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Branch 111
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The Pavement Pounder



SEPTEMBER 2004

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

The President's Corner

By: Mike Miller



At our last meeting on August 12th, Stan Hawker from Sandy was present to win the Skaggs Drawing for \$50.00, good for you Stan. Also Megan

Hooley's name was drawn for the Brookfield progressive drawing for \$45.00, but she wasn't there to claim her prize, sorry Megan you have to be at the meeting to win. The retirees decided not to have their progressive drawing at this meeting since their retiree dinner is on September 16th. The retirees decided to have their drawing at the dinner so retirees would have a better chance of winning. And finally the Branch progressive drawing still didn't have a winner. Daniel Stone's name was drawn and he wasn't there to collect \$325.00, sorry Dan, you have to be at the meeting to win. At the next union meeting on September 9th the drawing will be worth \$350.00, and I hope to see a bunch of you out to try and win it.

The B team recently ruled against a carrier for leaving their vehicle with the door open and unlocked, leaving the mail unsecured. The carrier was walking away from the vehicle to collect mail when the supervisor observed them. The B teams ruling stated that, "If your back is to the vehicle and you can't see it, then it is out of sight and the vehicle must be locked and secure.

Many of us have situations like this from time to time on our routes, and with security measure as high as they are right now we need to keep our vehicles locked and secure. Any time your going to be further than three or four feet from your vehicle, the door needs to be closed and locked. And if the B team supports the fact that when your back is to the vehicle then it is out of sight, then management can discipline you for not having it locked. The regulation states that if your vehicle is out of your sight then it must be locked and secure. Don't take a chance, just take the time each and every time to lock it up and take the key with you, and above all never leave your vehicle running while you deliver to a resident or a business at any time. If your going to be out of the vehicle, turn it off and take the key with you. **Never leave your vehicle running.**

And once again take the time every day to be safe, you're being observed more now then ever before. Use your turn signal every

Welcome New Members

Russell Shosted
Belinda Madrid
Tyler Livingston
Isabel Sharpe
Mike Pappas

time you turn as well as when you merge with traffic after delivering the mail, even in neighborhoods where there is no traffic. **Wear your seat belt whenever your vehicle is in motion, no exceptions.** And make sure that you have the shoulder strap on when going to and from your route. It's easy to forget to put the shoulder strap on when returning to the office, just make sure you do. And keep your door closed at all times while delivering the mail on curbside, there are too many situations where management has been disciplining carriers for not having their door closed at T-intersections, cul-de-sac's, and some of the bad ones we have seen discipline for are for driving through busy intersections with the door open. A good rule of thumb is to keep your door closed all the time.

We have also had some bad backing accidents, where children were involved. Never back your vehicle up unless you have first got out and walked completely around it to verify that you have plenty of clearance and that no children are around. In fact, it is best never to put your vehicle in a situation that would require you to back up. Although that is not always possible and we all know that, but whenever it

is possible park your vehicle so that you can drive forward when you leave.

There are more street observations now than ever before and more discipline is being issued for safety infractions than I have ever seen before. Take the time to be safe and don't take any short cuts, it's not worth the risk. Just get into the habit every day of delivering your mail by the book, just as if you knew you were being watched, be professional.

We are now in the process of negotiating methods of inspecting, evaluating and adjusting routes within all of the installations in Branch 111. I and my team of Co-Leaders have met with all of the Postmasters within the Branch in an effort to brainstorm about how to evaluate our routes in the most accurate way possible. We also want to try and get away from the minute mentality of arguing about time we want added into the route and management always wanting to deduct time. We want to make the evaluation and adjustment process as easy and painless as possible. We already have all of the data needed to determine what our routes are worth; we have actual clock rings for each and every day. And I believe our routes should be evaluated based on real hours not projected hours or volumes.

Vice President Article

By Kirk McLaughlin

What is your supervisor's job, have you asked yourself that question and then wonder what do they really do? Let's see, they get to the P.O. before the carriers clock in and count the mail, but that's funny because most of the mail is already counted at the main office by machines now, in a normal office that takes about 10 minutes.



Supervisors then check to see if there are any sick calls, and then call carriers in if they need to cover routes.

A clerk throws the hot case, but it's not called a hot case, and then brings the mail around to the carrier's cases, then the supervisor follows them and measures it, another 10 more minutes.

The Supervisor goes and uploads the information they have collected and prints out their funny DOIS numbers and then starts the morning go around trying to get carriers to commit to their funny numbers. At this time carriers have no idea how many accountable items or how many parcels they're going to have. They have not gone and pulled their flats or spr's or chunks. The spr's and chunks are not counted and in the DOIS report and the supervisor is trying to hold the carrier to

inaccurate numbers. That takes about 20 minutes or longer because carriers just don't agree with funny DOIS numbers that the supervisors come up with.

Now the supervisor then decides who's carrying overtime and how much of that can be pivot time or under time. The accountable clerk then brings around the accountables and gives some of the carriers express mail, which makes in necessary to change what they originally estimated that morning. The supervisor becomes upset because the supervisor now needs to reevaluate assignments for the day. Carriers now pull down their routes and head to the street.

Supervisors now go to the street to do observations (4584's) they hide behind bushes; walls and sometimes they might even use binoculars trying to catch the carrier doing something wrong. Why, because they have been told by their boss that they need to find the carrier doing something wrong so that discipline can be issued, or they are going to be disciplined. Now for you carriers on the repeat offender list, they're watching you everyday in the office, when you load, when you unload, hoping that they catch you doing something wrong.

Supervisor's have now been instructed by District to break the contract by bring any mail that is in the hot case out to the carrier so that there is no left in the office. But as we all know that is carrier's work. Some supervisor's have been having the permanent light duty carriers doing it, which is correct. This tells me that those at the district level do not care about honoring the contract, they're willing to break the contract if it will get them a bigger bonus, this is sad.

They put pressure on the supervisor not only to compromise the integrity of the contract but also their own integrity by deliberately violating the contract rather than to get in trouble with him. How many of the supervisors use their own personal vehicle to do driver observations and not get paid for it, if they have do they let

their insurance company know so that the insurance company can be compensated for using their vehicle for business, most of them don't, remember they're the ones who set the standard for honesty on the work room floor.

It is amazing how many rules they will break trying to catch carriers doing something wrong.

Today we had a supervisor at work hide behind a carrier's case that they consider is a repeat offender, trying to catch the carrier doing something wrong. The Carrier whet out to get his parcel gurney and that same supervisor snuck out and peeked into the parcel room hoping to catch the carrier doing something wrong, the carrier was a true professional unlike the sneaky supervisor and simply did his job. The supervisor sets the standard for honesty in the work place, and it's sad that some are so dishonest just so they can brown nose with the district people.

The M-39 section 115.4 requires management to maintain an atmosphere of Mutual Respect in the work place. The National Agreement sets out the basic rules governing management and employees in their dealings with each other, but it is the front-line supervisor who controls management's attempts to maintain an atmosphere between employer and employee, which assures mutual respect for each other's rights.

The M-39 section 134.22 prohibits management from spying or using other covert techniques when observing us as we work. Any employee infractions are to be handled in accordance with the section in the current National Agreement that deals with these problems.

Remind management of the above cites and tell them that you expect them to honor the contract even if district orders them not to. They should be honest with their carriers and the steward, and put the responsibility where it belongs, right back into the Districts lap.

Solidarity Always,
Kirk McLaughlin

Every day a letter carrier hero Six days a week, in every city and town across America, proud union letter carriers travel the streets and byways, serving every home and business along their routes. Because these brothers and sisters are everywhere, every day, they represent the front line of safety for many in our communities, not only the elderly or the young, but Americans of every age and in every station of life.

These good men and women believe that serving America means more than delivering the mail. For them, a vital part of "universal service" is a sense of universal caring.

There are tens of thousands of courageous letter carriers all across America whose daily deeds of bravery and simple compassion make us all proud:

- Letter carriers put their own lives and safety at risk.
- Letter carriers cast a watchful, protective eye over the neighborhoods they serve.
- Letter carriers selflessly give of their own personal time and talents to help the needy.
- Letter carriers raise millions of dollars for MDA.
- Letter carriers collect tens of millions of pounds of food each year in NALC's National Food Drive.



For them, to serve means:

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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

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.

National Association of Letter Carriers
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Calendar of Events

SEPTEMBER 2004		
2 nd	Exec. Board meeting	6:00 pm
9 th	Branch Meeting	6:00 pm
15 th	Stewards meeting	6:00 pm

OCTOBER 2004		
7 th	Exec. Board meeting	6:00 pm
14 th	Branch meeting	6:00 pm
20 th	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.