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Branch 111
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The Pavement Pounder



JULY 2004

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

The President's Corner

By: Mike Miller



I hope everyone enjoyed the day off in respect for the passing away of President Reagan.

Everyone who did not get the day off to pay their respects will be given a day of Administrative Leave to take within the next six months. You have to turn in a 3971 to your supervisor ahead of time to ensure that it does not conflict with operational needs and can be scheduled in for the week. If there are any problems please request to speak to your Steward for resolution.

We still have not had a winner for the progressive drawing for the branch. The total for the drawing is up to \$300.00 now, but if you want to win you have to be at the meeting when your name is drawn. This is a pretty good chunk of change, one could buy a real nice toy with that, or they could donate it to COLCPE, and

the more people at the meeting the better the chance of someone winning. I encourage all of you to be at the meeting and to become informed as to what is going on within your union. These

are tough times with Postal Reform going on and all of the Safety issues in the branch, you need to be at the meetings to help show solidarity for our cause.

Talking about safety issues, the District Manager has implemented a 4584 street observation program recently that has generated a lot of discipline. Supervisors and Managers and even their bosses are out and about observing carriers working on the street. Make no mistake, they are not out there just to wave and say hi when they see you, they are out there to observe you until they find you doing something unsafe.

Believe me, management is out to catch each and every carrier they can, doing something unsafe. I get a report every week from the Postmasters office on 4584 street

observations and the results of those observations, which are from 50 to 70 each week. And over the past two months I have handed out a ton of grievance numbers for those carriers being disciplined for unsafe acts as a result of those observations.

We all need to use good common sense while delivering our mail. Do not take short cuts just to save time on the street. Set your emergency brake and always take the key with you and close the door each time you leave your vehicle, I don't care if you just get out to deliver to a CBU next to the vehicle, we do not want to create a situation of a run-away vehicle. Carriers are being disciplined for being out of their vehicle and the emergency brake not set. Carriers are being disciplined for leaving their vehicle door open while delivering to a business, even if your only going to be out of the vehicle for a moment to drop the mail and come back, lock that vehicle door and set the brake, CYA, use it or lose it.

Many of us deliver in residential neighborhoods and seldom use our turn signals. I have a lot of carriers being dinged for not signaling before they make a turn in a residential neighborhood. Use your turn signals every time you turn a corner, make it a habit and then you wont even have to think about it, safety will always be foremost on your mind. And as you maneuver within your neighborhoods please watch out for children playing, constantly be aware of what they are doing and where they are at all times. Check around your vehicle before getting in to ensure that children are not around or underneath your vehicle, this does happen so please be aware of it.

When delivering your mail, keep your door closed at all times, only open it when you need to exit the vehicle. This way you can't be written up for going through a T-intersection (one street intersecting another), or going more than 500 feet with the door open. Having that little bit of extra air circulating in the vehicle is not worth getting a letter of warning or a suspension for. And it is a fact that you are safer in the vehicle with the door closed than open.

And above all ladies and gentlemen, please wear your seat belts. Any time that vehicle is in motion have that seat belt on. I can't count the number of times that carriers have stated that they did think they had to have their seat belt on while doing hopping or dismount deliveries, nothing could be further from the truth. Always have that seat belt on whenever the vehicle is in motion, no exceptions. Always set the emergency brake when leaving the vehicle, and always take the key with you when leaving the vehicle, never leave that key in the ignition, even when walking across the sidewalk. And always curb your wheels when parking on an incline or a decline; one thing we never want is to create a situation for a roll-away and possibly harming someone or their property. And we all know that there are times when we have to back up our vehicles, and we all know never to back up unless we absolutely have to, but when the situation arises when you have to back up, first and without exception take the time to get out and walk around your vehicle to make sure you have clearance to back up.

Be careful out there brothers and sisters, just take it for granted that they are out there watching you. Be

consistent every day; deliver your route the same way every day, the safe and efficient way, without exception. Then you never have to worry about being observed doing something unsafe. Management cannot discipline you for taking the time it takes to be safe, but they can

discipline you for cutting corners and disregarding safety regulations. It is always the best policy to be as safe as we can each and every day.

Until next time, take care and always use good common sense.

Vice President Article

Kirk McLaughlin

You establish a history of your route by the way you do it day in and day out. These are a few of the things that will affect your street time history. Consistency by doing your route the same way every day can either help you or in time it will ultimately come back to bite you.



- Not delivering your route the same way, every day.
- Skipping your lunch and your breaks, even if it only part of the time.
- Or doing anything that is unsafe to save time is going to hurt your street time history.
- Casing in your DPS.
- Not using your seatbelts, it is the law, so do it!!
- Not taking your keys with you every time you leave your vehicle.
- Not doing your clean-up on the street before you return to the office, unless other wise instructed.

Management is continually looking at your past performance. The key is to be consistent every day in and out. By taking the time to do your route the same

way everyday it creates a safe and efficient work habit, and you will be providing your postal patrons with the quality service that they deserve. So take the time to do your

route the right way and fill out the 3996 instead of creating a environment of hostility during management's go round in the morning.

The Route Inspection Moratorium is still in affect, but who knows what that will bring, but just remember that your clock rings are electronically sent to Headquarters for this and they might just go by your route history on file. So do it the right way, everyday, and all will work out in the end.

The Free Rider's Creed

- The dues paying member is my shepherd: I shall not want.
- He provideth me with paid holidays and vacation.
- That I may always lie down; idle, in green pastures beside him.
- Pretending there are still waters.

- He restored my buying power, with COLA increases.
- He guideth my welfare without strife to me.
- Yea though I alibi and pay no dues from year to year.
- I fear no evil, for he pays my way and protecteth me.
- The working conditions he provideth, they comfort me.
- He anointeth my head with the oil of seniority.
- He fighteth my battle for pay raises.
- Yea, my cup runneth over with his benefits.

- Surely, his goodness and union spirit will follow me.
- All the days of my life, free from cost.
- And I shall dwell in the Union house that he hath built
- FOREVER
- While I'st allow them to pay my bill

(Author unknown)

If you want to post this on your bulletin board so the non-member can see what they really are, you have that right. For those of you that are thinking about getting out please think it over carefully and do the right thing, Stay in the Union and support you officers and Stewards, their job is not an easy one.

INJURY COMPENSATION

By Jim Kerekes

I've re-read all my articles that I've written this year so far. It has surprised me of my errors I've made in my typing, even after checking it.

I mentioned at the Union meeting that our former NBA Business Assistant Ron Watts is now in Washington as our National Compensation Representative. For a good Traumatic injury checklist you should read and keep his article as a reference. When you have an injury you could use it as a guideline. It is in the May issue of the Postal Record on page 38.

Another Disability I want to mention first is Temporary Total Disability. An example of this is an employee suffers a fractured leg. The medical evidence shows this employee

will be totally disabled for eight weeks. They cannot perform any work.

Lately there has been some talk of another benefit under Workman's Compensation. This benefit comes from an area called Permanent Partial Disability. Permanent Partial Disability is an injury which prevents an employee from performing the job held at the time of injury. However, the injury does not prevent the employee from performing some type of employment consistent with the work limitations imposed by the injury. An example, a letter carrier sustains a fracture to an ankle. A year or so after the injury, the carrier is having difficulty in performing the job. Medical evidence is submitted which indicates that the carrier can no longer perform the job. OWCP contacts the physician and asks for work limitations to be submitted. OWCP in this example determines that the carrier can no

longer perform the duties of the job. However the person can do duties of a general clerk.

At this point, compensation for this carrier will be reduced to reflect the employee's improved wage-earning capacity. Compensation is paid at the rate of 2/3 or 3/4's of the loss in wage-earning capacity, relative to the employee's salary at the beginning of disability. The term "Permanent Partial Disability" also applies to an employee who may or may not be able to return to the job held at the time of injury, but has sustained permanent impairment of a member or function of the body. In the example above of the ankle, submitted medical evidence shows that the ankle has reached maximum medical improvement, and the employee has

suffered 35 percent loss of use of the leg associated with the ankle. An employee who has a permanent partial disability is eligible to receive those benefits described under the heading "Compensation". The employee is also entitled to a schedule award. Limited term payments where an employee suffers anatomical loss of or loss of use of parts of the body are listed in a schedule. These benefits are calculated at 66 2/3 or 75 %. They are paid for a specified period of time which is proportional to the severity of loss. A schedule award can be paid even if the employee returns to work. An employee cannot receive wage loss compensation and schedule award at the same time. If an employee sustains a period of temporary total disability during the course of a schedule award, it will resume after the term of disability.

PS: You can reach me by phone at West Valley Post Office - PH: 955-8584 or 963-8048.

Organizer's Report

Tom Giron

Here we go again. The hiring has started again. Most new hires are signing on but there are a few that are stubborn. I'm asking all members to ask the new PTF's the first day they see them. "Have you joined? If not why?" Make sure we help our members through their 90-day period. Remember solidarity. Help our own. If a new member happens to ask you a question, be honest and help them out. We all have memories of the unnecessary hard lessons we got in order not to make someone look bad. Please help the NEW MEMBERS. Teach them the right way. And cover their backs.

On a better note the last union meeting was the best that I've seen for trying to come together as one. The dialog was great. This is what we want of a union. Granted not everyone came out happy with what they expected. But if everyone got what he or she wants, the world would be a real mess. The main topic was, what could we do to come together and strength the union. All things aside, we need to stick together as one.

Management wants to separate and manipulate us. This should never be allowed to happen. Always remember SOLIDARITY IS OUR STRONGEST ASSET

	<p>BRANCH 111 STEAK FRY JULY 31, 2004 7:00 PM GARDNER VILLAGE Price - \$5.00 See your shop steward For tickets</p>	
<p>Retirees contact <u>Joe Zabriskie</u> for tickets (968-4208)</p>		

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

Once They Called Us Heroes

By: Dan Sullivan
Southwest Michigan Area Local

The health and safety of its workers has never been a high priority in the Postal Service. In the early 20th century, postal workers often came down with serious diseases caused from working in dusty mail rooms. In the 70s and 80s, the backbone of its mail sorting operation was a machine that sorted letters and destroyed the wrists and forearms of LSM operators. In the fall of 2001, when two workers at the Brentwood Facility in Washington, D.C. died of Anthrax inhalation and other fell sick, the Postal Service's first response wasn't to close the facility to protect workers, it was to get the mail out. Now we have huge flat sorting machines that sort magazines and large envelopes while tearing apart the shoulders and backs of the men and women who work on them. Moving the nation's mail has always taken its toll on the workers. As for the ill and injured, workers who sacrifice their bodies and offer up their pain in service of the mail? They're just a cost of doing business. The Postal Service pays their medical bills and finds them light duty work. They deal with the pain on their own. But that's all changing now. It's a global economy. Everyone is cutting costs. So just as American businesses outsource work to India and China to fatten the bottom line, the Postal Service is hoping to outsource ill and injured workers to the private sector. They're starting with a test program in the Long Island District. According to Paul Hogrogian, President of Mailhandlers Local 300, union officials were told on April 1 that, because of a decline in mail volume, the Postal Service no longer has sufficient work to keep all of its ill and injured employees working in light duty assignments. Having used their bodies up, the Postal Service now wants to wash its hands of ill and injured workers. Initially, 12 employees will be put off work and placed on the workers' comp rolls. They'll get two-thirds of their wages of three-quarters if they have dependents until other work can be found for them in the private sector under the OWCP vocational rehabilitation program.

“Should the OWCP successfully place these employees in positions outside of the Postal Service, the employees would cease to be postal employees,” Hogrogian says. “If the new positions pay less than their postal position, OWCP will pay the difference, however the employees would lose all postal benefits (health insurance, life insurance, TSP, etc.). The benefits would be that of their new private employer, not the Postal Service. The employees would also cease to accrue creditable time towards their federal retirement plans.” The plan makes up in simplicity what it lacks in heart. Use them until they break. Then toss ‘em on the scrap heap. Thanks for nothing, schmuck. Nobody told you to hurt yourself working on a Postal Service machine or delivering mail.

Maybe the Postal Service should change the name of its Human Resources Office to Human Disposal Department. There will be challenges, of course, to the Postal Service's plan to dump its ill and injured employees. Even damaged workers are covered by the no-layoff clause and there are anti-discrimination laws on the books that conflict with the goals of the USPS Human Disposal Department. But if the outsourcing of the Long Island 12 withstands challenges from workers, the unions and the courts—and USPS anti-labor relations bosses will be working overtime to see that it does—the Postal

Service will probably implement the program nationwide at some time in the future. Every postal worker will then be just one illness or accident away from losing his job. Just a disposable part in the big postal machine. So do yourself a favor while you still can. Write a letter to your congressional representatives expressing your outrage. Let them know that ill and injured postal workers shouldn't be treated like disposable waste.

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

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Salt
Permit**

No. 1981

Calendar of Events

JULY 2004		
1st	Exec. Board meeting	6:00
pm		
8th	Branch Meeting	6:00
pm	21st No Stewards	
meeting		

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	
AUGUST 2004	
5th	Exec. Board meeting
	6:00 pm
12th	Branch meeting
6:00 pm	
18th	Stewards meeting
6:00 pm	

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Branch 111 Website
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.