

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

Branch 111
Chartered
January 24, 2003

The Pavement Pounder



OCTOBER 2004

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

The President's Corner

By: Mike Miller



Well at the September meeting we still had members that were not present when their names were drawn for the progressive drawings. Lucky for Frank Segura he was there when his name was drawn for the Skaggs \$50 coupon drawing. But when Marilyn Vonwald's name was drawn for the \$60 Brookfield progressive drawing she was nowhere to be found at the meeting, sorry Marilyn, next month at the October meeting it will be for \$75. And when Sabrina Custer's name was drawn for the \$350 Branch 111 progressive drawing and she wasn't there either, I bet she feels bad about that. The new figure for the October Branch 111 progressive drawing will be \$375, but you have to be there to win it, so be there.

Items coming up for next year are as follows so that you can make plans for your vacation bids

Welcome New Members

Ruby Scherzinger
Paul Anthony
Shawn Miles
Aoyama Hiroshi
Ronald Ludwig

coming in November. The Utah State Convention and Shop Stewards College will be held on the week of April 25th 2005, and the Regional Rap Session will be the week of September 5th 2005. Calendars will be in the second or third week of October, make sure you get your order in to your Steward now so that your Steward can pick them up as soon as they come in. The cost of the Calendars is \$3.00 each and will only be sold to Union Members, we only order enough for members so do not buy for a non-member friend, instead encourage them to join and we will give them a calendar for free. Don't put you Steward in a situation where they have to say no, we try and go out of our way for the membership in this one way

Talking about the Regional Rap Session, this year our Business Agent put on an excellent training session for all of our officers and stewards. We were fortunate to have it here in Utah this year and therefore we were able to send 34 delegates to receive training, which gave us a lot more bang for our buck. There was something for everyone this year, we had one day devoted to Stewards Training, there was a class on retirement issues for those thinking about retirement and those needing to help those thinking about retiring. We had classes on FMLA, OWCP, (TACS) Time & Attendance Capture System and how to read

the reports, rising Health Care costs and benefits which was given by our National Officer Tom Young, computer resources, how to deal with harassment, and how to establish unity on the workroom floor. We also had classes on Case Preparation, Burden of Proof and Defenses to Discipline for all Stewards and Formal A Representatives. On the last day we received an update on Postal Reform and what is going on at the National Level from our Business Agent Paul Price as well as a Legislative update. So believe me those days at the Rap Session were full and productive, and I hope each of you take to time to ask you Steward or Branch Officer what they learned at this years Rap Session. This years Rap Session was well worth the money spent by the Branch and the annual leave officers used by each officer attending in order to receive this training. You might want to take the time to thank your Steward or Branch Officer for giving up their annual leave to receive training in order to better represent you when the time comes.

Paul Price told us at the Rap Session that Region 2, our Region, so far has donated \$97,000 to COLCPE through payroll deductions. We are the highest out of all the regions in the NALC for this method of COLCPE donation. Still nation wide there are only a little over 3,000 members using the payroll deduction through Postal Ease for COLCPE while 98% or all letter carriers have enough allotments to do a Payroll deduction for COLCPE, and Region 2 has the highest percentage of that 3,000 plus who have signed up.

I encourage all of you who have not yet used Postal Ease to donate to COLCPE, please do, the minute you get the chance, all it takes is a couple of minutes on the office computer and one dollar a week, that's all, one dollar a week and you'll never miss it. That's less than the cost of a soda, but you'll be helping to save the Postal Service and all of our jobs. It takes money to make things happen.

We are very close to reaching an agreement with the Postmaster in Branch 111 concerning a new methodology on evaluating and adjusting routes. My team of coleaders and myself has met with Postmasters several times and have scheduled several more meetings in order to fine-tune the process. We have eliminated the cumbersome and time consuming 6-day inspection from the M-39, and have decided to use a regular carriers own demonstrated performance from their clock rings, what a radical concept. There is no need for a 6-day inspection when we already have the data to determine the value of a route right at our fingertips. We want to eliminate the minute mentality, as President Young puts it, and stop haggling over a minute here and there; the numbers will speak for themselves. We have agreed to Union involvement throughout the process to ensure that accurate data is used and the carrier's best interests are addressed. A big percentage of this evaluation process will be based on the regular carriers input during the consultation process. The regular carrier will be able to choose how they want their route to be adjusted, do they want to pivot on light days or not, that will be the regular carriers choice, not managements and not the unions. And once they make that decision then their route will be adjusted as near 8 hours based on those numbers.

We have a unique opportunity to do something great, we have an opportunity to jointly do the right thing and develop a better way of evaluating and adjusting our routes. This is the first time National and Headquarters has kicked it back to the front line and asked us to come up with a better way, which in my opinion is wisdom on their part. Who knows better how to do their jobs then those on the front line? We will come up with a better, easier, more accurate and efficient way of evaluating routes, and when we finalize the new methodology we will announce it at our December union meeting.

Vice President Article

Kirk McLaughlin



Here is a test for all letter carriers that will let you determine how long and how far the Post Office has come since you were hired.

Do You Remember When?

- When stars on a postal uniform reflected time served?
- A red stripe on the trouser?
- Clip on ashtrays?
- Leather satchels?
- The introduction of the LLV?
- Car contracts?
- Three wheeled Cushman delivery vehicles?
- When wives would drive husbands to work on Friday mornings to get the paycheck at break?
- When you couldn't "opt" on a route?
- When supervisors were required to wear suits or skirts to work everyday?
- When the Wall Street Journals were delivered through the mail?
- When Saturday was considered an easy day for delivery?
- When paper timecards were punched four times each day & replaced with new ones on every Saturday?
- When you were issued government driver's licenses and they superceded our state license?
- When there was a "red circle" pay level?
- A NALC president before Vince Sombrotto?
- When flats were sorted horizontally and the address was sorted afterward?
- When "Left Notice" slips were attached to the piece of mail by an adhesive end?
- When a metal badge was issued to you when you began as a letter carrier?
- Before there were Advos?

- When letter carriers didn't pay into Medicare?
- Routers? Parcel Post Drivers?
- Special Delivery mail? Before Express Mail was invented?
- When workroom floors had windows that looked out into the world?
- Walkout routes? Or bicycle routes?

Pete Marutiak of Branch 504, Albuquerque, New Mexico authored these questions.

If you recall more than ten of these things, you really should call personnel and check how close you are to being able to retire, so that some PTF can be made regular. Now laugh, that was suppose to be funny.

Remember it was the union that got you all of the raises and COLA's that you have received over the years, so I ask that all union members reading this article make an extra concerted effort to sign up a non-member this year.

Letter carriers who are married should both be Union members, because the union has fought for both of them and they both individually get the benefits and pay of what each individual carrier gets. The NALC needs each of your support and solidarity through membership, we need the support of each and every letter carrier in the Postal Service if we are to survive those attacks on our pay and benefits we are enduring at the present time. We need your help in encouraging those non-members that work with you to join the Union "Now!"

Let's unite and stick together, we need that glue that helps us to hold onto our jobs now and for those coming after we have retired and gone. We need to do everything we can to ensure the survival of a healthy and financial solvent Postal Service, and we can only do that if we all stand together.

Solidarity Wins,

Kirk McLaughlin

Reprinted from

NALC New Hire Handbook (Work Performance)

As noted, the NALC and USPS both subscribe to the principal of “a fair day’s work for a fair day’s pay.” That is the only contractual standard by which your performance may be measured. In spite of what you might be told by your local supervisors and managers, there is no minutes-per-foot, letters-per-minutes, deliveries-per-hour, or other such standard to which you may be held accountable. Management may discipline you for documented time wasting practices (such as taking too long on break or making multiple trips to the hot case) so long as you have first been made aware of them and given an opportunity to improve. But they may not issue discipline merely for failure to case at a certain speed or for exceeding your street time.

This does not mean that managers will not challenge you about how long your route is going to take on a given day. Supervisors have the right to question you concerning your projected leaving and return times, as well as other matters related to your job. They may even stand and watch you work for long periods of time. This is not harassment; it’s what supervisors do. Additionally, supervisors will use various methods and schemes to try to convince you that you are not working fast enough hoping that you will try to go faster. They have been doing this ever since Benjamin Franklin was the Postmaster General.

The latest gimmick they use is something called a DOIS report which shows

projected leaving and return times for each route based upon numbers they input in put into their computer. While these figures may be of some use to management for daily planning you cannot be disciplined merely for failure to meet the times spit-out by the computer.

Remember, such tactics work only if you let them. Whether it is MIPSOP, Model Delivery Unit, Carrier Commitment, DUVURS POST or DOIS, it is simply another program designed to convince you that you are not working fast enough; so don’t give management power over you by buying into these standards. Simply tell the manager that according to YOUR best estimate you will leave and return at the times YOU stated, not the ones from the computer. If you won’t finish your route in eight hours, hand the supervisor a Form 3996 and ask if you are getting help or working overtime. Then work diligently and professionally and you will be okay.

But as so often is the case it is not so much *what* is said but *how* it is said that is the problem. If you feel that your supervisor is using threatening language toward you or is not treating you with dignity and respect, contact your Shop Steward immediately. Keep your eyes and ears open to what is going on around you as well. If you see management acting improperly toward another carrier, tell your Steward. Remember, you could be next. Together we are stronger than standing alone. That is what belonging to a union is all about.

Tom Giron

Injury Compensation - By: Jimmy Kerekes

The "CA-7"

The Form is used to claim compensation for wages last due to a work-related traumatic injury after COP (45 days) expires, or due to an occupational disease claim. Once COP expires, the employee is placed in a LWOP (leave without pay) status. The employee is then eligible to receive compensation for disability due to the injury. If the employee does not qualify for the COP, the CA-7 should be completed and filled with OWCP as soon as pay stops. A form CA-1 (traumatic injury) or CA-2 (occupational injury) must be on file before a CA-7 can be processed.

A CS (compensation specialist) must do the following as soon as medical evidence indicates that the disability may extend past the COP (45 day) period. Doing the following will also allow the injured employee's income not to be interrupted between the end of COP and the beginning of compensation.

The Compensation specialist should:

1. After 30 days, give a CA-7 to the employee with instructions to return it, filled out, in one week with medical evidence to support the disability.
2. If after 40 days the CA-7 has not been returned, call the employee and tell him to return it immediately, still with medical evidence.
3. If on the 40th day of COP the employee has not returned to duty and you have completed the CA-7, submit it to OWCP along with any new medical evidence.
4. If for one of the nine reasons indicated on the CA-1 Form and pay has been terminated in a controverted case, complete CA-7 and submit it along with the CA-1 to OWCP.
5. In cases where pay was initially continued, but later terminated because the term of appointment expired, complete the CA-7 by the date of termination and immediately forward it to OWCP.

For a CA-2 (occupation disease) claim the CS should do the following:

1. Provide or see that the supervisor provides the CA-7 to the employee, as soon as disability is apparent or anticipated. Tell the employee to return the completed form along with medical evidence to support disability within one week.
2. Upon receipt of the CA-7, forward the completed form to OWCP.
- 3.

NOTE: When an employee is receiving compensation or has submitted a claim for compensation returns to work, notify the district office by telephone. This is so OWCP doesn't pay the employee after the employee returns to work.

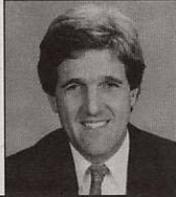
These seven points that I made above are things the Supervisor and the Compensation Specialist of our Employer must do. You as the employee should make sure they are doing these things for your claim to be processed. Also you are the one who is responsible to see that all parts of your claim meet the time limits set by the Labor Department. For Schedule Awards, the CA-7 may be submitted when the employee reaches maximum improvement.

Next month article
MAXIMUM IMPROVEMENT

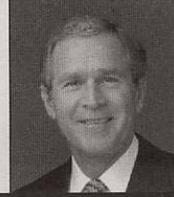
AN IMPORTANT MESSAGE FROM THE NALC

Who's on OUR SIDE?

LETTER CARRIER ISSUES



JOHN KERRY



GEORGE W. BUSH

UNION RIGHTS

SUPPORTS -- "I oppose any changes to the current collective bargaining process for postal employees...I strongly support the right of workers to organize and bargain collectively." Co-sponsor of the pro-union Employee Free Choice Act. *(Postal Record, 11/03;S.1925, 2003)*

OPPOSES -- Eliminated the bargaining rights of more than 230,000 federal workers. Opposes the Employee Free Choice Act. *(www.govexec.com, 11/12/03;The Washington Post, 1/20/02;Detroit Free Press, 6/8/04)*

PRIVATIZATION

OPPOSES -- "I oppose allowing private delivery companies to deliver to mailboxes... We cannot allow private delivery companies to take over the most profitable aspects of the postal business..." *(Postal Record, 11/03)*

SUPPORTS -- President's Commission recommended that "those Postal Service functions that can be performed better and at lower cost by the private sector (should) be outsourced to the private sector." *(President's Commission on the U.S. Postal Service, 7/31/03)*

PROTECT RETIREE BENEFITS

SUPPORTS -- "I oppose provisions included in the President's Commission on the Postal Service...severing postal retirees from existing federal pension and retiree health plans..." *(Postal Record, 11/03)*

OPPOSES -- Plans to privatize Social Security, making workers, retirement security subject to the whims of Wall Street. *(Center on Budget and Policy Priorities and the Century Foundation, June 2002)*

Learn the Issues,
Check the Records.

 **VOTE**



How you vote is a personal decision. However, after carefully examining how these candidates stand on working family issues, NALC delegates to the national convention overwhelmingly endorsed John Kerry. Make sure to make the right choice on November 2nd. When letter carriers vote, letter carriers win!

For more information visit www.aflcio.org.

 LT1-45712

DOIS : Reprint from the (New Vision)

What is DOIS? Why should you care? What are you going to do about it? I am sure everyone has heard of DOIS, but what is it? If you have been confronted by your supervisor, that the “numbers” indicate you should leave the office with all your mail cased up by a certain time, then that is DOIS.

DOIS is a computer program developed by the operation department of the USPS. It stands for Delivery Operations Information System. DOIS is a Web based information platform for use by frontline delivery supervisors to assist them in operating their units. It is an expectation that some managers may, or do use to tell letter carriers that the union has agreed to as a sole standard to base carrier performance. One, I would like to dispel that DOIS is agreed by the union as a sole performance standard. Right off the bat, ask your supervisor: where in the contract does it state that DOIS is agreed by the union as a standard to case mail? They will look at you befuddled and they will not be able to produce – ANYTHING – in the contract that states this is an agreed upon standard by the union. No agreement exists; therefore you can not be held libel for meeting the unrealistic expectation. That does not mean that some unscrupulous managers will not write you up for failure to meet this expectation, but if they do, you must see a steward within fourteen days and the union will protect you and guide you of your rights.

You have a right to work at your demonstrated level of performance even if it does not meet the DOIS expectation, as long as you are not engaged in time wasting practices. What is time wasting? A good example is if you are not at your case, and talking for awhile about some one, or the baseball game last night, then that would be considered time wasting. If you are at your case, casing mail at a pace that promotes accurate casing with no regulated rate, you can not be disciplined for not meeting standards generated by this computer program called DOIS.

Most of the time, the results of this program are not realistic of the work you do. Management will say they are realistic, that they

are based on the “18 and 8,” (I will explain 18 and 8 later) but there are a lot of other expectations that DOIS must meet. One expectation is that the data is complete and fully loaded into the computer after the last dispatch. That means all the mail from the different departments were recorded by the time the supervisor shows you what time you are expected to leave. Some times they are not. Another expectation is that the route was properly evaluated with a full blown route count for a week according to chapter 2 of management’s handbook, the M-39, and it assumes the route is adjusted to 8 hours. Many newer carriers in offices throughout the country have never even been through a full-blown route count where all the mail is piece counted for a week and a standard for the route is developed to create an 8 hour assignment. The standard of 18 and 8 is a standard to develop a route, not measure the carrier’s performance on a daily basis like DOIS tries to do. The 18 and 8 is a short way to say 18 letters a minute and 8 flats a minute of the pieces counted on your assigned route. So the only fair way is to count every letter you case and divide it by 18. Then count every piece of flat, and divide it by 8 and that will give casing time in minutes. If you case faster than that, like many do, the route will be considered smaller, so more will be piled on because the faster you work, the more work is expected from you. But besides the 18 and 8, there is you pull down time. Pull down time takes the total number of flats and letters that you already figured out and divide it by 70 to the amount of pull down time. Then add these together and add the fixed office time. This time should vary on each route, but there is a minimum amount of fixed time that management must use, thanks to the union. The DOIS program is supposed to do this. DOIS does not have a count of each piece. It uses a linear conversion, not a piece count. It is based on this flaw.

DOIS is based on other flaws too. The flaws are called the real world, and false expectations. Another expectation is that the last full week of route counts was evaluated with accurate numbers and was a fair and accurate

evaluation that made the route you work eight hours.

The foundation of DOIS is based on a linear measurement of the mail. It is a lie because it assumes. It assumes the supervisor has counted the mail accurately. It assumes the supervisor has not changed the unit count to meet budget expectations. In other words, it assumes the supervisor did not “fudge” the numbers to meet his boss’s expectations on paper. It assumes there are 227 letters in a foot of mail measured by the supervisors, and it assumes there are 115 flats in a foot of mail. It assumes that the union has agreed to a set standard. It assumes that this data, in relation to what is called base data, is accurate. The base data is an average. It assumes that the S-99 mail is recorded; in some stations it is not. It assumes the number of parcels is accurate. It assumes a letter is a letter, a flat recorded as a flat. Many flats are really recorded as letters because they come in with the letter mail, but many are really flats not recorded properly. It assumes your route is eight hours to begin with. It assumes that all the departments from the plant send timely and accurate data of the mail they sent to your unit. With all these assumptions, what is the possibility for DOIS to be a realistic expectation of carrier performance? The chances are slim. An old saying is, “if you assume, you make an ass of me.” If you assume this way of measuring expected performance is correct, you are an arse.

District operational level in the company is trying to get the supervisors to use this system. A department in district called operations makes many assumptions. But are they all asinine? The job of operations is to cut costs. If they can make the carrier believe, or intimidate them that DOIS is the way to measure expectations, and this is the sole tool used to bully carriers to run routes, they will cut costs for the company on the backs of labor. The problem for the corporation is that, thanks to the union, management can not use DOIS as a sole determinant to develop a standard. The union has fought hard to establish that the carrier’s demonstrated performance, what they do every day, day in and day out, is an indicator of the carrier’s proficiency. A fair day’s wage for a wage day’s pay is the best standard that the union

recognizes. The union’s position is that there are no standards based on a linear measurement that the carrier could be disciplined if they do not meet the DOIS expectation. A Step 4 dated August 22, 1979 with a case number M-00394 states that volume estimations will “not constitute the basis for disciplinary action for failure to meet... standards.” Also, Step 4 M-01444 dated 7-30-2001 refers to the DOIS by saying that it “will not constitute the sole basis for discipline.”

So what is an eight-hour route if the mail volume is different every day? Have carriers failed to live up to expectations in the company since DOIS indicates they are too slow? But the real question is, have management in the operations department on down to the floor supervisor, lived up to their expectations and responsibilities?

There are many other expectations that manager have failed to live up to. They are responsible for the data from collecting, to sorting, to analyzing. They are responsible and expected to provide a fair and reasonable base data. Most of the time, management in the local and district level have failed to perform accordingly, which has led to expectations as projected by DOIS of the carrier’s daily work load as unrealistic, inaccurate, and flat out a hotbed cesspool creating an environment of hostility and abuse. “Making the numbers” is not an excuse for the abuse of anyone. Those who do not treat others with dignity and respect should not be rewarded or promoted. Those whose unacceptable behavior continues should be removed from their positions. This includes the managers in operation and postmasters that berate and abuse the floor supervisors throughout the company. Carriers have a right to be productive working with supervisors in a safe environment and be treated with respect, dignity, and fairness. DOIS can not be used as a sole determinate of a letter carrier’s worth. The union will not let it happen! What we can do is stand up for our rights to be treated with words, fairness, and dignity. If you do, the union will stand up for you.

Guy Podzorski
Trustee

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SAFETY

The Union, as well as the Postal Service is concerned about the safety of each carrier. The safety rules that we are to follow are there for specific reasons. Many could save you an injury. Here are just a few safety rules that are important that you adhere to:

1. Seat belt must be worn while vehicle is in motion.
2. Vehicle must be turned off, hand brake set, and in park when not in vehicle.
3. When out of sight or going in a building or park and loop, lock the vehicle and roll up windows (no longer can windows be down, even a crack).
4. Doors must be shut when you are in an intersection (even when turning and in a residential sub-division).
5. On hills, be sure to curb your wheels.
6. Carry a satchel and dog spray on park and loop divisions.
7. Use flashers on busy streets to help other vehicles notice yours.
8. Park legally.

Currently S.L.C. is running a total of accidents and injuries that is less this year than the same last year.

The order for pull bars has been filled, so if you don't have yours yet, let your safety captain or supervisor know; we can have more made, if we have orders. Ralph Hamilton has backed the pull bars as well as the vented windows. If you saw the vented window, it was great. Ralph spear-headed the production of the window and the NALC. Branch 111 thanks him greatly for his efforts. The inspectors have pulled the windows from us, stating that it doesn't meet security of the vehicle or Homeland Security measures. They think that they could pull the window out or break it easily, thus allowing someone to take our mail or our vehicle. I told an inspector that a medium-sized rock would serve that same purpose. I also pointed out that many S.L.C. stations have their D.P.S. mail sitting for hours, unattended outside the building, everyday. I feel the windows were a great idea with no flaws and were taken away for no good reason. Hooray for the inspection service; they have nothing better to do!

Arlynn Venema

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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

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

NOVEMBER 2004		
4 th	Exec. Board meeting	6:00 pm
11 th	Branch meeting	6:00 pm
17 th	Stewards meeting	6:00 pm

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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.