

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

# The Pavement Pounder



OCTOBER 2005

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

## The President's Corner

By: Mike Miller



**H**ere lately we have been having a problem with FMLA certification. The FMLA coordinator has been denying requests for FMLA certification for what in our opinion were

invalid reasons. Since then we have had the opportunity to meet with the FMLA coordinator and resolve many of the issues that we have been at odds with and that have been the result of several grievances. I appreciate those stewards who have filed grievances on behalf of the membership concerning this issue in order to bring this to a head and resolve the problem.

Along with resolving the contractual violations, we also need to resolve those things we as letter carriers are doing wrong so that the system will go smoothly. There is nothing worse than

having problems with getting FMLA certification when you're having a health problem in your family. And it frustrates us far more at a time like that than does most other day-to-day encounters. Our health and the health of our family members are of grave importance to us and we tend to get a bit agitated when things don't go just as planned when someone we care about is ill.

There are some things we can do to ensure that nothing goes wrong at a time like that. There are certain things that we are obligated to do as well as the FMLA coordinator to ensure that our request for certification will not be denied or delayed.

In our meeting with the FMLA coordinator, I had to agree with him that he is bound by the law, not just postal regulation, but by federal law when making decisions as to whether or not to approve a request for certification. And there are some things that we can do to ensure approval of certification for a legitimate illness or injury.

One of the things we can do as letter carriers is to make sure that the certification we obtain from our physician is faxed into the FMLA coordinator as soon as possible. The Law reads that "we should" provide certification within 15 day of an injury or illness. Now this 15 days is not a hard and fast rule, there is room to go be-

### Drawings for October Branch Meeting

Branch Progressive drawing	\$675.00
Retirees Progressive drawing	\$25.00
Brookfield Progressive drawing	\$45.00
Skaggs gift cert.	\$50.00
Door prizes (3)	\$25.00

You must be present to win

yond the 15 days, but only if there is a legitimate reason as to why the FMLA certification document was not provided to the coordinator within 15 days.

It is your responsibility to get that documentation to the FMLA coordinator within 15 days, not your supervisors or stewards, but yours. Now if you give it to your supervisor and he or she fails to send it on to the coordinator, we can get it approved. But why take that chance, it is in your best interest to simply fax it the coordinator yourself, each and every office has a fax machine you will be allowed to fax your FMLA certification from your office. Or better yet take it to the Personnel Office and give it to the coordinator personally, ensure that your certification gets into the hands of the person responsible for making that decision. The FMLA Coordinators fax number is 801-978-3089.

Another thing you can do to ensure prompt approval of your request for certification is to use the NALC version of the FMLA certification form. The DOL Form 380 is 5 pages long and cumbersome, and doctors hate it, and in some cases will not fill it out completely because it takes too long, and it is unnecessary. And when this happens the coordinator has no alternative but to deny certification. Now the NALC version is only one page long and takes less than 5 minutes to fill out, and doctors love it. And there is one thing you don't want to do

and that is to piss off your doctor, that is the one person you want on your side. It is a no brainer Ladies and Gentlemen; a doctor is far more likely to completely fill out a one-page document than a cumbersome 5-page document. Time is money to a doctor, and if he has to spend twice as much time with you then he is only making half as much money, and every time I've been with a carrier that has pulled out that 5 page long Form 380 the doctor gets this long face and either tells them to come back later to pick it up or tell them it's going to cost you \$15 to \$25 to get it filled out, or both. And they have every right to do that.

So if you're ill or injured get in touch with your Steward or myself at the branch office and ask us for the NALC version, or better yet ask us to fax it to your physicians office when you're there and then have the doctor fax it directly to the FMLA coordinators office when completed.

Getting a legitimate illness or injury certified is in your best interest as well as the Postal Services. And it is important that you do so, "CYA" use it or loose it, a very important survival lesson to learn. FMLA certification will protect you from being disciplined. Management cannot even discuss FMLA protected leave with you, that is the Law, so protect yourself. When you have an illness or injury in your family, you don't need the stress of dealing with discipline on top of it.

## Vice President Article

**T**his month I will be writing about Article 3. Which is management's right to manage or miss-manage. The District Manager has re-invented the way we letter carriers deliver DPS. His order is to go back and deliver all the DPS mail that is out of sequence on your route.

### **ARTICLE 3 MANAGEMENT RIGHTS**

**3.A** The Employer shall have the exclusive right, subject to the provisions of this Agreement

and consistent with applicable laws and regulations:

- A. To direct employees of the Employer in the performance of official duties;
- B. To hire, promote, transfer, assign, and retain employees in positions within the Postal Service and to suspend, demote, discharge, or take other disciplinary action against such employees;
- C. To maintain the efficiency of the operations entrusted to it;

D. To determine the methods, means, and personnel by which such operations are to be conducted;

E. To prescribe a uniform dress to be worn by letter carriers and other designated employees; and

F. To take whatever actions may be necessary to carry out its mission in emergency situations, i.e., an unforeseen circumstance or a combination of circumstances which calls for immediate action in a situation which is not expected to be of a recurring nature. USPS' "exclusive rights" under this article are basically the same as its statutory rights under the Postal Reorganization Act, 39 U.S.C. Section 1001(e). While Postal management has the basic power to "manage" the United States Postal Service, it must act in accordance with applicable laws, regulations, contract provisions, arbitration awards, letters of agreement, and memoranda. Consequently, many of the management rights enumerated in Article 3 are limited by negotiated contract provisions. For example, Management's Article 3 right to "suspend, demote, discharge, or take other disciplinary action against" employees is subject to the provisions of Articles 15 and 16.



**V.P.: Kirk McLaughlin**

**Article 3.F Emergencies:** This provision gives management the right to take whatever actions may be necessary to carry out its mission in emergency situations. An emergency is defined as "an unforeseen circumstance or a combination of circumstances which calls for immediate action in a situation which is not expected to be of a recurring nature."

**Emergencies—local implementation under Article 30.** Article 30, Section B, Item 3 gives NALC branches the right to negotiate, after completion of each National Agreement, a Local Memorandum of Understanding (LMOU) which may include, among other items "Guidelines for

the curtailment or termination of postal operations to conform to orders of local authorities or as local conditions warrant because of emergency conditions."

Mis-management is something that has been chosen by the district when instructing us to go back and delivering miss sequenced mail in the DPS from your route. It creates overtime on the routes, and for the carriers on the 8 hours list it will create O.T. grievances. When management does their morning go around there is no way we as carriers we can give an accurate estimate of how we are going to be on the route that day.

We don't know how many mis sequenced pieces of DPS we will find. Management must not care about the cost of gas and the amount that is being wasted by going back and delivering the mis sequenced letters from the DPS.

It really is disgusting spending the amount of money the PO is spending on these instructions so that someone in management can get a bigger bonus. So when you hear management tell you Article 3 gives them that right, they are right, it does give them the right to mis

manage. So deliver every mis-sequenced DPS letter for your route and remember that we carriers get paid by the hour, call it your Christmas bonus or your McArthurisum bonus, but enjoy the money while it's there. And those on the 8 hour list keep your steward informed if you are forced to work more than 8 hours so that the steward can grieve their mis management, and be sure to call in and inform them that your mis-sequenced DPS is going to put you into overtime. And until this policy ends put a smile on your face as you're going to the bank.

**Solidarity Always**  
**Kirk McLaughlin**

## The Concerted Action Corner

### When You Go To Lunch With A Scab, Who Pays?

#### (A Question Of Etiquette)

Two letter carriers go to lunch at a formal restaurant famous for serving meals in less than half an hour. One carrier is a member of the Union. The other is a scab. At the end of the meal, the check lies between them. Who should pick it up?

Some would argue that the scab should get the bill, since he/she enjoys many benefits because Union members pay dues to protect wages and working conditions. In reality, the scab would be making about half as much, with far less benefits if not for the Union. So out of gratitude for the Union the scab should pick up the tab, right?

Others would argue that the Union member should pick up the bill, since he already pays for all of the scabs raises, benefits, and decent working conditions. The Union member should continue what he is already doing and pay for yet another benefit (lunch) for the scab. In fact, since every raise and benefit the scab has ever received and ever will receive is negotiated by the Union (which takes quite a bit of money), the Union member has effectually paid for all of the scab's past lunches, all the lunches that he will ever eat, and probably his mortgage as well.

The real question, as I see it, is why would anyone want to go to lunch with a scab in the first place. Many of you probably think that no self-respecting Union member would ever go to lunch with a scab, but I have seen it with my own eyes. I honestly believe that this occurs simply because Union members do not understand about scabs.

Scabs take and take every single raise and benefit with smug self-assurance that Union members will always be there to pay for collective bargaining. Scabs think that there will always be enough upstanding, ethical people abounding in brotherly love, who will be willing to support all carriers through every trial and hardship.

#### A Scab Allegory:

Long ago there was a small village, and every night the village was attacked by raiders. (These particular raiders had never even heard of Oakland). The townspeople would fight off the raiders every night, and every night the townspeople were victori-

ous, but the fight was not without its cost. The clubs and stones of the raiders injured some of the villagers. Others were so tired that they could not work the next day. This was the sacrifice that the villagers continually made to protect their village and way of life.

One day the villagers realized that not everyone had been coming to defend the village. They called a meeting, and asked those who had failed to unite for their common defense (the scabs) to explain themselves. Some of the absent villagers stated that they thought that there were enough defenders already. Others stated that they could not risk getting injured, or going without sleep, as they needed to earn a living. Still others claimed that they harbored no ill will towards the raiders, and (failing to make eye-contact) claimed that they would be happy if the raiders were allowed to take over the village, since they were certain that the raiders would be reasonable about everything.

Those who had united to fight were furious! The town charter forbade them from kicking anybody out of the village so they had to allow the scabs to stay. At the same time, the honorable townspeople could not refrain from fighting the raiders themselves (shorthanded), because if they did not defend the village, it would be destroyed.

Months passed, and the united defenders suffered, both from fighting the raiders, and from the lack of support from the scabs who refused to help in the fight. At first, the scabs prospered, because they were never injured or tired from fighting the raiders. But in time, the united villagers lost all respect for the scabs. They refused to frequent the scab's businesses. They saw the scabs as self-serving cowards who did not care for their fellow villagers. The general public began to loath the scabs. Scabs were despised because they failed to defend the village, knowing that others would do it for them.

But, interestingly enough, some scabs, after being treated with utter contempt by the honorable villagers, realized their mistake, and came back to help defend the village. Of course there were others who really didn't care about anything but their own lives who never did come back to fight.

The day that the raiders finally break through and sack the town the die-hard scabs will probably change their minds, but then it will be too late. And

likely as not, in the aftermath of the raiders victory, the die-hard scabs will probably blame the united villagers for not having fought hard enough. Taking responsibility...it's not just for Union members anymore.

Anyway, that is the allegory. My question is this: Why do some Union members treat scabs like they are our best friends? Scabs gluttonously gobble up every raise and benefit, and yet fail to support their fellow carriers in any way. In fact, I have yet to hear a scab even say thanks to the Union for negotiating any raise or benefit, but that is moot.

In the end, it is always about the money. After all, if it were not about the money, what else could it be about? What carrier would deliberately sabotage the system by which he gains all of his raises, COLA's, benefits, and decent working conditions? When you boil away all of the rhetorical crap that most scabs spew out about why they are not in the Union, I have always found that it comes down to finances. In fact, the last Union negotiated COLA was for far more than the annual cost of Union dues! But did I see any scabs join after I informed them of this undeniable fact? No!

If I had to eat my lunch across the table from a scab, I would lose my appetite (and possibly my lunch). I hope that all my Union brothers and sisters feel the same way when they look across the table at their "friend" the scab, munching away on food that he would not be able to afford except for the Union's efforts, living in a home that he would not be able to afford...you get the picture. The scab "eats up" everything the Union provides, but the scab is unwilling to lift his/her little finger to support his/her fellow employee who paradoxically sacrifices and fights for them.

So, if this article has made you want to stop going to lunch with your "friend" the scab, but you don't want to offend your "friend", here's what you do. Blame the whole thing on me. Politely explain that you cannot make it to lunch today, and then hand them a copy of this article. Tell your scab "friend" to read the article, and that it will explain why you must now eat your lunch without his or her charming company. If you can't do this, then you might as well buy your scab "friend" his/her lunch each and every day, because you already do.

Don't pick your scab for lunch! (It even sounds gross)

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

## MBA/COMPENSATION

BY: **JIM KEREKES**

Early 2002 the Postal Service was formulating a Transformation Plan. One article I wrote about later that year was called Out Placement. We didn't hear a lot about it that year. Recently within the last 9-12 months, it has resurfaced. A pilot program is being tested in New York, so reported by National Compensation Department spokesperson Ron Watson. (Postal Record 2004).

This Outplacement is a program developed by the Post Office, not by the Office of Workman's Compensation. Out Placement works like this: The postal service identifies injured employees for whom work no longer exists. The service terminates or withdraws the limited-duty or rehabilitation job offer. This program is to try and find work outside the Post Office for employees with job-related injuries or illnesses. The Post Office, according to ELM546.1 and 5CFR353, has contractual and legal obligations to find limited duty work within the Post Office, also within the employees' medical restrictions. The Post Office must find work within the craft first; if not available, then outside the craft, but within the Post Office. Again refer to the information in the ELM 546.14.

If a limited job offer is no longer available, stop work as requested by the service, then see if there is a possible grievance. Meanwhile, this places the employee in a wage loss situation, thus, the employee must file a CA-7. This also requires submission of medical evidence to the Labor Department. When the Labor Department approves the CA-7, OWCP can start a rehabilitation program. We cannot grieve anything against OWCP, but we can against the Post Office if we feel there is a violation of the ELM546.14.

The other legal obligation cited in 5CFR353 asks the Postal Service to provide limited duty work to injured employees who are able to work.

The Federal Employees Compensation Act at 5USC8151, requires Office of Personnel Management to issue regulations protecting employees' job retention rights. This regulation, along with 5CFR353, gives different restoration rights to limited duty assignments. If the employee is not restored to limited duty within his or her medical restrictions, then the employee can appeal a refusal of limited duty job as-

signment to the Merit Systems Protection Board. This appeal can be made by all injured employees. While any grievance or MSPB appeal is in process, any Vocational Rehabilitation by the Labor Department will stop after resumption of the limited duty offer.

Therefore, there are contractual and legal regulations to follow for limited duty job offers and OWCP has its regulations too. Therefore, injured employees must understand these regulations or contact us who have access to these regulations for assistance.

P.S. Accidents can happen to anyone. Be prompt in reporting accidents. It's much easier to process an injury if you follow a checklist of what to do.

**FMLA, How to tell if your certification is active.**

If you have a chronic condition, or a dependant with a chronic condition that is certified by the FMLA coordinator and your not sure whether or not the certification if active. The ways to find out is when you call the ACO and are asked for a FMLA number; enter the number given to you. At the end of the call the program should tell you whether or not the number is active or you need to re-certify with a new request. According to the FMLA coordinator he will not send you out a notice to tell you your FMLA file number has expired. Don't second-guess whether you're covered. Enter your FMLA number in and be sure. The best way to protect yourselves is to get covered. To qualify for FMLA only takes an illness or a prescription regime of more than three (3) days. But you have to ask for FMLA protection at the time of the call or within 2 days of returning to work. If you don't ask you won't get it. Protect yourself from discipline. Ask your stewards for the forms and advice on getting FMLA certified.

**Tom Giron**

**NALC Health Benefit Plan**

Contact Brigham Young at 969-9343

Just a short note to let you know open season for health benefits will be upon us soon. I have been trying to contact personnel to find out when our health benefits open house will be. They think it will be around the 15<sup>th</sup> of November. All union members will receive mailings from the NALC as soon as the 2006 prices are known. I will have more information after I attend the Health Benefits Seminar Oct 16 through the 19<sup>th</sup>.

Once again I would like to remind you that the NALC Health Benefit Plan is still one of the best for the money.

For your information a high consumption of nuts including peanuts lower the risk of gallstones by 30%, eat at least 5 or more ounces of nuts per week. Studies show that eating 3 ounces of dark chocolate could lower blood pressure, say the editors of "Prevention".

Exercise and save your brain. A study by the National Institute of Health the researchers say couch potatoes are 2.5 times more likely to develop dementia than people who exercise regularly. Take a walk every day.

Remember as members of the NALC, you are the owners of our health benefit plan.

**PTF SURVIVAL TRAINING**

There will be PTF training for all new and old PTF's at the union hall. This training if you haven't been to it before will cover all aspects of what is expected of you by the postal service. We will also be covering what rights you as a union member have. There will be a question and answer session after and we promise that no question will be unanswered. **We will stay until there are no more questions.** Pizza and drinks will be provided. If there is a problem with children, bring them. The training will be at the union hall 2261 So Redwood Rd., October 20th at 6:00 pm. See you there

**Tom Giron**

**Boo"st Your Wealth and Health at our Wellness Fair" Open for Retirees also**

Live It Up at the USPS Employee Health & Financial Fair

Employees and their families are invited to the USPS Health/Financial Fair on October 29th, 2005, from 3-7pm, at the Salt Lake Community College Jordan Campus Student Pavilion located at 3491 West 9000 South, one block east of Bangarter Highway. The fair will have something for everyone: Halloween fun for the kids, music from our own U.S. Postal Service Band, educational & screening booths, demonstrations and activities to help you learn about the many ways to improve your lifestyle and financial health.

**Informational and Health Booths available:**

- |                                       |  |
|---------------------------------------|--|
| 1. American Cancer Society            | 10. Bankruptcy/Debt reduction                        |
| 2. Heart/Lung                         | 11. Mortgage/Refinance/Reverse                       |
| 3. Diabetes/Cholesterol screening     | 12. Financial Planner                                |
| 4. Hearing/Vision                     | 13. AARP   |
| 5. Bone Density screening             | 14. Child ID   |
| 6. Cholesterol/Blood Pressure machine | 15. Child Safety                                     |
| 7. Health Benefits / FSA/ TSP         | 16. Emergency Preparedness                           |
| 8. Postal People Booth - Retirement   | 17. Disease Prevention                               |
| 9. Organ Donor                        | 18. Free Flu Shots for Postal Employees if available |

Blood Mobile- ARUP confirmed

Massage

Fire Department- fire engine, promote smoke detector/smoke alarm etc.

LLV/Carrier Photos (USPS Safety presentation for children)

## Organizer's Report

We are getting a lot more new hires to the letter carrier craft. Let's take care of them, by answering any questions they have. No matter how dumb the question is to us, these new PTF's need to know. One of the strong points to getting new hires to join is the statement of the Union as being one. Please let's help them in every way, short of carrying their mail. Let's show them that, yes we do stick together. We can't think of ourselves as individuals when it comes to management but rather a group. Together we **WILL** be heard, divided we will fall into management's hands of abuse. Let's not allow that to happen. COLA's and the contractual increases will amount to over \$1500 dollars this year alone. There's no excuse for these carriers not to join. We need to let them know that we are tired of carrying them. After all how many of them would carry anything for you?

**The following is a list of the non-union carriers in your stations. We need them on our page.**

- **Bountiful:** VT Adair, JD Burningham, DL Chugg, JW Johnson, SL Johnson, BH Schulthies, RB Sebrands, MN Snapp
- **Custer:** JR Mooney,
- **Northwest:** DT Dardon, KE Lyon, DJ Raasch, JJ Skidmore, CM Weirick, DL Weirick, RC Weishar
- **Downtown:** RR Backer, SA Davis, RD Eberhard, RD Hermansen, AR Jensen, CD Lamb, Z Zabriskie
- **Foothill:** JE Campbell, RH Crane, KA Grater, MB Hanks, CD Hanks, SA Hanson, GL Marvian, SC McFarlane,
- **Millcreek:** RL Kuehne, E Sanchez, DK Sullivan, BS West,
- **Holladay:** JR Baker, JF Batin, SJ Cornia, SA Eccles, MM Fiedel, JL Halliday, CA Lehman, S Lopez, CF Olson, SE Riddle, M Rose, BV Snyder, WE Wettstein
- **Collections:** MS Chase, BM Ellison, DR Franz, KM Lundgren, GC Martin, AC Stirling, J Trijillo, HR Webb
- **Sugarhouse:** G Aun, KW Boynton, JM Gubler, BR Obermark, ML Olsen, MW Sloan
- **South Salt Lake:** PB Anthony, BR Hennefer, AJ Saxton
- **Murray:** GR Fausett, BR Frost, DL Giles, EA Hubert, KL Scott, JD Waters, BL Whipple, T Bird, R Taylor
- **West Valley:** PA Montoya, RW Britton, JD Berry, AJ Bott, RD Munro, GB Peterson, DL Smith, HF Tapia, DG Taylor,
- **Tooele:** SL Cottrell, TB Drollinger, DK Tanner
- **Kearns:** SA Brown, KT Clark, DC Cline, TR Cooper, MM Gibbons, JB Hamby, CA Horten, RL Hughes, RB Peck, BJ Price, LP Spencer, RD Taylor, C Williams, LL Eskelson,
- **Cottonwood:** GD Adamson, JL Fawson, PT Gunnell, DD Nittsuma, A Yeoh,
- **Midvale:** BS Arnason, SW Baxter, SM Grayson, VE Millet, BY Yamasaki
- **West Jordan:** HJ Bigelow, M Bird, MA Inman, V Lang, ME Lingwall, RE Mears, RA Van Zeben
- **Sandy:** MJ Brimhall, J Christensen, KJ Coleman, RG Cowley, DL Ellis, MD Finke, S Hunsaker-Mccarv, HH Nguyen, HD Richins, KA Ritter, HJ Sanchez, SR Smith, KS Tahmoreszadeh, L Tea, ME Ward, SM Anderson, KJ Gruhdell, MD, Lowe, JL McCalmon, AI Pappas, AC Rose, KJ Snyder, K Austin, J Williams
- **Lehi:** BT Hobb, DD Wright

This list in no way is meant to belittle anyone; rather it is an informative list for members to know who needs to be edged a little into becoming a member of the strongest union in the Post Office. The **NALC**. If for some reason your name appears on this list and you are a member contact me or your steward and we'll get your name off the list.

**Solidarity is the only way we can stay afloat.**

**Tom Giron**

## WHAT TO DO IN CASE OF ACTIVE CARRIER'S DEATH

1. Notify employee's immediate supervisor, postmaster and personnel section (if any). Give supervisor locker keys and badge as well as information on time and place of memorial services.
2. Check with USPS personnel section or postmaster for annuity for yourself and any minor children, and about your potential eligibility for Annuity Protection Plan payments.
3. Contact the following for possible accounts or benefits:
  - a. The local NALC union office;
  - b. If veteran, the Veterans' Administration local office;
  - c. Local bank or postal credit union;
  - d. Social Security Administration local office;
  - e. Insurance companies for policies on life (if NALC Mutual Benefit Association, write 100 Indiana Ave., N.W., Room 510, Washington, DC 20001 or call 202-638-4318; if Federal Employees Group Life Insurance, contact local personnel office); hospitalization (if NALC Health Benefit Plan, write 20547 Waverly Court, Ashburn, VA 22093 or call 703-729-4677) house; and automobile;
  - f. Internal Revenue Service local office
  - g. Thrift Savings Plan (504-255-6000; TDD: 504-255-5113).
4. Fill out these forms (obtain form USPS personnel section or postmaster):
  - SF 2800 ---application for death benefit;
  - SF 1153 ~claim of designated beneficiary for unpaid compensation;
  - SF 1155 ~ claim unpaid compensation, no designated beneficiary;
  - FE 6 ~ claim for benefits, Federal Employees Group Life Insurance.
5. Have mortuary officials obtain enough certified death certificates for your needs (they can advise how many). Also have on hand marriage license and divorce decree, if applicable.
6. Change name on important papers to survivor's name.

## WHAT TO DO IN CASE OF RETIRED CARRIER'S DEATH

1. Notify Office of Personnel Management (OPM), Retirement Programs, Employee Service and Records Center, Boyers, PA 16017. In your letter include: full name of deceased; exact date of birth; exact date of death; CSA claim number; address, relationship and signature of person entitled to survivor benefits.
2. For quicker action, provide the above information to NALC's Director of Retired Members, 100 Indiana Ave., N.W., Washington, DC 20001, or call toll-free 800-424-5186 Monday, Wednesday, or Thursday, 10 a.m. -noon and 2-4 p.m. (Eastern time). NALC will alert OPM so that survivor benefits will commence as quickly as possible and will send you Forms SF 2800-Application for death benefit, survivor annuity; and FE 6 claim for benefits, Federal Employees Group Life Insurance. Remember that survivor annuities are not paid automatically; you must apply to OPM to receive benefits.
3. Return any uncashed annuity checks to the address on the accompanying Treasury Department envelope. If payments are made directly to a financial institution, notify it of the retiree's date of death and request that any future checks be returned to the Treasury Department.
4. Contact the following for possible accounts or benefits:
  - The local NALC union office;
  - b. If veteran, the Veteran's Administration local office and the commanding officer of local military installation;
  - c. Local bank or other financial institutions;
  - d. Social Security Administration local office,
  - e. Insurance companies for policies on life (if NALC Mutual Benefits Association, write 100 Indiana Ave., N.W., Room 510, Washington, DC 20001 or call 202-638-4318); hospitalization (if NALC Health Benefit Plan, write 20547 Waverly Court, Ashburn, VA 22093 or call 703-729-4677); house; and automobile;

**Continued on next page**

- f. Internal Revenue Service local office; g. Thrift Savings Plan (504-255-6000; TDD: 504-255-5113).
- 5. Change name on important papers to survivor's name.
- 6. Have mortuary officials obtain enough certified death certificates for your needs (they can advise how many).
- 7. Gather miscellaneous necessary papers such as birth certificate, marriage license, divorce decree, death certificates of deceased children or spouses or other documents establishing identity of relationship of survivor.

NOTE: IF SPOUSE OF RETIRED CARRIER DIES, call NALC retirement office to obtain the forms to:

- Restore annuity to full amount;
- Switch health coverage from family to self (unless dependent children);
- Change beneficiary of government life insurance.

### REQUEST FOR LEAVE DONATION

Due to extended illness letter carrier Laura Bobo is out of annual and sick leave. She has been in a non pay status since Aug. 12, 2005. If you would like to donate some annual leave to her, please call -

Carl Lopez  
Northwest Station  
359-6944

### 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.

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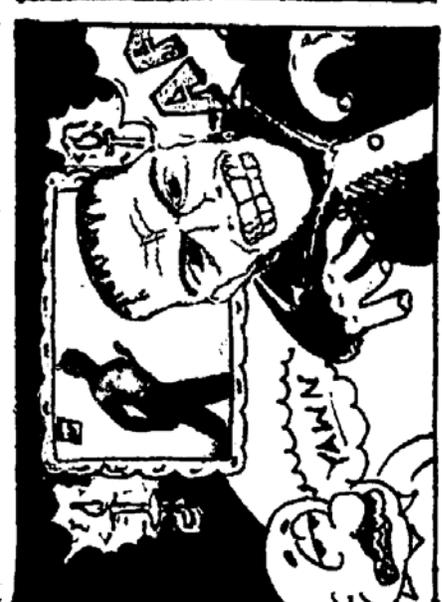
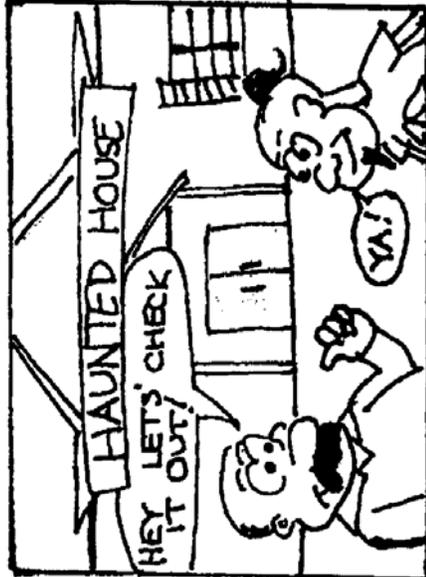
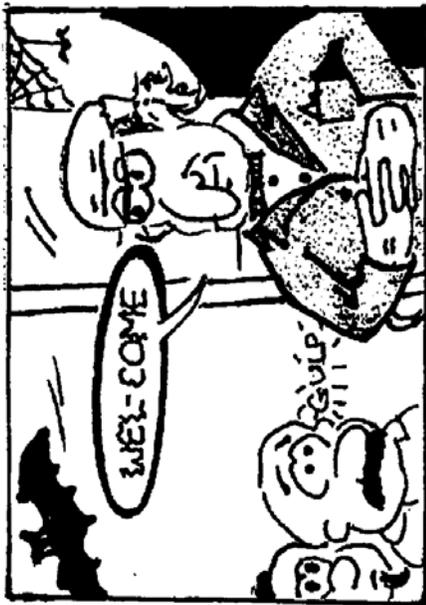


**Freedom Flex Waist Band**



**\$ 41.36 Shorts**





# Let us help you buy a home!

## Need help buying or refinancing your home?

Union Plus® Mortgage is here for you with a program that is exclusively designed for union members and their families.

*This valuable program features:*

- Mortgage assistance if you become unemployed as a result of a layoff, disability, strike or lockout\*
- Savings on closing costs
- A wide variety of mortgages including loans for those with less-than-perfect credit or other unique circumstances
- Eligibility for your parents and children, too



For more information regarding the Union Plus program, call Chase today.

**Mark Altice**  
**Regional Coordinator**  
**Toll-Free (800) 449-4380**



\* For information regarding mortgage assistance, speak to a Chase Loan Officer. This program is only available to Union members, their parents and children. Eligibility for mortgage assistance begins one year after closing on a Union Plus Mortgage. Union Plus is a registered trademark of Union Privilege. The closing cost rebate will be applied automatically at closing. The borrower is responsible for all other closing costs. This offer may not be combined with any other promotional offer or rebate is not transferable, and is available only to certified union members, their parents and children. This offer is valid for applications received by Chase by 5/31/05. All loans are subject to credit and property approval. Program terms and conditions are subject to change without notice. Not all products are available in all states or for all loan amounts. Other restrictions and limitations apply. All loans are offered through JPMorgan Chase Bank, N.A. or Chase Manhattan Bank USA, N.A. depending on product type and property location. © 2005 JPMorgan Chase & Co. All Rights Reserved.



## 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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 Salt Lake City, Utah 84119

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**Branch 111 Website**  
[Branch111.com](http://Branch111.com)

**OCTOBER 2005 CALENDAR**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
		← RAP SESSION →				
9	10	11	12	13	14	15
	COLUMBUS DAY HOLIDAY		COLUMBUS DAY	Union Meeting 6:00 PM		
16	17	18	19	20	21	22
			SHOP STEWARD MEETING 6:00 PM		Pay Day - 21	
23	24	25	26	27	28	29
30	31					
DAY LIGHT SAVING TIME END	HALLOWEEN					