

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

The Pavement Pounder



FEBRUARY 2006

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

Drawings from the January 2006 Branch Meeting

Branch Progressive drawing -A	\$750.00
Name Drawn (Joe Zane)	Not Present
Branch Progressive drawing -B	\$25.00
Name Drawn (Jodene Watson)	Not Present
Retirees Progressive drawing	\$100.00
Name Drawn (George Schmitt)	Not Present
Brookfield Progressive drawing	\$30.00
Name Drawn (Dennis McDaniel)	Not Present
2 \$50.00 Skaggs gift cert.	
Winners - (Wayne McNees & Scott Jacobson)	
2 Door prizes	\$25.00
Winners - (Eric Grotepas & Sharla Groves)	

Drawings for the February 9th Branch Meeting

Branch Progressive drawing -A	\$775.00
Branch Progressive drawing -B	\$50.00
Retirees Progressive drawing	\$125.00
Brookfield Progressive drawing	\$45.00
Skaggs gift cert.	\$50.00
2 Door prizes	\$25.00

YOU MUST BE PRESENT TO WIN

The President's Corner



Mike Miller

Well we just finished with our first Labor Management Meeting for 2006 and it went as expected, not everything we wanted to hear was said. But we did discuss a lot. I doubt if this administration will be as receptive to working together as the past administration was. So I feel that there will be far less jointly agreed and far more battles to come on the horizon.

One of the most important things we discussed concerned the subject of discipline. In the past two or three months I have seen a big increase in the number of carriers being disciplined. Some of the discipline has merit but most I see either does not have merit or is far more severe than is warranted by the action. And most of the discipline is for safety related

violations, such as slipping on a rubber band “good grief.” I have never seen so much discipline as I have seen lately, and for some of the most ridiculous things.

Now, even though discipline has more than doubled in the last three months, as some have said would happen, that does not mean that we should be any less contentious of safety, because we do need to be safe at all cost. I want each of you to take the time to be safe. Management didn’t want me to tell you take the time to be safe; they just wanted me to tell you to be safe. But we all know that if we do everything safely, the way we are supposed to, then it is going to cost some time, versus jumping fences and retainer walls rather than walking around, or carrying mail in our laps and in our hands while doing curbside delivery and steering with our knees, or running when you should be walking and paying attention to your surroundings. Take the time to be safe, “Deliver the mail as efficiently as you can safely deliver the mail,” and no faster than that. Speed and stress are two ingredients’ that will ultimately get you in trouble, and I can tell you that management is bent on disciplining everyone who they observe doing anything unsafe.

Supervisors and managers have been instructed to follow the carrier for at least 30 minutes or until they see them doing something wrong. We all know that if you watch someone long enough they are going to do something wrong, no matter how insignificant it may be. I have yet to have a carrier come to me and tell me that they were stopped and complimented on doing everything right, “job well done.” They don’t care how good a job you are doing, they will follow you until they see you do something wrong, or that they perceive to be wrong, because they are being told to. It is either you or them, and who do you think they are going to pick.

You know they are desperate to discipline carriers when they discipline for slipping on a rubber band, or getting bit by a dog as they walk away from a residence, or backing into a stall to

deliver to a mail room and then tell the carrier that from now on he has to park in the fire lane for 45 minutes and get ticketed or towed. We have a 1767 and an Article 14 grievance going on with that one right now.

Be safe ladies and gentlemen, CYA, use it or loose it. 5 o’clock means nothing, if you can’t deliver the mail and be back by 5 pm, just call and let the Supervisor know, do not go past 5 and not call in by 2:30 or 3 pm, depending on what your supervisor has instructed you to do. I want everyone to go out there and do a good safe job, but I don’t want any of you to feel that you need to rush to get done by 5 pm, because that is when you will more than likely have an accident or get observed violating a safety regulation. We had a carrier get disciplined because some manager observed this carrier driving through a parking lot and they said it looked like he was speeding, how in the hell do they know how fast he was going, are managers coming equipped with radar eyes now.

If it takes you until after 5 pm to finish delivering the mail and you’re doing your job then you have nothing to worry about. And if they give you a rash of shit when you call in simply ask them what they want you to do, deliver it or bring it back, simple as that. Do not let the Supervisor intimidate you into running and being unsafe, you’re the one that will get disciplined if you do, not them. Management wants their cake and they want to eat it also, and as much as they want this they cannot have it both ways. If it takes until 5:30 to get the mail delivered then take until 5:30 to deliver the mail, **but call first**, that is the rule.

Too many carriers think it’s okay if they don’t call as long as they are working, until they get disciplined. I don’t care what the atmosphere was in the past in your zone, I can guarantee that it has changed now. If you have to go to a pay phone and call you can put in to have management reimburse you for the phone call. And each day you have to use \$.50 to call in you need to request in writing for the Supervisor to reimburse you for that call, don’t wait. And you

need to ball date the request and keep a copy in case management doesn't reimburse you so we can grieve to get you paid. If management requires you to call they have to pay for you for the call. CYA, use it or lose it! Take the time to be safe, take the time it takes to be a professional, we are professionals.

END

The Vice President's Report

One of the biggest concerns I hear from Letter Carriers is that their DOIS numbers are not reflecting their actual times. They ask, "Can I get a route adjustment so that DOIS will quit showing me under?" The answer is: No, you can't. Oh, you can get a route adjustment, and if your route is out of adjustment my advice is to submit a request for special inspection as soon as you qualify. (six weeks in a row, each week containing at least three days wherein you have used at least half an hour of overtime). But, that still won't fix DOIS for your route.

Everybody has heard management say that DOIS is just a tool. If so, it is a tool that only helps management. Has your supervisor ever said (When you estimate that you will be back in eight hours), "Your estimate is too low. According to DOIS, you can't make it back by then. DOIS shows you at least two hours over. A 3:30 estimate is just not going to cut it, I show you back by 5:30. No? Well, can we split the difference? How about 5:00? Can you at least commit to not be done until 5:00?" Ha! We all know that management only invokes DOIS when it shows us under our estimate.

Many carriers are unaware of the enormous amount of information that DOIS does not consider on a daily basis. Some of the things DOIS does not factor in are:

- How many packages you have.
- How many chunks you have.
- How many pieces you have (it is a piece estimate of your measured mail).
- How many certified, express, registered, and C.O.D. pieces of mail you have.
- How many insured packages you have.
- How many delivery confirmation scans you are going to make.
- If there is snow on the ground.
- If it is raining.
- Traffic.
- Road Construction.
- How many of your customers are on vacation.
- How many mark-ups you have.
- How much mail you pulled out of your hot case.
- How many C.O.A.'s you will be filling out.
- How long your Supervisor will spend arguing with you over your estimate.
- And so on...

That being said, there is nothing in the M-41 (City Delivery Carriers Duties and Responsibilities) that says we even have to consider DOIS when making our estimates. Nor is there anything in the M-39 (Management of Delivery Services) that instructs management on how to use DOIS. Our responsibility to management and to our craft

is to make a good-faith estimate based on the mail we can see, and also based upon our knowledge of our route. DOIS should have nothing to do with our estimate. If management wants to use a tool to help us with our estimate, they should inform us of our DPS count, since the DPS is kept out of sight, unsecured, and physically outside of our offices (At least in many of our offices, and isn't it ironic that carriers can be disciplined for failing to secure the mail?). It might help us to give a more accurate estimate to know that we had an extra thousand pieces of DPS!



Mike Wahlquist

So, if your Supervisor is trying to shove DOIS numbers down your throat, simply ask him, "I forget, where in the M-41 does it say I have to consider DOIS numbers when making an estimate? Could I see a copy of that? This isn't a debate. My job, according to the M-41 is to give you an estimate. Do you want to hear my estimate or not? You don't have enough help? Sounds like a managerial problem to me. I guess that's why you get paid the big bucks! Ok, it sounds like you don't want to hear my estimate. I'll just leave a Form 3996 (Carrier – Auxiliary Control) on your desk. Oh, and I'd like a copy of that for my records...I understand I have that right." (Art. 41.3.G states: "Upon request, a duplicate copy of the completed Form 3996 and Form 1571, Report of Undelivered Mail, etc., will be provided the carrier.").

Hopefully, we all realize that DOIS is a work of fiction, based on some of the facts, but missing many of the facts. DOIS will never be completely accurate until it considers all of the facts, and that is yet to happen. You could have 10 route inspections and DOIS will still be off. My advice is: don't allow management to intimidate you with DOIS numbers.

However, we must all continue to be men and women of honor when we case and carry our routes. Take the time necessary to be safe, and be sure to take your lunch and street break. Try to carry your route the same way that you have been previously instructed.

And always remember, it's just an estimate, not a commitment. If things don't work out exactly like you think (over or under your estimate), call it in (if so instructed), and let management make the decisions for which they are paid the big bucks!

**By: Michael J. Wahlquist -Vice President,
NALC Branch 111**

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. **Editor**

MBA/ COMPENSATION

BY: Jim Kerekes

There are three common reasons why on-the-job injuries are hard to be accepted by OWCP.

- The claimant didn't file it in a timely manner and /or reported it on the wrong form.
- The injured workers' doctor didn't show a causal relationship between the job and the injury. The doctor didn't have medical support to say the injury was caused (or aggravated or precipitated) by the work of the employee.
- The Postal Service does not complete and /or forward to OWCP the correct forms. They may not forward them in a timely manner.

To correct some of these problems do the following:

1. See my previous articles of 2005 where a list of forms was written. Also ask us about the time limits on claims. Also keep a copy of everything.
2. Build a relationship with your doctor. He'll then be willing to help you. Also there is a lot of work in processing an OWCP claim for a patient by the doctor. Sometimes you need to tell your doctor that there is quite a difference between State OWCP claims and Federal OWCP claims.
3. Contact us to help you.

OWCP is an office of the Department of Labor — not affiliated with USPS. OWCP claim examiners are neutral, they apply the laws to each claim.

Whenever you write to OWCP you should always put your name, address and claim number on each page. You should print the claim number in bold print at the top right hand corner of each page you send. In any letter you write or answer to OWCP, you should be polite, professional, and stick to the relevant facts. You should type it, not hand write it.

When you receive a letter from OWCP, there may be time limits on responding back to them. So get on it right away. Don't wait until the last minute, because you need time to prepare it and mail it. When you turn in your CA-1 or CA-2 to the Post Office they have 10 working days to get it to the Labor Department. You need to ask the Post Office to give you a complete copy of ALL sides of those forms before those 10 days are up.



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Legislative - Phillip Rodriguez

On January 24, 2006 I was notified that Postal Reform (S. 662) would go to the full Senate for vote. I immediately notified Mike Miller and set forth a plan of notifying our members when the vote would be scheduled. After three years of waiting finally a vote.

I don't need to state to our member's how unqualified the majority of our manager's are at conducting routine daily operations. We have all seen their incompetence. Our member's work daily with supervisors and managers that make decision's that, in any other company, would be incompetence. Not only have our members viewed their ineptness, the Postal Commission addressed the issue and made recommendations to correct the problem in their report to Congress.

On January 26, 2006, hours before the vote, the USPS released a press release stating the USPS would not support Senate Bill 662. After three years of agreeing to the current legislation and supporting the bill through the NALC lobbying efforts, our brilliant leaders released a statement that contained misinformation and facts that simply is false. The USPS press release angered Senator Collins and Senator Carper that their office released a statement headlined with the caption "The Postal Service has sunk to a new low." Below I have printed their press release:

With the following is a news release from the offices of Senators Susan Collins and Thomas Carper, January 26, 2006.

WASHINGTON, DC – Senators Susan Collins (R-ME) and Thomas Carper (D-DE), are disputing false, misleading, and inaccurate claims made today by the US Postal Service regarding S. 662, the Collins-Carper postal reform legislation. In addition, the Senators today said that recent comments made by the postal service are confusing and troubling given the fact that Postmaster General, John Potter testified before

the Homeland Security and Governmental Affairs Committee in support of the bill.

On April 14, 2005, Potter said, "The escrow requirement established by Public Law 108-18 should be eliminated and the military service retirement payment obligation returned to the Dept of Treasury. In its place, we support the creation of a payment stream to prefund retiree health benefits. The Postal Accountability and Enhancement Act, S. 662, addresses both of these concerns." Senators Collins and Carper also pointed out the following inaccuracies about the Postal Services claims in a press release date January 26, 2006:

With their latest release, the Postal Service appears to have sunk to a new low.

The Postal Service claims that S. 662 could lead to a 20 percent increase in stamps. In reality, there is nothing in this bill that would lead to rate increases. In fact, S. 662 includes a strong rate cap that would prevent the Postal Service from raising rates each year by more than the Consumer Price Index. It also requires that the Postal Service maintain "predictability and stability" in rates. Finally, it includes language that would shore up the Postal Service's finances and keep rates stable for years to come by permanently fixing its flawed pension formula.

The Postal Service at one time was saying repeatedly that they needed the reform in our bill to head off rate increases. Without the reforms in our bill, postal rates will skyrocket as the Postal Service is forced to make higher pension payments. The lack of a rate cap and strong oversight will allow the Postal Service to push all of these costs onto its customers.

The Postal Service claims that S. 662 would force it to "absorb retirement benefit obligations for former military personnel who now work for USPS but did not incur those benefits under the Postal Service's employment." This is com-

pletely false. We've fought side by side with the Postal Service for years to return the obligation for military pensions back to the U.S. Treasury. Our bill includes language ensuring the postal ratepayers will not be saddled with these costs. It's disappointing that the Postal Service is now distorting our position and blatantly misleading our colleagues and the public on this issue.

They complain that S. 662 would make them pre-fund its retiree health obligations. We do this because the Postal Service currently owes its employees and retirees upwards of \$45 billion in health care benefits. They are largely ignoring these costs, knowing that future ratepayers or even the taxpayers will pick up the tab when the bills come due. The reforms in our bill are hardly an unfair burden. Rather, they force the Postal Service to be more financially responsible.

They suggested that unions do not support this legislation. This is false, S. 662 had been endorsed by the National Assoc of Letter Carriers, the Rural Letter Carriers Association, both postmaster associations, and the supervisor associations.

In addition, the Senators released this statement last night: "We are extremely troubled and disappointed that at the very last minute, the Postal Service is attempting to block action on our bill-the first attempt at modernizing our postal system in more than three decades. While no legislative product is perfect, we believe this bill, which is the product of years of debate and compromise among a number of interested parties, gives the Postal Service the tools necessary to survive and thrive in the 21st Century.

"We're also outraged that the Postal Service would mislead Senators about what's in S. 662 in an effort to block it. Nothing in the bill would lead to rate increases. In fact, S. 662 includes a strong rate cap that would prevent the Postal Service from raising rates more than the Consumer Price Index. It also requires that the Postal Service maintain "predictability and sta-

bility" in rates. Finally, it includes language that would shore up the Postal Service's finances and keep rates stable for years to come by permanently fixing its flawed pension formula. It's ironic that the Postal Service-which has been forced to raise rates 4 times in 5 years-because of its inability to control its costs and respond to the new economic landscape-is accusing us of putting the health of the postal system at risk."

"The Postal Service is the only entity out there right now standing in the way of progress on this issue. We join the dozens of groups who've endorsed S. 662 in urging the Senate to move this process along and to put us on the path toward reforming the Postal Service for the 21st century."

I will keep the branch updated using our branch Officer's and Stewards. As always, I encourage participation in COLCPE. Please take the time to make your donation because clearly we, not the USPS, will decide our future.



The Concerted Action Corner

Junk Mail? Not.

Is there such a thing as junk mail? Of course not, even though our patrons may call the newspapers, Advos, and other bulk mail "junk". This mail is an important part of our job and we should treat it with the respect it deserves. If this bulk mail were to go away it would have an enormous impact on the Postal Service, and on us. The service would lose a chief source of revenue, which would be extremely difficult to replace. Lost revenue equals an inability of the Postal Service to meet its financial obligations, chief of which is pay and benefits for employees. It would also have an impact on us on a daily basis. Like your overtime? No papers on Monday, no Advos on Tuesday, no Kmart etc. the rest of the week. There went most, if not all, of your overtime. Route too long? Not anymore. Given this scenario and the continuing decline in

1st class mail, loss of this bulk mail would lead almost inevitably to fewer letter carrier jobs.

Recently, I was assigned by President Miller to handle a grievance in which the chief issue was the proper handling of Advos. Fortunately, management once again botched their investigation. However, through my involvement, it became crystal clear to me just how cavalier my attitude towards this type of mail had become. Unfortunately, my conversations with a number of other carriers, supervisors, and other postal employees showed that many of them had the same contemptuous attitude. Don't let yourself become the next carrier to receive discipline because you couldn't be bothered with papers or Advos.

Our customers on both ends deserve better. The businesses that advertise in the Advo, papers, and other bulk mail do so because they believe that we will reliably deliver their message to their potential customers. An increase in customers in their stores, and on their phones, that they can attribute to the mail demonstrates

to these businesses that they should continue this strategy, and possibly increase the use of this advertising medium. On the receiving end many of our customers count on the ads and coupons to help them maximize their tight family budgets. All of us should be able to understand that. I know few letter carriers that are independently wealthy.

I often hear the question, "How does the Postal Service make money on this junk?" I won't bore you with the math, but you may be assured the service does make a profit. More income in U.S.P.S. coffers equates to a better bargaining position for the N.A.L.C.

Ask yourself the question "Do I show this important bulk mail the respect deserved and make an honest effort to deliver it correctly?" If you find yourself wanting, as I did, please resolve yourself to do better. Remember the future of your job may very well depend on it.

By: Jeff Asay

Stop Going to Contract Doctors!!

If you are injured on the job, you have the right to choose any physician you want. It is not in your best interests to go to the Work Care Clinic at 2390 S Redwood Rd. (Right next to the Union Hall.) Understand that all the doctors at the Work Care Clinic work for the Post Office and will not be concerned with your interests. Instead, they are only concerned with the interests of the Post Office.

For example, a doctor employed at this clinic recently revealed to the OIG and Postal Inspection Service information from a private conversation he had with a letter carrier that had nothing to do with his medical condition.

The Work Care Clinic only serves the post office and so getting you back to work as soon as they can whether you are fully recovered or not is their prime mission. Avoid being placed into a precarious situation where going to this Work Care Clinic is your only choice.

First, if you don't have a regular Physician get one! Second, if you are injured while you are on the clock, go to your own physician or a hospital emergency room. At all costs, all letter carriers should avoid going to the Work Care Clinic at 2390 Redwood Rd and any other *Insta care* type facilities. If you are injured on the job and before you fill out any forms immediately call your Shop Steward or Mike Miller. 973-6705



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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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FEBRUARY 2006 CALENDAR

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9 Union Meeting 6:00 PM	10 Pay Day - 3	11
12 Lincoln's Birthday	13	14 Valentine Day	15 Steward Meeting 6:00 PM	16	17	18
19	20 Utah NALC Rap Session 9am-4pm At The Union Hall President's Day Holiday	21	22 Washington's Birthday	23	24 Pay Day - 4	25
26	27	28				