

Official Publication
Of Branch III
Home of the
"Wasatch Branch"
Branch III
Chartered
January 24, 2003

The Pavement Pounder



SEPTEMBER 2005

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

The President's Corner

By: Mike Miller



Well by time you get this the Steak fry will already be over. Sorry I could not be there; Arlynn Venema and I had to go to the National Rap Session, which we will both report

on at the next Union meeting and in the October Pavement Pounder. Something tells me that with Spanky conducting at the Steak fry, it will be the shortest steak fry in history. Nonetheless I hope each and every one of you attending have a great time, I know we had fun setting it up for you.

Joe Zabriskie has mailed out the notices to all retirees for their annual retirees dinner and tells me that not many have RSVP'ed with him so far. If you intend to attend the dinner please do not wait until the last minute to call and let him know that you will be attending. And I am hop-

ing that more retirees will be attending the Branch Steak Fry this year, we need to see more of our retirees attend branch functions. A lot of the Branch's wisdom and knowledge is in our retirees and many of the younger letter carriers would benefit greatly by being able to rub shoulders with them and enjoy the camaraderie.

We are still having a problem with discipline on Safety issues, some are ridiculous, but most are safety rules we should know better than to violate. And in interviewing the carriers being disciplined, it almost always turns out to be a safety rule that was violated because they did not want to take the little bit of time it took to comply with.

Never should we be in such a hurry that we don't have time to observe all safety rules and regulations. We get paid for the time it takes to

Drawings for September Branch Meeting

Branch Progressive drawing	\$650.00
Retirees Progressive drawing	\$25.00
Brookfield Progressive drawing	\$30.00
Skaggs gift cert.	\$50.00
Door prizes (3)	\$25.00

You must be present to win

NOTICE of NOMINATION and ELECTION

OCT. 13, 2005 - 6:00 PM
At the Regular Branch Meeting

See Page # 4, 5 & 7

observe these rules, and management cannot discipline you for taking that time. But management can discipline you for not complying with all safety rules and regulations. We need to all start using good common sense in how we do our jobs in the office and on the street. Safety should be first in our minds at all times.

We need to make safety a habit in how we perform our duties everyday. We should be doing our jobs the same way each and every day so that safety becomes second nature without having to think about it. We are all professionals and drive professionally for a living, that is what we do, and we need to drive like professionals. All too often we think because we are in a residential area that we don't need to use our turn signals, or close the door before turning a corner, or turning off the vehicle and taking the key with us when we hop a delivery, or using the hand brake and locking the door when not in the vehicle. Believe me when I say that the vast majority of our discipline over the past three years has been for safety infractions. This year alone we have had over 200 grievances and $\frac{3}{4}$ of those grievances were for safety related issues. And most of the safety related issues carriers were disciplined for were obvious violations that

the carrier knew better than to do, they just didn't want to take the time to do it.

I have carriers insisting on wearing headphones while delivering the mail, and then they get angry when they get caught and disciplined. We still have carriers insisting on driving through intersections with their doors open and not wearing a seat belt, and then insisting that they have been doing it for 20 years and they don't intend to stop, and wonder why they got disciplined. We still have carriers leaving their vehicles running when they hop deliveries, leaving themselves wide open for a role away, and become upset because they were disciplined.

Ladies and gentlemen, there are reasons for every one of these rules; they are there to protect each and every one of you as well as the public, especially the public. Beginning today let's make it a habit to comply with all safety rules and regulations, and use good common sense in how you approach every delivery, let's be the professionals we get paid to be.

Until next time, take care.

Vice President Article

Why is there an ODL (Overtime Desire List)? It was originally created for those carriers that did not want to work more than 8 hours.

When you sign the ODL, if you sign the 12 hour list management can and should use you up to 12 hours of work a day including your scheduled day off. If you signed the work assignment only list then management can work you up to 12 on your own route on any of your regularly scheduled days. That means that you should be treated like you're a NON-ODL carrier on your regular scheduled day off, because you have no

contractual right to work you days off.

The Operational Window for overtime purposes is the last dispatch at the office you are working in, including the last pickup at the collection boxes at the office where you work, not 5 o'clock. Management tends to want the carriers off the street by 5 p.m. but that is their window of operation to keep from getting their butt chewed out by those above them. Management still must honor the Article 8 of the contract when it comes to trying to make their funny 5 p.m. window, the 5 pm window cannot circumvent management's obligations under Article 8.

I have heard carriers complain that they are not on the overtime list and are forced to carrier overtime on their own route when there is plenty of ODL carriers available to take time off them. Management will do this to try to make their 5 O'clock Window, but in doing so management is violating the ODL and article 8. What we need to do is make management honor the contract. Management wants to hold carriers accountable to follow every little rule, management should also be held accountable when they don't honor the contract by filing grievances and getting money paid to ODL carriers for those times they should have been carrying overtime, and administrative leave for those carriers that are forced to carry when they should not have been.

Help your shop steward and keep him/her informed if you think management violated the contract.

Implementing memorandum on "letter carrier paragraph." A memorandum of understanding signed December 20, 1988 (M-00884) further explained the requirement to seek to use auxiliary assistance before requiring a carrier not on the ODL or work assignment list to work overtime. Management must seek to use all of the following to provide auxiliary assistance:

- Casuals
- Part-time flexibles at the straight-time or regular overtime rate
- Transitional employees at the straight-time or regular overtime rate
- Available full-time regular employees such as

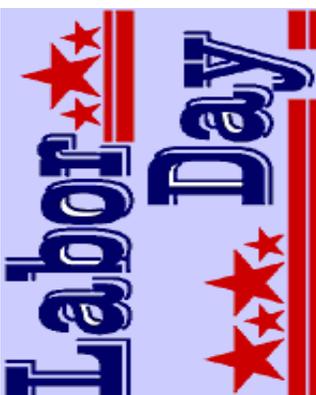
unassigned or reserve regulars at the straight time rate

- Full-time carriers from the overtime desired list at the regular overtime rate

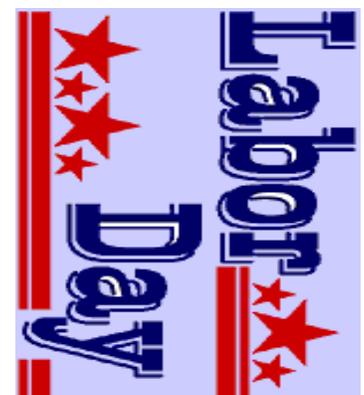
However, the memo states that management does not have to use ODL carriers to provide auxiliary assistance if such an assignment would mean that the ODL carrier would be working *penalty overtime*. In that limited situation—if no auxiliary assistance is available without going into penalty overtime, management can require full-time regular carriers not on the overtime desired list to work overtime on their own routes on a regularly scheduled day. Remember that this limited exception applies only when a full-time non-ODL letter carrier is required to work overtime on his/her own assignment on a regularly scheduled day. Before requiring a non-ODL carrier to work overtime on a non-scheduled day or off his/her own assignment, management must seek to use a carrier from the ODL, even if the ODL carrier would be working penalty overtime.

Remember that you can only sign up on the ODL the last two weeks of the quarter and you will stay on it as long as you want to be. You can get off the ODL at anytime during the quarter but you cannot change from the 12 hour to the work assignment list. You either stay on the list or you get off the list totally. So help your shop steward out and point out those violations.

Solitary Always
Kirk mclaughlin



COME ONE COME ALL
TO THE 5th ANNUAL
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



NOMINATIONS AND ELECTIONS

Section 1. The Recording Secretary shall cause to be published on the front of the "Pavement Pounder" a notice of nomination and election. This issue shall be mailed not less than 45 days prior to the date of nominations. Such notice must state:

- (a) The offices to be filled and length of term for each office.
- (b) Date, time, place, and method for submitting nominations.
- (c) Date, time, place, and method of election.
- (d) Which officers will be convention delegates by virtue of the office they hold.

Section 1(A). Elected offices to be filled are: President, Vice President, Recording Secretary, Financial Secretary/Treasurer, Sergeant of Arms, Health Benefits Representative, MBA & Compensation Specialist, Safety and Health Representative, Director of Retirees and three (3) Trustees. The Chairperson of the Board of Trustees will be chosen by the Trustees.

Section 2. Nominations of officers shall take place at the October meeting every third year. All nominees must accept the nominations in person, by letter, or by proxy. The election by secret ballot shall be conducted prior to the December meeting.

Section 2(A). No member shall be eligible for nomination to hold more than one elected office at one time within the Branch.

Section 2(B). Self-nomination is permissible.

Section 2(C). No person shall accept nomination for more than one office.

Section 2(D). Upon nomination, every nominee must certify that he or she has not served in, or applied for, a supervisory position for the twenty four (24) months prior to being nominated.

Section 3. The President shall appoint an Election Committee of 9 members and three alternates. These appointments will be made after the nominations and at least 21 days before the election. This committee shall be composed of non-candidates; one member shall be appointed Chairperson. The President will instruct the Election Committee of its duties and responsibilities at the time

Section 3(A). The Election Committee shall adhere strictly to Federal Labor Election Law and to the guidelines contained in the publication "NALC REGULATIONS GOVERNING BRANCH ELECTION PROCEDURES."

Section 3(B). All members of the Election Committee, candidates, and observers must have available a copy of U.S. Department of Labor Office of Labor - Management Standards publication entitled, "ELECTING UNION OFFICERS" and a copy of "NALC REGULATIONS GOVERNING BRANCH ELECTION PROCEDURES."

Section 3(C). The Branch Secretary shall request from the National Secretary-Treasurer, no less than sixty (60) days prior to a branch election, the current status of all Branch 111 retirees. If an individual retired as a supervisor he/she will not be eligible to vote.

Section 4. Each candidate is entitled to have an observer present during the following procedures:

1. Preparation and mailing of ballots.
2. Receipt and opening of ballots.
3. Counting, tallying, and totaling of ballots.
4. Recording of tally sheets.

Section 4(A). The candidate is responsible for informing the Election Committee of name, address, phone number, and title of observer.

Section 4(B). The Election Committee shall notify observers of dates and times for each procedure.

Section 4(C). A candidate is permitted to serve as their own observer and/or have an observer present.

Section 4(D). Observers do not have to be members of the Branch. No observer will be allowed to interfere with the business of the Election Committee.

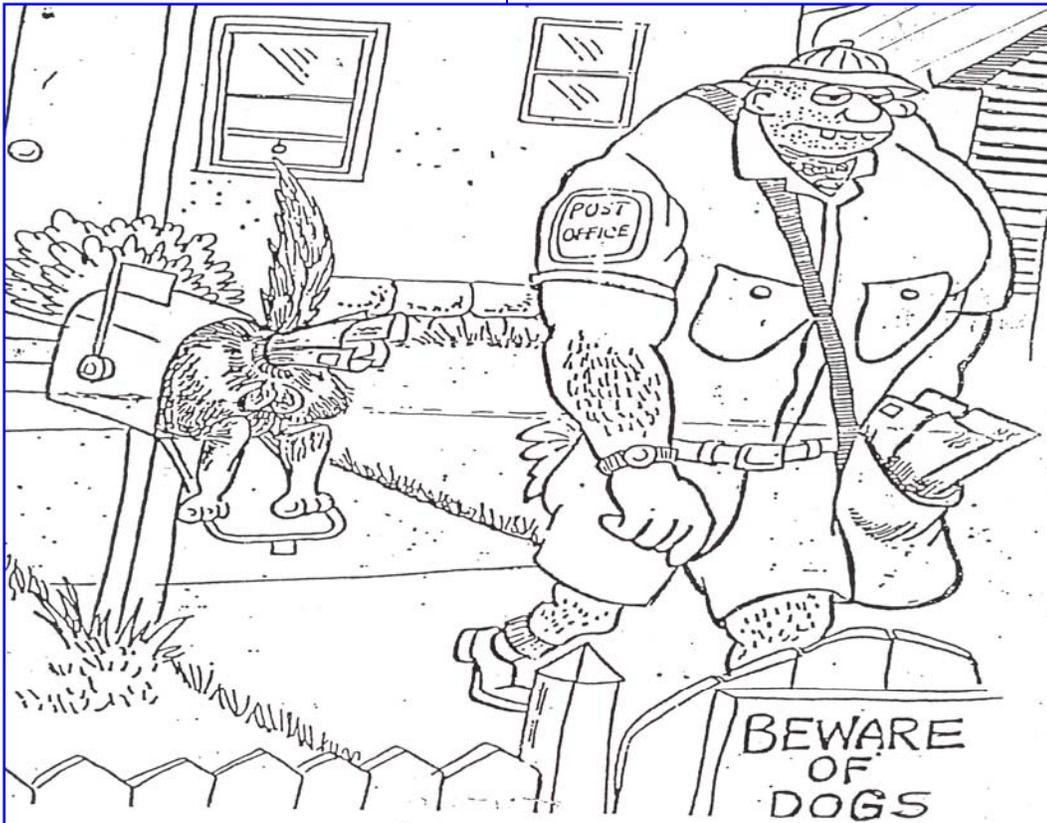
Section 5. Following the November meeting, but at least twenty (20) days prior to the close of balloting, the Election Committee shall mail first class, the voting packet to all eligible members at each member's last known address. Each voting packet must contain:

1. Instructions for voting and the deadline for returning ballots.
2. Ballot.
3. A plain envelope marked SECRET BALLOT ENVELOPE.
4. A stamped envelope addressed to the Election Committee at a post office box, with space for the member's signature.
5. Members who have not received a ballot within seven (7) days prior to the close of balloting will receive a ballot upon the member's request to the Election Committee.
6. Should a ballot be returned to the Election Committee due to a wrong attached address then the Election Committee is required to make every effort to obtain a correct address for remailing at the earliest opportunity but no later than seven (7) days prior to the counting of ballots, to ensure opportunity for the ballot to reach the Committee in time for tally.

Section 5(A). Instructions must be clear and adhere strictly to guidelines contained in "NALC REGULATIONS GOVERNING BRANCH ELECTION PROCEDURES" and comply with pertinent provisions of the Labor-Management Reporting and Disclosure Act of 1959.

Section (5B). The November issue of the "Pavement Pounder" will be mailed no less than 10 days prior to the mailing of election ballots.

1. All candidates may submit a biographical sketch, no more than one page, at no cost to the candidate.



Official Notice of Nominations and Elections

Nominations for the following offices will be accepted at the October union meeting to be held on Oct. 13th 2005 (6:00pm): President, Vice President, Recording Secretary, Financial Secretary/Treasurer, Sergeant of Arms, Health Benefits Representative (must belong to the NALC insurance plan), MBA & Compensation Specialist, Safety and Health Representative, Director of Retirees (must be a retiree) and (3) Trustees.

These 12 offices shall all be for a term of three years, Beginning January 1, 2006 thru December 31, 2008.

Nominations must be made at the October union meeting. Self-nomination is permitted or by any member of the body. All nominees must accept the nomination **in person, by letter or by proxy**. Upon nomination, every nominee must certify that he or she has not served in, or applied for, a supervisory position for the twenty-four months prior to being nominated. No member shall be **eligible or accept** nomination for more than one office.

Elections are by secret ballot and will be mailed to all members following the November union meeting (Nov. 10th) by first class mail to the members last known address. The ballots will include instructions and deadlines for returning. The election must be completed prior to the close of the December union meeting (Dec. 8th), at which time the results will be announced.

President is the only office that is an automatic delegate to conventions by virtue of the office held.

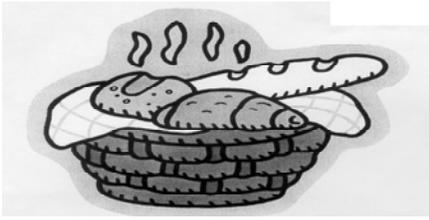
Official Notice of Nominations and Elections for National Convention for 2006 in Las Vegas Nevada

This year is also time to vote on delegates that will be attending the national convention in Las Vegas in Aug. of 2006. Nominations for delegates and alternates attending convention will be at the regular Union Meeting in November held on Nov. 10th at 6:00 pm. To be eligible as a delegate your union dues must be paid in full and you must be a member in good standing in the branch. To receive funds for convention you must have attended 8 regular meetings from April 2004 to March 2005 and 8 regular meetings from April 2005 to March 2006. Elections will be by popular vote using a secret ballot of those attending the December meeting held on Dec. 8th at 6:00 pm. The purpose of the vote is to establish ranking of those delegates that will receive funding, as per the branch by-laws.

Attendance at union meeting can be excused by written notice to the branch president before the next regular meeting. Attendance is tracked from the sign-in sheet at union meeting, your current status of attendance can be obtained through the secretary Sharla Groves.

Sharla Groves
Secretary Branch 111

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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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

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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.

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Branch 111 Website
Branch111.com

SEPTEMBER 2005 CALENDAR

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1 Exec Board Meeting 6:00 PM	2	3
4	5 MD Telethon Labor Day Holiday	6	7	8 Union Meeting 6:00 PM	9 Pay Day - 18	10
11	12	13	14	15	16	17
18 Patriot Day Day of Reflection	19	20	21 Steward Meeting 6:00 PM	22 Autumn Begins	23 Pay Day - 19	24
25	26	27	28	29	30	