary research indicates that 8 to 10 glasses of water a day could significantly ease back pain and joint pain for up to 80% of the sufferers.
- A mere 2% drop in body water can trigger fuzzy short-term memory trouble with basic math, and difficulty focusing on the computer screen.

- Drinking 5 glasses of water daily decreases the risk of colon cancer by 45%, plus it can slash the risk of breast cancer by 79%, and one is 50% less likely to develop bladder cancer.

So let's remember drink plenty of water so that you are protecting yourself from the elements but also insuring a better chance for a healthier future.

Here is some other information that has come to my attention from one of the stewards. If you have had corrective eye surgery and no longer require glasses, you need to get that changed on your driver license, and have "corrective lenses" taken off; otherwise you could get a ticket if pulled over and they notice you have no glasses on.

I also heard about a carrier that had passed out while delivering mail. He sat in his postal vehicle thinking that someone would come by to help him. It took this carrier between a ½ hour to an hour before he could operate his cell phone and call the post office for help. If that happens to any of us in the future,

you need to get out of your vehicle and get on the side of the road so that someone passing by can see you and notice that you might need assistance. By sitting in the postal vehicle, the public just thinks you're doing your job. So get out and sit or lay by the side of the road to alert the public that you might need help.

Also June 17th is the auxiliary's summer picnic and it's for everyone. It's for the whole family, plenty of fun things to do and plenty of good food to enjoy. Its a chance for you to meet your fellow carriers and their families outside the work environment. Get your tickets from your shop steward or call the union hall. The price is \$20 for a family, \$5 for individuals and \$3 for children 4 to 10 and under 4 is free.

Solidarity means unity, so we need to unite for the strength of the union and for the improvements of the branch.

Solidarity always

Kirk

McLaughlin

Organizer Report

As written before let's not forget what brought us together as a union. The strength of one.

Lately it seems as though the one stands for ones self. Be it the leaders or the rank and file it still should be only **ONE**. The union as a whole has taken a hit on its solidarity. Did we forget what union stands for? Did we forget what management has tried for years to do to us? Why are we doing it to ourselves? Do we even know what the union is

supposed to do for us? Have we taken the union for granted, or are we trying to get the union to do for us only what we want? Have we used the union as a crutch to do what we want? Have we been accustom to getting everything we want at all cost? I hope that when we all joined this great union we did so to have a greater voice against management's wrong doings. I call out to all members to re-unite and not take sides in the bickering of **any** individuals. On a

sadder note it's come to my attention that there are members of this union that are recruiting other members to drop out of the union. I can't believe anyone affiliated with the union would do such a thing. But if there is I want to know. If you've been approached or have heard of someone being approached by a member to drop the

union please let me know. You can call and leave me a message at the union hall and I will investigate. We have worked to hard to let someone go to the extreme as to try and break us up. Remember solidarity is our strongest asset.

Tom Giron

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.

Editor

Brothers & Sisters of Branch 111

You are entitled to hear the truth. This letter will give you nothing but the facts.

Some may try to explain them away or justify their actions but they cannot deny that these are the facts. I have tried to address you since the Union Meeting in March. I wasn't allowed to speak in the March meeting, the April meeting, or the meeting in May. But, one way or another you need to hear the truth and you deserve the truth.

The truth is, this is not about breaks, this is not about inspections, and this is not about whether the President has the right to settle grievances, against the wishes of the Shop stewards or the membership. This whole thing is about the removal of Steve McNees, as Formal A representative.

Nobody has argued whether or not it was within the scope of power of the President. This started at the meeting in

March, when the President was merely asked (in the proper forum) to explain why, he had taken such action. Both the President & Mr. McNees were present to discuss this in front of the membership. Mr. McNees agreed to give up any and all rights, in order to discuss his removal. Mr. Miller stated that it was a personal matter and adjourned the meeting, without a motion or vote. The President also, refused to allow an article to be published in the Pavement Pounder, because it was critical of his administration.

In order to be heard, charges were filed. Had we been able to discuss this at the Union Meeting in March, it may not have become necessary to file charges. At the very least, we all would have understood the issues and maybe found a way to avoid charges.

In the April meeting I was not allowed to speak, because I was informed that I could not

speaking on anything that dealt with the charges. The charges were read & a (disinterested?) committee was appointed to investigate. I tried to publish an article in the next Pavement Pounder, which Mr. Miller, again refused to allow into print because it was critical of his Administration.

In the May meeting, the Treasurer explained that, the investigation had already cost the Branch over \$13,000. The committee made its recommendations, and the membership voted on whether or not the charges had merit. It was much like American Idol, those that came to support the President voted one way and those that came to support Steve McNees voted the other. We spent over \$13,000 of your money, and no one cared about the charges. Because it was never about the charges. It was only about understanding why we had lost a good Union Representative.

Mr. Miller (in a phone conversation) had promised me that he would give me the floor. So, once again, I tried to address the membership. To be heard, because there was a lot of discussion amongst the Sandy carriers, even shouts, of withdrawing from the Union. But, instead of being recognized, one of Mr. Miller's appointees, made a motion to adjourn. (Which I'm sure was not prearranged). Meeting adjourned. And now, more charges have been filed. And more of your money will be wasted.

All, we asked for, was to be heard. This Union is supposed to be a brotherhood, where each and every dues paying member should have the right to be heard! Period! You don't have to agree with him or her; you don't even have to listen if you don't want to.

But, you have no right, to deny them a voice.

Because of this, I know of at least 30 members that have requested the paperwork to withdraw from Branch 111.

I have no ill will toward anyone within the Union ranks. You are my Union brother or sister whether you work in Sugarhouse, West Valley, or Salt Lake. It's sad, that everyone doesn't feel the same.

As for, who should be responsible for the more than \$13,000 our branch lost on these charges? You'll have to decide that for yourselves. Was it the fault of those who wouldn't allow fellow union members to address the issue, thereby avoiding the charges altogether? Or was it the fault of the members filing charges, who knew, they had little chance of success.

In my opinion, all those, who twisted Robert's Rules of Order, from what, it was intended,(To keep Order), in order to silence a fellow brother. All those that conspired, to protect their President from criticism. All those that conspired to use this for their own personal agenda, to oust the President. You all know who you are. You should all hang your head in shame! **This is not about you!** You should not only be held liable for the \$13,000, but also for the Union dues each month, of those Brothers & Sisters you made feel so unwelcome and underrepresented, that they no longer will pay union dues.

Hopefully, Mr. Miller or the editor of the Pavement Pounder will see fit to finally publish an article, critical of the administration. Because, this indeed is meant for, The Good of the Association.

Randy Truesdell

The Presidents Rebuttal

Before I wrote this, I asked Mr. Truesdell to come in and talk about his article for this issue. I disagreed with some of what he has written, but agreed to print it with my rebuttal attached. To begin with he states that his letter contains nothing but the facts, and I disagree, what his article contains is his personal opinion, and he has a right to his opinion.

I'm not going to bore everyone with a rehash of the investigation of the charges brought against me by Steve McNees; the bottom line is that the committee found absolutely no merit to any of the 27 pages of charges that were read at the meeting. The committee spent 428 hours, at a cost of \$13,255 of your money, investigating and preparing a report for the membership, on what turned out to be meritless and frivolous charges.

Mr. Truesdell asks who should be responsible for \$13,000 spent on the investigation; well in my opinion someone needs to be held accountable for what it cost the branch to conduct that investigation, and in my opinion it should be the one who filed the charges, knowing full well that they had absolutely no merit.

Those charges were filed for political reasons only, to try and assassinate the character of the Branch President, which is a violation of the National Constitution, all because he was upset about the settlement of a grievance and for having been removed as the Formal A rep for Sandy.

Mr. Truesdell says that charges were filed because people were not allowed to

speaking at the meeting, that is not why charges were filed. And the committee's investigation showed that no one was denied the right to speak, in fact many spoke when they had not been given the floor by the chair, out of order. The Chair does have the right to maintain order during the meeting when people begin to yell and shout in a disorderly and disrespectful manner. What Mr. Truesdell and others were upset about was the fact that they did not like my answer to their question, and that is something I can't do anything about. An angry person usually never likes the answer to their questions.

Mr. Truesdell insinuates that Robert's Rules of Order were twisted in order to silence those at the meeting, and nothing could be further from the truth, we have a Parliamentarian at every meeting to ensure that Robert's Rules of Order are adhered to.

I agree with Mr. Truesdell in that what has happened here is a tragedy, no matter how you look at it, no matter what position you have taken on this issue, a tragedy has taken place in our branch and we need to get past it and get on with the business of the branch. Instead of going back and forth with this tit for tat battle, back and forth with accusations and name-calling, lets just put personal feelings aside and get on with the business of the branch. No one person or the special interests of one individual are bigger than the branch or its membership as a whole.

We need to stop bickering and fighting among ourselves, together we stand united but divided we will surely fail. There is a chain of command

within the leadership of our branch, and that chain of command must be adhered to. The Branch President has the right to make decisions, just as a steward does. And do we always agree with the decisions that other people make? The answer to that question is easy, no we don't. But just because we disagree with a decision that someone else has made, does that mean it was the wrong decision? No it doesn't, all that means is that you disagree with their decision. And is that a justifiable reason to attempt to tear the branch apart and attempt to assassinate someone's character, NO its not.

What has taken place here is wrong, and who has suffered the most because of this are the branch and its membership, and that is sad. Maybe

some things could have been done and said a little differently, but ultimately the end result would have been the same, and someone would have still been unhappy because it wasn't what they wanted. A great harm has been done to our branch and its membership because of one person's anger and pride, and it has to stop here and now. Its time we encouraged a healing process in the branch, and encouraging people to drop out of the union just to make an impression or threatening to drop out of the union is not the way to accomplish that, and it's wrong.

I'm willing to put aside my personal feelings and let bygones be bygones, and I encourage Mr. McNees to do the same.

President: **Mike Miller**

BRANCH 111 STEAK FRY

JULY 31, 2004

7:00 PM

GARDNER VILLAGE

Price - \$5.00

See your shop steward

For tickets



Retiree COLCPE Donations Can Be Made from Annuity.

Retired members of the NALC are now eligible to make voluntary contributions to the Committee on Letter Carriers Political Education (COLCPE) from their monthly annuity payment under the Civil Service Retirement System (CSRS) or Federal Employees Retirement System (FERS). NALC President William H. Young and Director of Retired Members Donald Southern announced that the Office of

Personnel Management (OPM) had approved NALC's request for the change.

"This makes it easier than ever for retired members to join in the union's political education efforts during this crucial congressional and presidential election year," Young said. "By allocating a

By: Joe Zabriskie

donation each month to COLCPE, it will ensure that candidates who support NALC positions on critical legislative issues receive the help they need."

In order to participate in this manner, retirees must have both a Civil Service Annuity (CSA) claim number and their Personal Identification Number (PIN) available. (To obtain a PIN, contact OPM either by telephone at 1-888-767-6738, in writing at Office of Personnel Management, Retirement Operations Center, Boyers, PA 16017, or via the Internet at www.opm.gov.)

If you plan to start your COLCPE allotment by telephone, call 1-888-767-6738 (or in D.C. area 202-606-0500) and speak with a Customer Service Representative.

If you choose the very quick and simple Internet method, simply go to www.opm.gov and click on "Employment and Benefits", then "Retirement Benefit." Under "How Do I," scroll to "Set up an allotment to an organization" and click "Go." After reviewing the next page, scroll to the bottom and click "Yes" which will allow you to enter your CSA number and PIN. Once these numbers are inputted, click on "Set organizational allotment" which will allow you to scroll and select "Natl Assn of Letter Carriers – COLCPE." Enter the amount of your monthly contribution, click "Submit" and it is done!

You will receive a confirmation from OPM in the mail giving you the date your first allotment will begin.

If contacting OPM in writing, include your CSA number and write to: Office of Personnel Management, Retirement Operations Center, Boyers, PA 16017.



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.

INJURY COMPENSATION

By Jim Kerekes

A short note to let all of you know that I'm now in the West Valley Office.

You can reach me there if you have to talk to me or set up an appointment. I'll be there starting on MAY 29th. My home phone is still the same. You can now fax me information using my home phone number. I'll write a longer and more informative article next time. One more reminder, please watch your time

limits on the letters you get from OWCP. When you receive letters from OWCP, remember to send all the information they request immediately. You only have 30 days from the date of the letter they send you. If they don't get the information by the 30th day your claim will be denied. It is difficult to appeal those things. It is easier to do it right the first time.

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ADDRESS SERVICE REQUESTED

Calendar of Events

JUNE 2004	
3 rd	Exec. Board meeting
6:00 pm	
10 th	Branch Meeting
6:00 pm	16 th Stewards
meeting	6:00 pm

Fax	(801) 973-6723
JULY 2004	
1 st	Exec. Board meeting
6:00 pm	
8 th	Branch meeting
6:00 pm	
21 st	National Convention Week

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VICE-PRESIDENT Kirk McLaughlin
TREASURER Mike Madsen
SECRETARY Sharla Groves
SGT-AT-ARMS Michael Wahlquist
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SAFETY & HEALTH Arlynn Venema
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**National Association
Of
Letter Carriers
Branch 111**

<u>Branch 111 Vision Statement</u> Branch 111 will achieve solidarity through strength. Our strength will be the result of empowering our leaders and members through education,

training, and involvement. We recognize our obligations as we embrace the principles of integrity, open communication, and unity.