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# The Pavement Pounder



AUGUST 2005

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

## The President's Corner

By: Mike Miller



**N**ext month is the Branch Steak Fry on August 27<sup>th</sup> and tickets are going fast. We can only sell 400 tickets this year so if you want tickets for the Steak Fry you need to get in touch

with your Steward now and give him the money for your tickets. The cost this year is \$10 per person, no children or relatives, the steak fry is only for the member and their spouse or significant other. The last day you can buy a steak fry ticket will be the 17<sup>th</sup> of August and there will be no tickets at the door. The menu this year is Prime Rib, au gratin potatoes and cheesecake. There will be a pay bar and entertainment and plenty of door prizes to go around. I hope to see all of you there this year; we had a hell of a good time last year. I want to remind all retirees that tickets are available here at the Branch office, just call me at the office or on my cell phone and let me know if you are interested.

The House passed Postal Reform Tuesday evening and voted down all of the cutthroat amendments, Hallelujah!!! Now all we need to do is get the Senate to pass it as well. I won't say any more on the issue because our Legislative Representative Phil Rodriquez will have an article in this Pounder going into great detail on the issue. But I would like to thank all of you who got involved as legislative activists and

wrote letters, sent emails and made phone calls to their Representatives in the House, your commitment to meaningful postal reform helped to get this bill passed with only 20 voting against it.

I also want to remind all of the retirees that their Retiree Dinner is coming up September 15<sup>th</sup> and you will not want to miss it. Our National Director of Retirees Don Southern will be there to address all retirees, and he will also be handing out some 50 year gold cards while he is there. On that note we need to ask that all retirees who started working and joined the union in 1955 or earlier please call Joe Zabriskie at 968-4208 or the Branch office and let us know your start date in the USPS and the date you joined the union. Even those who started work in the Postal Service prior to 1969 please call and let us know your dates of service and union membership. Our records only go back to 1969 and we need to up date them to give our retirees credit for all their years' service and membership. The reason we specifically need those who started in 1955 or earlier to call is because we need to determine who is eligible for their Gold Cards.

Management is conducting stand ups in all of the offices concerning dog bites and how to handle dogs on your route. The B Team upheld discipline to a carrier for getting bit by a dog even though they stated that the carrier did nothing

wrong. So we need to educate everyone on what to do when you think a dog may be loose on your route to ensure that no one gets bitten again. If you know there is a dog at a residence and you can see that the door is open at the residence but you cannot see the dog, you are to assume that the dog is loose and you are not to deliver the mail, even with small dogs. And if you see a dog running loose on one of your streets you are to bring the mail back for that whole division, don't take any chances. I will be asking that management send out a letter to all those in that division explaining that they did not get mail the day before because a certain individual on their street allowed their dog to run loose.

At our last Union meeting I talked about the OIG and how things are changing now that they

have taken over, for the most part, for the Postal Inspectors. I have included in the Pavement Pounder an article written by Jamie Lumm the Regional Administrative Assistant to our Business Agent Paul Price. His article will give you, in a nutshell, what to expect from the OIG, which is the Office of Inspector General. When I asked Paul Price if we could print the article in our news netter he felt that this information was important enough that it needed to be given to the membership as soon as possible, especially with all of the investigations going on in the Valley at this time. Paul and I will also be meeting with the OIG prior to the next union meeting to discuss the rights of our members and stewards during investigative interviews and we will bring that information to you at the next meeting. So be at the next meeting and get informed.

## There's a New Sheriff in Town

**By: Jamie Lumm**

**Region 2's Regional Administrative Assistant**

Earlier this year the Postal Service announced that, effective immediately, there would be a transition of work from the Postal Inspection Service to the Office of the Inspector General.

This memo stated that:

*"...allegations of employee embezzlement, record falsification by employees, workers' compensation fraud by postal employees, contract fraud, on-duty employee narcotics violations and miscellaneous employee misconduct (application falsification, theft of property or services, non-postal crimes, etc) will be referred to [the] local Office of Inspector General (OIG) Special agent In Charge, who will coordinate with the Inspection Service to determine appropriate action." (2/7/05)*

A few months later, the Inspection Service and the Office of Inspector General signed a Memorandum of Understanding and a Memorandum of Cooperation "which document the rules which have been worked out in the shared areas of work we announced to the Postal Service on February 7, 2005."

In essence, both organizations are investigative bodies. Their purpose is to investigate postal crimes as well as allegations of misconduct by postal employees. These memoranda are quite detailed as to which organization has jurisdiction over specific areas of investigative responsibility.

In general, the OIG will have sole responsibility for the investigation of employee misconduct only at the executive level (PECS) and above and the auditing of the Inspection Service and Postal Service pro-

grams and operations. The Inspection Service will have sole responsibility to investigate crimes against the Postal Service, like mail theft and mail fraud as well as crimes of violence, including threats, by and against postal employees.

The USPIS and OIG will share responsibility for investigating such things as misconduct on Postal Service computers, false claims, theft of postal funds or property by employees, falsification of financial records and time cards. They will also share investigation of OWCP claims, employee narcotics investigations, and other miscellaneous employee misconduct such as false employment applications, misuse of postal property or services, serious acts of off-duty or on-duty misconduct.

How these shared responsibilities are worked out in practice remains to be seen. However, from what we can tell so far, this change has both positive and negative implications for stewards, branch officers and letter carriers in general.

On the plus side, it appears that the OIG will, in theory at least, pursue its investigation of managerial misconduct as vigorously as that of craft employees. This appeared to many not to be the case under the Inspection Service. While at times it seemed the Inspection Service took its cues from postal management and/or labor relations, the OIG is under no obligation to get input from management before they conduct an investigation. Along these lines, we have already become aware of situations where postal managers at an installation in our region were placed off work pending an OIG investigation of time-keeping irregularities.

On the downside, the OIG agents are not that familiar with postal operations nor have they experience dealing with knowledgeable and assertive NALC shop stewards who actively represent their members. The Postal Service, in a letter to President Young, assured the NALC that the transfer of investigative functions to the OIG “*will not restrict, eliminate, or otherwise adversely affect any rights, privileges, or benefits of either employees of the Postal Service or labor organizations representing employees of the Postal Service.*” So in essence, while the players have changed, the rules remain basically the same.

That being said, reports from the field indicate that OIG agents may be using some tactics and strategies when conducting investigations that are new to many union representatives. Local branches should make sure that their members are made aware of these techniques and what their rights are should they become involved in an OIG investigation.

One of the major differences noted thus far is in the way interviews are conducted. Generally, the PI’s tend to conduct their interviews of witnesses, as well as the suspect, on the clock and on postal property. In the few months that the OIG has been conducting investigations involving letter carriers, we have heard of agents stopping carriers out on their routes, calling them on the telephone at home or just showing up unannounced at their door in the evening or on a day off.

Another tactic that the OIG has been using, usually in concert with the first, is to give the interviewee a *Kalkines* or *Garrity* warning, which since most have never heard of these before, sound ominous and threatening and tend to make the individual want to appease the interviewer.

These “surprise” tactics have the intended effect of catching the individual off guard and isolated from union or legal representation as well as peer support. Their purpose is to intimidate and even frighten employees into revealing information that the employee may not wish and legally may not be required to disclose. Thus it is essential that all letter carriers be aware of their rights when confronted by an OIG agent or Postal Inspector.

As everyone should know, the Supreme Court ruled in the *Miranda* case that the Fifth Amendment to the Constitution guarantees an individual the right to remain silent to avoid self-incrimination when questioned in a criminal investigation. This right is not abridged even though ELM 666.6 requires all postal employees to cooperate with postal investigations.

The *Garrity* and *Kalkines* warnings are based upon two Supreme Court decisions addressing the question of an individual's constitutional right to avoid self-incrimination and the right of an employer to require an employee to cooperate in a work-related investigation as a condition of employment.

In *Garrity*, employees (police officers) were told that anything they said could be used against them in a criminal investigation and while they had the right to remain silent to avoid this criminal prosecution, their refusal to cooperate would subject them to removal from office. In brief, the court found that statements (or their *fruits*) coerced from employees under threat of removal may not later be used in criminal proceedings.

The *Kalkines* case concerned whether an employer may then take action against an employee who asserts his Fifth Amendment right against self-incrimination and refuses to answer question in a company investigation. The court found that if an employee may be fired if he is adequately informed that he is subject to discharge for not answering and that his answers (and their fruits) may not be used against him in a subsequent criminal proceeding.

As a result of these cases, the so-called *Garrity* and *Kalkines* warnings were developed to address the issues raised in the two court decisions. A *Garrity* warning essentially waives the right of the agency to discipline or terminate an employee for remaining silent, but preserves its right to use any statements he/she does make in a subsequent criminal or administrative (disciplinary) proceeding. A *Kalkines* warning waives the government's right to use voluntary statements in a criminal prosecution but reserves the agency's right to discipline or discharge an employee for failure to cooperate in the investigation.

In short, an employee who receives a *Garrity* warning may be criminal prosecuted based upon the answers given so there is no obligation to answer and the interview is strictly voluntary.

If a *Kalkines* warning is given, the employee cannot be criminally prosecuted based upon the answers given therefore the employee must cooperate.

However, in either case, the employee may be disciplined or discharged based upon the answers provided.

These warnings sound scary to an uninformed letter carrier approached out on the route by and read aloud by an OIG agent flashing a shiny badge. Often the agent will give the employee a copy of the warning in writing and ask them to sign it. Of course the agents may also give the impression that they "only have a few questions to clarify something" and the employee will soon be on their way.... so said the spider to the fly.

Therefore, it is important that employees are aware they have other rights, which they can use to counter the efforts of the OIG to intimidate them; these are their *Weingarten* rights. NALC officers and stewards should be sure to inform their fellow carriers that, regardless of all the warnings and legal jargon thrown at them by an OIG Agent or Postal Inspector, they still maintain the right to have a union representative present during an investigatory interview. Even if they are approached on the route, on the

phone or at home, the employee has the right to a union representative and may refuse to participate in the interview until one is provided. This includes the employee's right to confer in private with the union representative before the interview begins.

That being said, branch officers and stewards are reminded that they should not attempt to give legal advice to an employee. If there is reason to believe the carrier may be subject to criminal prosecution, the employee should be advised to remain silent and to consult with an attorney immediately.

Additional information on these subjects was provided in a mailing sent out to all branch presidents in June and in the May and July issues of the Postal Record. Additionally there will be a class provided at the regional assembly this fall. We are asking that the local branch should advise the NBA's office of any ongoing Postal Inspection Service or OIG investigation.

## Vice President Article

I keep hearing about carriers being beat up over the DOIS numbers when the supervisor comes around in the morning doing the go around, based on what time you as the carrier are going to get out of the office and when you are going to be back from the street. Remember the supervisor is suppose to ask you how are you going to be, they're not suppose to tell you that you will be leaving and returning based on their DOIS numbers. You as the carrier know your route better than the supervisor does, and they're only looking at the data they inputted in DOIS. I remember the saying garbage in equals garbage out. Here is an article that explains what DOIS should be used for.

### **Linear Measurement, DUVRS, Reference Volume,**

Demonstrated Performance, POST, DOIS, etc. Over the years experienced letter carriers have heard all these terms. All these programs are variants of the same basic idea— management tools to assess a letter carriers' daily workload. Of course, management does have a right to develop whatever tools it wants for its own purposes.

However, none of these tools has any contractual significance since there are no daily standards for evaluating letter carrier performance. None of these programs may be used as a basis for discipline or as a shortcut to avoid using the

established M-39 procedures for evaluating and adjusting routes.

Some managers seem to have the mistaken notion that the rules have changed since the POST and DOIS programs are "computerized," more "modern," more "accurate," or whatever. We all know that the quantitative data in the DOIS and POST programs is often wildly inaccurate and fails to take into account many of the most significant factors affecting office and street times. But usually this argument is pointless and unnecessary since, in fact, the rules have not changed. Perhaps some supervisors need to be reminded.

The so-called office standards of 18 per minute for letters and eight per minute for flats have one purpose only. They are two of the many factors that the M-39 require management to use in order to calculate "standard office time" during a route inspection. The office time allowance for a route is established as the lesser of the carrier's average office time during the inspection period, or the average standard office time.

### **PRE-ARBITRATION SETTLEMENT**

#### **Q94N-4Q-C-99022154 (M-01444)**

The issue in these grievances is whether or not the Piece Count Recording System (PCRS), Projected Office Street Time (POST), or the De-

livery Operations Information System (DOIS) violate the National Agreement.

After reviewing this matter, we mutually agreed to settle these grievances as follows;

Daily piece counts (PCRS) recorded in accordance with the above-referenced systems (POST or DOIS) will not constitute the sole basis for discipline. However, daily counts recorded in accordance with these procedures may be used by the parties in conjunction with other management records and procedures to support or refute any performance related discipline. This does not change the principle that, pursuant to Section 242.332 of the M-39, “No carrier shall be disciplined for failure to meet standards, except in cases of unsatisfactory effort which must be based on documented, unacceptable conduct that led to the carrier’s failure to meet office standards.” Furthermore, the pre-arbitration settlement H1N-1N-D 31781, dated October 22, 1985, provides that “there is no set pace at which a carrier must walk and no street standard for walking.” This settlement is made without prejudice to the parties’ rights under Article 19 or Article 34 of the National Agreement.

It is additionally understood that the current city letter carrier route adjustment process is outlined in Subchapter 141 and Chapter 2 of the M-39 Handbook. All those functionalities in DOIS, which relate to the route inspection and adjustment process, must be in compliance with these two parts of the M-39 as long as they are in effect. It is understood that no function performed by POST or DOIS, now or in the future, may violate the National Agreement. Date: July 30, 2001

Remember, we as carriers need to do our part by filling out 3996’s when asking for help and management has to approve or disapprove the request and give the carrier a copy back. Get the copy back so that you can show what you asked for as far as how much time you estimated you needed that day. 3996’s also help in doing route inspections; it shows if they are crediting to your route the right amount of time.

Again when they do the go around in the morning, you as the carrier tells management how much time it will take, management’s tool is DOIS, but you as the carrier determines if it is correct or not. When management tries to tells you what time you will be leaving the office and coming back by and you don’t think you can make it, “speak up.” The worst thing you can do is give up your breaks and your lunch or part of your lunch just to make it back because DOIS said you should be back. By doing that you are setting your base street time and office time standard way under what they should be. And when that happens and route inspections are done, those numbers will come back and bite you in the ass because management will always take the lesser numbers and hold you to them, they call that demonstrated performance. And don’t fall for incentives to go faster, the only one who benefits from that is management and then you’re stuck with that “demonstrated performance.” Be safe and professional in the job you do, and be as fair and honest as you expect them to be with you.

Solitary Always  
Kirk McLaughlin



**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 Concerted Action Corner

For those who missed this article in the state newsletter, here it is again, with a little something extra at the end.

### The New Dog Policy?

On March 16<sup>th</sup>, 2005, a Salt Lake City letter carrier walked towards an innocent looking house on her route. She knew that a dog resided there. Sometimes, she could hear the dog behind the front door, but the dog had never been outside, and the carrier did not even know what the dog looked like. On this particular day the carrier noticed that the front door was open. She scanned the yard but did not see any dog. Since no dog was visible, the carrier approached the front porch to place the mail in the box (next to the front door). Unfortunately, a dog burst out of the house and bit the carrier.

The carrier received a 7-Day suspension for "Failure to Observe Safety Rules and Regulations". The local shop steward grieved the suspension. The main argument was that the carrier had done nothing wrong. She had her dog spray and satchel with her at the time of the attack. All the rules in the contract that deal with dogs are for dogs that are attacking or otherwise interfering with the delivery of the mail. There is no written rule that deals with an unseen dog. In fact, the rules state that unless a dog is preventing you from delivering the mail it is your duty to deliver that mail. The Union argued that (by law) the customer should have restrained the dog. The Union argued that the carrier did not have prophetic powers to know that the dog was unrestrained sitting out of sight in the front room of the house. The Union argued that there were many places that the dog could have been. For example, the dog could have been on a walk. The dog could have been at the local "Dog Park" (one of two in Salt Lake), located only half a block away. The dog could have been in the fenced backyard, or at the vet, or hit-by-a-car-dead, or locked in the basement, or locked in a bathroom, or in a kennel, or at the neighbors or...the list stretches on towards infinity.

The grievance made its way up to the B-Team (Step 3 of the grievance procedure). The B-Team settled the grievance. They reduced the suspension to a letter of warning. They stated:

*"It is not clear exactly what rule the grievant is to have broken. Nothing above [the arguments from management] speaks specifically to her situation. The grievant did not see that the dog was loose, and she had no reason to believe that the dog was not secure even if the door was open making that a possibility. The dog could have been secured inside the residence or in the backyard. It is clear now from the position taken by Management that they expect Carriers to err on the side of caution. This was not the understanding the grievant had of the rule.*

*All Carriers must be instructed that when they are aware of any dog at a residence they are to assume that the dog is not secured unless there is some showing that it has been."* [Bold type added by the B-Team]

This is the first time I have ever seen the B-Team state that a carrier is innocent of breaking any rule, and then sustain a letter of warning for the alleged infraction.

However, it appears to me that the B-Team is sending a message to management with this grievance settlement.

The B-Team is giving management what they want, but at a price that management may not like to pay. With this settlement, the B-Team has given management the right to issue discipline to carriers who get attacked by dogs they can't see. However, management has been or-

dered to instruct all letter carriers (in the Salt Lake Installation) that they must never deliver the mail to a house wherein resides a dog, if the carrier cannot see that the dog is restrained.

This means that if you know that a dog lives at a particular house, but you can't see the dog in the fenced backyard, or tied up somewhere, you are not to deliver the mail to that house until such time as there is "some showing" that the dog has been secured. I guess the message is that if management wants to discipline carriers simply for getting bitten while trying to deliver the mail, then no house wherein a dog resides will get delivery of mail until the customers can show the letter carrier that their dog is secure. It is unclear whether there will be exceptions for mounted routes. After all, the dog could be very large, or could be a very good jumper.

After giving these mandatory instructions, management is likely to have several thousand irate customers. But that is the price they must pay for this newfound ability to discipline letter carriers for being bitten while obeying all the rules. There will be some upset customers on my route, because I know of forty or fifty households that own dogs, and though I have never seen some of the dogs loose, how do I know if the dogs are secured or not? Any front door could open unexpectedly. Any dog could run out and bite you. How many of us have seen a door open unexpectedly? How many times has a dog run out of an unexpectedly opened door? Apparently, should this happen and you get bit, you will receive discipline, and it will be upheld. It won't even matter if you had your satchel and dog mace.

However, it appears that management is not taking this settlement very seriously. We haven't had a stand-up in our zone giving us the instructions that the B-Team has ordered management to give. In fact, since we have waited nearly a month now, the Union is considering filing a "reneging on remedies" grievance against management for failing to comply with the B-Team order. Management wanted the ability to discipline any carrier who is bitten by

a dog. Why then are they not protecting their carriers by ordering that all houses with dogs be cut off until carriers can see with their own eyes that the dogs have been secured?

Anyway, I hope that all of us can see the morbid irony of what has happened. The carrier, who puts her life and safety on the line on a daily basis in the performance of her duty, is viciously attacked while doing her duty, and is rewarded with a suspension instead of a purple heart. Animal Control gave a citation (ticket) to the dog owner, but management gave a citation (suspension) to the carrier. She was bitten on her route, but the bite that really hurts is the one management gave her, and that bite won't get better for two years (the time limits for a letter of warning to remain in an employee's file).

Today, July 29<sup>th</sup>, we had a stand up in the Sugarhouse Station. Byron Burnett spoke about the district dog policy. He mentioned all of the rules that we have always known (I.E. Carrier Alert Cards, pay attention, listen, carry a satchel and dog spray, don't pet dogs, suspend delivery if a dog threatens). He added a new rule, which was "If the door is open at a house where you know a dog resides, walk by the house." When asked if we could deliver mail when a friendly dog was out he stated that we should "use common sense", "be extra cautious", and "just keep your satchel between you and the dog". He also stated that the size of the dog could make a big difference.

This seems to be more along the lines of the old dog policy, rather than the new policy that the B-Team is advocating. Hopefully, we will not all be disciplined for using "common sense", but until I see differently, I remain skeptical. I just hope that the next time a carrier is bitten, especially when the carrier has done everything right, that management will exercise "common sense" when they consider disciplining that carrier.

By: **Michael Wahlquist ---**  
**Sergeant at Arms**

LEGISLATIVE Phillip Rodriquez

On July 26, for the first time in 35 years, the House of Representatives passed comprehensive legislation to overhaul the U.S. Postal Service. After three hours of debate, four amendments were defeated and the bill passed 410-20. The 410 votes in support of the bill demonstrate that the House of Representatives understand the need for postal reform. Further, it illustrates that Congress recognizes the need to relieve the Postal Service from the unfair financial burdens resulting from continuing to overpay into the CSRS escrow account, and being forced to cover the CSRS military retiree credit for its current and former employees, a sum that the U.S. Treasury formerly paid. And finally allows the restructure of the Postal Service that includes our collective bargaining rights.

However, in a Statement of Administration Policy, the Bush administration just hours before debate began signaled that unless significant changes are made, President Bush would veto the bill. In the administration's policy statement, the White House repeated its opposition to key provisions of the legislation that enjoy wide support in the postal community and among lawmakers of both parties:

- **The administration opposes releasing from an escrow account** billions of dollars that the USPS has saved by ending overpayments to the Civil Service Retirement System (CSRS) unless those funds — up to \$70 billion over 60 years — are dedicated to pre-funding health care and retirement benefits for postal employees. Under the current legislation, the USPS would be able to use a portion of those funds to help cover other operating costs.
- **The White House opposes returning to the Treasury responsibility for paying the military-service related retirement pay for postal employees.** That responsibility was transferred to the Postal Service under the 2003 law that allowed the Postal Service to end overpayments to the CSRS system. No other government agency bears responsibility for military retirement costs.
- **Require arbitrators in postal labor negotiations to consider the financial health of USPS.** The USPS must be assured that new limitations imposed by a postage rate cap will be considered by an arbitrator during contract negotiations, the policy statement says. Labor leaders say such a standard would undermine collective bargaining.
- **Include provisions from the Senate bill that would reduce the benefits of postal workers who are injured on the job.** The provisions would require a three-day waiting period before postal workers who are hurt at work can begin collecting workers compensation, and would force injured workers to retire as soon as they become eligible.

The Senate's postal reform bill (S. 662), which was reported out of committee earlier this year, is not expected to go to the floor for a vote before Congress breaks at the end of this week for its August recess. It is important that our members continue to write and call their respected members of Congress urging passage of S.662. Please continue to give to our COLCPE! Two dollars a payday is very little investment.



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LABOR DAY PICNIC & CAR SHOW  
WHEN: Labor Day, Monday  
September 5, 2005  
At Magna Park from Noon till 5 p.m.  
Located at 2550 South 8850 West

## National Association of Letter Carriers



### Branch 111 ANNUAL RETIREE'S DINNER

Thursday, September 15th

5:00 PM

**Place:** Golden Corral Buffet and Grill - 3399 W 3500 So. West Valley City, Ut

**Cost:** Retiree & Spouse (or guest) is free. Active Carriers must pay

**RSVP:** Joe Zabriskie by September 06 at 968-4208 or 973-6705

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### Branch 111 Steak Fry - Aug. 27

**At:** The Meeting Place

Gardener Village, West Jordan, Ut

Tickets are \$10.00 per Person

See your shop steward for tickets.

Retirees call - Joe Zabriskie for tickets

968-4208

### Drawings for August Branch Meeting

Branch Progressive drawing \$575.00

Retirees Progressive drawing \$150.00

Brookfield Progressive drawing \$15.00

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You must be present to win

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## 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.

**National Association of Letter Carriers**  
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**AUGUST 2005 CALENDAR**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4 Exec Board Meeting 6:00 PM	5	6
7	8	9	10	11 Union Meeting 6:00 PM	12 Pay Day - 16	13
14	15	16	17 Steward Meeting Meeting 6:00 PM	18	19	20
21	22	23	24	25	26 Pay Day - 17	27 Branch 111 Steak Fry
28	29	30	31			