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Branch 111
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The Pavement Pounder



DECEMBER 2004

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

The President's Corner



By: Mike Miller

**MERRY
CHRISTMAS
AND
HAPPY NEW
YEAR
FROM
ALL THE
OFFICERS
AND
STAFF
OF
BRANCH
111**

I hope everyone had a great Thanksgiving this year, I know we all have a great deal to be thankful for over this past year. Foremost in my mind is the fact that, as far as I know, we have not lost any of our Utah Letter Carriers who have been called overseas, and let us all pray that we don't.

Talking about our people that have been called overseas, I'd like to ask that you call our Branch office and notify me whenever someone you know is activated so that we can touch base with their families to ensure that they are taken care of and are in touch with those agencies that assist families of those called overseas. We also need to know which of these families may need assistance during Christmas; it can be tough when the bread winner is called away during the Holidays. If you know of a family of a carrier that has been activated who is in need of assistance we have a "Sub for Santa" program that may be able to help, and the ones you need to contact are LoEne Aguilar and Fred Downey out of the 19 zone in West Valley. Let's help take care of our own. The phone number for West Valley is 963-4048 if you have any information for them. And by the way, we are in need of donations for the Sub for Santa project, Please give your donations to your Steward or send it to the Branch office and it will be forwarded to LoEne and Fred so they can help a family. A good rule of thumb is to give until it feels good, tis the Christmas Season.

This is also the time of year to try and heal all wounds and forgive all trespasses. Christmas is not only a time to give, but also a time to Forgive. Life is too short to live and breathe anger, resentment and retribution. Life is far more productive and rewarding when we work together and get along. During this Christmas season let's all try and find something good in that one person that really irritates us, it just may be that one bit of common ground that will help foster a relationship.

This year we have accomplished a few really great things I believe, and I'll try and highlight some of the more important ones.

Over this past year I believe our Contract Administrative Team, which consists of Officers, Formal A Reps and Stewards, have finally accomplished a degree of knowledge and a relationship with those they deal with, that has helped them to be able to effectively resolve most grievances at the local level. We have now accomplished what we set out to do years ago, and that was to jointly establish a knowledge of the Contract and a relationship that has allowed us to resolve almost all grievances in house without having to send them to the B Team. And you all have your Stewards, Formal A Reps and Branch Officers to thank for that. I personally would like to thank all of them for their hard work and loyalty this past year, they have worked hard to make this a very rewarding year for all of us. Please take the time to shake your Stewards hand and thank them for their hard work.

We have also signed agreements with all 8 Installation Heads in Branch 111 for route evaluation and adjustment agreements, which will be discussed at the December Union Meeting. And we have so far adjusted four individual routes by the new methodology, and several more individual routes are in the process of being adjusted. We have adjusted our first zone, the Foothill 8 zone whose adjustments went on line November 20th. We also tested "COR" in the Foothill adjustments, a method of adjusting routes that takes into consideration volumes and distance for each delivery when transferring territory, of which all data will be sent to the National Officers to evaluate and determine accuracy. We also have three zones that are undergoing evaluations for adjustments at this time and several others that are looking into the new methodology. In our agreements we have done away with the tedious and time consuming 6 day route count and inspections, and have chosen a methodology that uses the carriers own TACS clock rings from what we have determined the most average month of the year. And the most average month of the year being the month where volume and hours worked come the closest. And even more

important than that we have also agreed to give the carrier on the route the right to choose how they want their route adjusted. In the past the M-39 didn't give us a choice on how to adjust our routes, now you do have a choice. If a carrier does not like to carry pivot time on the lighter days of the week they can choose to evaluate and adjust their route based on an average of Wednesday through Saturday, or if they don't mind pivoting or they manage their mail so that they don't have light days too often they can choose the traditional 6 day evaluations. We have several mothers or single parents who prefer the six day evaluation so that they aren't too heavy on Mondays and Tuesdays and can take LWOP on the lighter days of the week to be home with the kids. Or the ODLer that does not like carrying off another route unless it is overtime and they like the overtime on the heavy days of the week, these carriers traditionally choose the four day evaluation. So far the choices have been about 50 – 50, some zones more some less, but the important thing is that it's their choice based on their needs and desires, and not someone telling them they have no choice.

We also have settled most of our rural territory grievances, all except for one which is still being negotiated at this time. And until we receive hardcopy on all of them I won't be able to comment on them except to say that Joe Bedor and his team at the National Level have done a great job under the most difficult of circumstances and my hat is off to all of them. Paul Price tells me that nation wide the NALC has won 90% of their grievances on territory. My only hope is that when it's all over with they will give us a list of specific guidelines to go by in the future that will help us resolve these issues at the local level before they become costly time consuming grievances. This alone is a great Christmas present for all of us in Branch 111.

Merry Christmas to all of you and I wish you all a Happy New Year. See you all at the December Meeting for turkeys and hams and one hell of a big Branch progressive drawing.

Vice president Article - Overtime Desired List.

How do you get on the overtime list? Two weeks prior to the beginning of each quarter you have the opportunity to sign the Overtime list or change your designation on the list.

If you sign the 10/56 or 12/60 (ODL) list it means that management, will be able to call you in/or scheduled you on your own day off. If you signed up on the 10 hour list, it does not mean that you only have to work 10 hours in every case, you could be required to work up to 12 hours in a given day if no one else is available who designated they wanted to work 12 hours.

If you sign the work assignment (WA) list management can require you to work on your own route on your regularly scheduled day. If you are a T-6 and sign the WA you are considered available for overtime on all routes on your string and you have a right to that overtime except for those routes on your string where the carrier is also on the Work Assignment list.

Those on the Work Assignment list are only entitled to their own overtime and they are not entitled to work their non-scheduled days. ODL carriers are not entitled to their own overtime; the only overtime ODL carriers are entitled to is overtime on other routes and to work their non-scheduled days. So if your supervisor wants to take overtime away from a carrier, they must first take the ODL carriers overtime on their own route away first before they take a Work Assignment carriers overtime away. And management cannot take a Work Assignment carriers overtime away and give it away as overtime, even to a PTF. So if you are a Work Assignment carrier make sure that management does not violate your right to your own overtime.

ODL carriers and PTF's should all be worked to 10 hours before forcing NON-ODL carriers to work overtime on their own route. And before working a Non-ODLer off their assignment or on

their non-scheduled day management must first max out the ODLers and PTF's to 12 hours or the last dispatch and have called in all ODL carriers on their non-scheduled day.

Management should be maxing ODL carriers to 12 hours before forcing a NON-ODL carrier to work past 10 hours on their own assignment, the ODL carrier must work the penalty overtime first before forcing a NON-ODLer to work past 10 hours of mandatory overtime.

This is just part of article 8, there is a lot more to this provision of the contract, so if you have any questions about overtime ask to talk to your steward and the steward will help clarify your questions. Remember that each issue should be looked at on a case-by-case basis, so bring it to your steward's attention so they can investigate and determine if there is a violation.

You cannot change from one list to another list during the quarter, but you can remove yourself from the list at any time during the quarter. And Management does not have the right to remove your name from the list without your requesting that it be removed.

By time you read this you probably just had steward elections in your station, and please help those that are appointed in your office and thank those that chose not to become a nominee for Steward again. And please don't tell those going out that they are deserting you as carriers, they still have the knowledge so they can help the new steward if asked to. Also, if a steward bids out don't get all over them for having moved on, all it means is that someone else will have to step up to the plate and become the steward.

Kirt McLaughlin

Injury Compensation - By: Jimmy Kerekes

MAXIMUM IMPROVEMENT

In #5 U.S.C., Chapter 81, Compensation for Work Injuries, Section 107 (A) Compensation Schedule it is written: If there is permanent disability involving the loss, or loss of use, of a member or function of the body, or involving disfigurement, the employee is entitled to basic compensation for the disability, as provided by the schedule in subsection C of this section at the rate of 66 2/3% of his monthly pay. The schedule lists parts of the body and how many weeks of compensation allowed for each.

In order to file for a Schedule Award an adjudicated claim has to be on file. Also, it is written in Injury Compensation Manuel CA-810, Chapter 7-1 B (2) Medical Evidence Required:

Before OWCP can consider payment of a Schedule Award the condition of the affected part of the body must reach maximum medical

improvement. This determination involves a medical judgement that the condition has permanently stabilized. In most cases the percentage of impairment is determined in accordance with the American Medical Association's Guides to the Evaluation of Permanent Impairment, and the evaluation on which the award is based must conform to the rules set forth there-in.

Therefore, when the doctor determines the condition has permanently stabilized he makes the measurements from the manual and determines the percentage loss and sends that to OWCP with a narrative letter showing his measurements.

Thank – You

The people in the West Valley Branch have been collecting money to help send one of our own who has terminal cancer (Brad Willard and his wife) on a cruise. Many of you helped in our successful effort and we wanted to Thank You and share with you the thank you note from Brad and his wife.

To The Most Wonderful People,

In a time that all I was thinking about was getting ready to retire and how much I hated my job. I had decided that the world was a bad place. That was when I came to find out that my job and the people I work with are the most wonderful and loving people you could ask for and that the world is not such a bad place after all. That there are so many wonderful people out there and we have so much to live for and it is people like all of you that make it happen. It is not just the money that you gave me but all of the love, hope, and support. I can't put in words the things you have given me and my family. I can't thank you enough or express the love and kindness for all of you.

Thank you with all of my heart and God bless all of you.

Brad and Vickey Willard and Family

NALC Health Benefit Plan

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

OPEN SEASON BEGINS
November 8 through December 13

2005 NALC HEALTH PLAN MAINTAINS HIGH BENEFITS WITH COMPETITIVE RATES

Employee contribution rates effective in January 2005 for active letter carriers and annuitants in the NALC Health Benefit Plan are:

	Self Only	Self and Family
Active carrier (bi-weekly)	\$ 34.65	\$ 52.65
Annuitants (monthly)	\$126.34	\$230.75

Information you may have missed from previous Postal Records:

Your choice—Cigarettes or 10 more years?

A study by a group of 34,439 has revealed some thought-provoking about smoking and mortality. This study covered a period from 1951 to 2001. The men in the study who smoked only cigarettes and continued the habit died an average of about ten years before life long non smokers. Those men in the study who quit smoking at age 30, 40, 50 or 60 gained about 10, 9, 6 and 3 years, respectively, of life expectancy. Surprisingly lung cancer was the primary cause of death in less than half of the smokers. This fact leads to the conclusion that smoking has a great influence on many diseases. To look at the data another way, a 70 year old who never smoked has a 33 percent probability of living to 90. For a 70 year old smoker the probability of living 20 more years is only 7 percent.

Read your Postal Record...

There are some used uniforms at the union office for those in need of them. You can come to the office to pick them up.

Phyllis Polster

The letter Carrier band is in need of new members. If you or your family member or friends would like to become a member just contact the names listed below.

Howard Gray Jr.
Band Director – 277-1868

Robert (Bob) Swenson
Band Manager – 968-4914

NAME BADGES

This letter is in concern of wearing our name badges out on the street. I agree in wearing the badges in the office and challenging them that enter without them. This is, of course to protect us. However, I can't see any advantage of wearing them on the street. I really became aware of this when two of my customers started calling me by my first name. Obviously taken from my badge, because I never told them my name. It really got me thinking about how safe is this for me, or even worse my family. I asked myself "is the mail safer if I wear my badge?" No. "Am I safer if I wear my badge?" No. "Are other people safer if wear my badge?" No. I cannot answer yes to any of these questions. Don't get me wrong I'm not a paranoid person, just concerned over the safety of my family and me.

Now if they can see my first name, then they can also see my last name. This opens up the opportunity for anybody to look me up in the phone book. They can find out my phone number. They can find out where I live. Now they can watch me, and look for my work pattern. This is one-way criminals work. They can find out when I'm at work. This opens up the opportunity for them to rob my house because they know when I'm at work. Or worse, they

could harm my wife and kids if they happen to find them at home. All because my badge, with my full name on it, has to be worn out on the street. I've always been told, "Never tempt temptation". This is what wearing the badge in public can do. I can't see it serving any other purpose.

If anybody comes by to ask what my name is they better have a badge to tell me whom they are. If it's a customer who wants my name I don't mind giving my first name, but am very against telling or displaying my last name.

When I started at the post office I raised my hand and pledged to safe guard the mail. I never remember saying that I would display my name for the whole country to see. I've mentioned this to people at the Post Office and the most often response is " what is the likelihood of this happening." My answer is "there are people in prison right now for doing these types of crimes." This has been on my mind for a long time, now I have put it on paper. It's just a concern I have for us all.

Solidarity rocks
Russ Gehman, Carrier, Kearns

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 attacking or criticizing another member of the branch will be printed in the Pavement Pounder. Articles rejected by the Editor may be taken to the Executive 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 based on appropriateness. Articles attacking or criticizing others will not be published. The Pavement Pounder will not be allowed to be used as a weapon against anyone or group of people. The Pavement Pounder is to be used to educate and edify the membership of the branch. The opinions expressed in the newsletter are not necessarily the opinions of the NALC or of Branch 111 or of its officers or editor.

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AM I MY BROTHER'S KEEPER?

Am I my brother's keeper?

Am I my brother's keeper? This is a question one year older than dirt and two years younger than water. As far back as the earliest recorded history, we as people have struggled with the answer.

There are those of us who sincerely believe that anything that doesn't directly affect me is not my concern. Conversely, there are those of us who subscribe to the idea of "one for all, and all for one". Then, how can it be that two diametrically opposed philosophies co-exist without a constant state of turmoil? Moreover, which of the two philosophies is right? After all, both sides do believe in self preservation. It's just a matter of the method in which one preserves oneself.

As letter carriers employed by the U.S. Postal Service, there probably isn't a workday that we are not faced with the decision of: Do I or do I not get involved? Either through observation, notification or request, we all, at some point and time, make the decision to address contractual and moral violations or to simply ignore them. How often have we been asked and/or known of someone who has been asked to provide a statement regarding something they witnessed or have direct knowledge of? Yet, decline or refuse to provide any information or a statement. Ironically, the very ones who decline or refuse to assist their colleagues, more often than not expect assistance. Could that be you?

Sure, there are a host of reasons for someone not to feel an obligation to get involved or come to the aid of a colleague. Perhaps it's not an issue that you personally consider all that important. Perhaps you believe in the issue but are afraid to get involved because of managerial retribution. Perhaps you are not afraid of anything, believe in the issue, but feel the person(s) in need of help is not worthy of your cooperation. Notwithstanding, the aforementioned may be good reasons, but hardly justifiable reasons not to aid in a valid issue and/or righteous cause. Never allow your emotions to supercede your intellect. For if you do, you will lose sight of the fact that helping one another is the same as helping yourself.

The very essence of the Union is to unify, i.e., join together, become one force. In order to achieve that end, its members must be willing and

able to see each other as brothers and sisters in the same skin. When one is hurt the other bleeds. This sometimes necessitates validating your convictions by fighting for your rights and for each other. Even if unsuccessful, fight still.

Theodore Roosevelt once said, "The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs and comes short again and again, who knows the great enthusiasms, the great devotions, and spends himself in a worthy cause; who at best, knows the triumph of achievement; and who at the worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls who know neither victory nor defeat."

The NALC as an organization has epitomized being the "keepers of it brothers and sisters". Every negotiated contract, every political endorsement and every executive decision has been made with the fundamental principle ensuring there is a worthwhile job not only for letter carriers currently employed, but for those yet to be born. It's simple, because we are in the "Arena" fighting and standing up for one another, we have known victory. In the rare instances where we have known defeat we failed "while daring greatly". Without the defeats you learn little and can not appreciate the victories.

If we expect to have a work environment that is aligned with the philosophy of "one for all and all for one" at our worksites, we as individuals must be in the "Arena" or we'll know neither victory nor defeat. The profile of a courageous person is doing the right thing because it is right under an unpopular atmosphere or circumstance. It may be unpopular sometimes to provide a statement for people considered undesirable, or in an adversarial atmosphere between labor and management. I challenge all to be a "courageous person", trustworthy and reliable. We are all we've got. We must be able to rely on each other. If we can't depend on one another, then who can we depend on?

Therefore, I submit to you all my Union brothers and sisters, "I am, you are, we are our brother's keeper." If asked to stand up for, defend or write a statement, do it. Your job may be the next one on the line.

By: James Henry - Branch 1100

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Calendar of Events

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

JANUARY 2005		
6 th	Exec. Board meeting	6:00 pm
13 th	Branch meeting	6:00 pm
19 th	Stewards meeting	6:00 pm

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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.