

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

The Pavement Pounder



MARCH 2006

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

Drawings from the February 2006 Branch Meeting

Branch Progressive drawing -A	\$775.00
Name Drawn (Kitt Robertson)	Not Present
Branch Progressive drawing -B	\$50.00
Name Drawn (Anthony Hendry)	Not Present
Retirees Progressive drawing	\$125.00
Name Drawn (Clyde Felsted)	Not Present
Brookfield Progressive drawing	\$45.00
Name Drawn (Dennis McDaniel)	Not Present
\$50.00 Skaggs gift cert.	
Winners - (Wayne McNees & Scott Jacobson)	
2 Door prizes	\$25.00
Winners - (Eric Grotepas & Sharla Groves)	

Drawings for the March 9th Branch Meeting

Branch Progressive drawing -A	\$800.00
Branch Progressive drawing -B	\$75.00
Retirees Progressive drawing	\$150.00
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

We have a big push on COLCPE donations coming from our National Office. They want everyone to sign up for the automatic payroll deduction for COLCPE so that it comes right out of your check. I am going to quote our National President Bill Young....

“We need COLCPE to help elect members of Congress from both parties who will stand up for working people like the hard-working letter carriers we represent,” he said. “Elections are expensive and if we don’t raise money to elect a pro-union Congress, we will simply cede our democracy to the corporate interests and unscrupulous ideologues who will always find a way to funnel money to politicians willing to do their

bidding.” This past year COLCPE ranked 37th among the countries PACs and 20 years ago we ranked in the top 10 PACs. “I want to change that,” Young said. “I want the NALC to be the largest PAC in the postal industry. I want to match our leadership in the legislative arena with leadership in the political arena. And I want to return to the Top 10 PACs in America.”

We all need to sign up for the automatic deduction for COLCPE and support our national officers in lobbying Congress and the Senate and getting those elected to office that support our desire to continue having a strong and fiscally healthy Postal Service. We need to support those who want to continue having a healthy Postal Service, and appose those who want to use the Postal Service as a cash cow or who want to privatize the Postal Service.

National has embarked on a campaign called “**Gimme 5 for COLCPE.**” They are asking members to do what 5,000+ active members already do and that is to give an average of \$5 per pay period to COLCPE through payroll deductions. As our National President stated, “That is just 50 cents per day, far less than the cost of a cup of fancy coffee at Starbucks that many of our members stop for routinely each day.”

So I am asking all of you to “Gimme 5 for COLCPE.” And I am going to help you do it. Never before has it been so easy to do an allotment for COLCPE than now. But most people are not real good with computers and therefore they tend to avoid getting on the computer and doing an allotment for COLCPE. So I am going to volunteer to do it for you. All you have to do is either come into the office or call me on the phone and I will sign you up. All you need to have at your finger tips is your employee ID number, your PIN number and a copy of your current Postal Record sent to you by National. If you come into the office I will sit down with you and sign you up, it will take two minutes tops. And if you call me on the phone at the office or on my cell phone, I will sign you up and you don’t even have to leave the comfort of your

recliner to do it. The office number is 973-6705 and my cell number is 598-0778, call me lets get this done today.

Elections are coming up and Postal Reform is still not done yet. We need to be ready for elections and we still have lobbying to do before Reform is finished and out of committee with the House and the Senate.

Now enough on politics, I have another issue I want to harp on again which has to do with carriers injured on the job. **DO NOT** go to a Postal Service contract physician, you have to right to choose your own physician, that is the Law. And if you can’t get in to see your physician, take your CA-16 and **GO TO THE NEAREST EMERGENCY WARD.** Once they have examined and treated you have them refer you to your doctor or a specialist. Now if the Postal Service sends you to their physician after you see your choice of physician, and there are times when they can do that, **DO NOT LET THEM TREAT YOU!!** They only have the right to examine you, but you do not have to let them treat you, only allow your choice of physician treat you for an on the job injury. A contract physician does not work for you; they are paid and work for the Postal Service under contract. So tell me whose interests are they going to be looking out for? I can guarantee you it’s not yours.

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

The Vice President's Report

Recently in the Holiday Post Office, Management told Letter Carriers that they could not deviate from their route more than half a mile to go to lunch. That is completely not true. It states in Section 126.5.b.2 of the M-39 (Management of Delivery Services Manual):

The carrier has the option of selecting up to three locations for lunch. When authorizing lunch places, give consideration to reasonableness of location from the standpoint of suitable eating places, and in particular to the reasonableness of the distance from the route to the eating place and back to the route.

What this means is that you get to pick three lunch locations, and there is no set limit as to how far away they may be; the distance and location just need to be reasonable. (In other words, if there is a KFC, a McDonalds, and an Arby's one mile away, you aren't going to be able to prove that a ten-mile drive to Carl's Jr. is reasonable). However, if the closest three eating establishments are five miles away, then that is what is reasonable. Of course, travel time from and back to your route is deducted from your half-hour lunch, so you may not want to drive too far to go to lunch.

Just to illustrate that distance is not a factor I will cite two Arbitration decisions from the MRS (Materials Reference System):

C-03997 The saving of slightly more than one mile of travel cost, and a few minutes of travel time, is not of sufficient magnitude to justify management's denial of [the] grievant's selected locations.

C-03902 Management's cancellation of a previously authorized lunch location was improper,

where the location required a 1.4 mile deviation, and where another authorized location required 2.2 miles of travel

Now there may be some carriers who wonder why they should be tied down to just three locations. In fact, there are some carriers who have no lunch locations selected on their 1564-A ("Delivery Instructions" form in your route book). They go wherever they want for lunch. I have a word of caution for you if you choose to do this: You are only covered by OWCP going

to, coming back from, and eating at authorized lunch locations. An identifiable unauthorized deviation from the route for a personal reason, including lunch, may remove you from coverage. It should be noted that deviations of less than three tenths of a mile have resulted in denied claims.

So, the worst-case scenario is that you go to an unauthorized lunch location, and on the way you get into an accident, and as a result you become permanently disabled. It would be unlikely that you would be covered by OWCP.

If the accident were deemed to be your fault, you could be out of work, and on your own to pay all of the medical bills, with no end in sight. In fact, you could be liable for all of the damage the accident causes.

But, on the other hand, if you get into an accident while going to an approved lunch location, you would very likely be covered by OWCP, which would insure you against loss of pay and against all of your huge medical bills. You also likely would not be liable for any damages, even if the accident were deemed to be your fault. This coverage could amount to millions in an extremely bad accident, so this kind of protection can be invaluable.



Mike Wahlquist

In the end, everyone must decide for himself or herself about lunch locations. My advice is to get your 1564-A filled out with three reasonable lunch locations, and remember, distance may not be a factor. Have your Supervisor or Manager authorize the locations, and then you will be covered in case some terrible driver changes your whole life in a split-second. Hopefully that never happens to any of us, but like the Scout Oath implies, it never hurts to "Be Prepared".

By: Michael J. Wahlquist -

Vice President, NALC Branch 111



The 5-O'clock Window

We have a lot of carriers in Branch 111 who think that they have to make 5-O'clock at all costs. They feel that they have to skip breaks, cut their lunch short or out right skip their lunch and violate every safety rule in the book just to save a few minutes. **Those** who feel and think this way could not be more wrong.

You do not have to make 5-O'clock, and if you become aware that will not be able to make 5-O'clock, just call in and talk to the Supervisor or Manager, if neither one of them are there talk to a clerk, but get the name of the individual you talked to and what time it was. And just getting back to the office by 5-O'clock is not enough; you also have to be punched into the office once you get there. Calling on your cell phone is a great tool for CYA, you can always access the records of your calls and use that as proof that you did in fact call.

Once you have called in and talked to the Supervisor or Manager let them know what your ETA will be for punching into the office and ask them what they want you to do, never bring the mail back unless you have been instructed to do so. And if the Supervisor gives you an order to be back by 5-O'clock and refuses to give you help and you know you can't make it, finish delivering the mail and don't worry about when you will finish, just get the mail delivered and do a good job.

Once you have called and let Management know that you will not be able to make their ridiculous 5-O'clock windows, then you have done your part. The part you need to worry about is if you fail to call in, as you are required to do, then management will have just cause to discipline you for failure to follow instructions. Do not put yourself in that position, it does not pay to push the envelope.

Just do as you are instructed to do, and call in and give them as accurate an estimate as you can of your ETA, do not under estimate because you don't want a confrontation. Give the Supervisor as accurate information as possible so if they send you help they will send you enough help to get you back. Once you have called in I don't want you fretting about getting back in, but I do want you doing a good job and delivering the mail as efficiently as you can deliver it safely. And do not try to make 5-O'clock if your workload requires you to go past 5-O'clock. It is your job to deliver the mail and it management's job to pay you for the time it takes to deliver the mail, and no less than that.

Mike Miller

Legislative - Phillip Rodriguez

Postal Reform

Congratulations! On February 9th, 2006 Senate Bill 662 was passed in the Senate. Last summer the House of Representatives passed similar legislation, so finally, after years of waiting, the US Senate acted and moved the legislation to House-Senate Conference committees. Years of hard work and lobbying finally paid off.

What happens next? The two bills are different and work will be necessary for a final draft, especially when key special interest groups have already stated their displeasure with both bills. Their objections are many and too long to list. If Congress had acted sooner a rate increase wouldn't have been necessary and the Postal Service could well be on the road to some sort of financial stability. Stability will benefit our customers and hopefully, with this financial security, our wages and benefits will be guaranteed for years to come. That is why our partner, Direct Marketing Association, has lobbied so passionately for passage. The companies whom they represent do not want to pay another postage increase. We as letter carriers still have plenty of work ahead to assure a sensible bill is passed. We cannot stop contributing to COLCPE or communicating with our elected officials because in Washington, anything can happen.

One huge obstacle and key opponent to passage is the current administration. The White House has long opposed this legislation because of two key issues written into both bills. One, the transfer of \$27 billion dollars back to the US Treasury of military retirements placed upon the USPS. This obligation was transferred to the USPS early in the Bush Administration because of the escalating national debt. This burden is unnecessary and unfair and the USPS is the only federal entity that is financially responsible for military retirements for the men and women who have retired from the armed forces. The second is the pay back of the CSRS retirement obligation to the USPS. The USPS had been overpaying into the CSRS for thirty years. In 2002 the overpayment amounted to almost 71 billion dollars. Because federal laws set the amount the Service pay's, the USPS had no choice but to continue to overpay until Congress changed federal law. In 2002, a bill was passed that would transfer the 71 billion back to the USPS

and adjust the appropriate CSRS rates. However, the Bush administration halted the transfer and placed the overpayment into an escrow account until the USPS presented a plan to the administration that would be to their satisfaction. The service has not received a dime of the billions that they overpaid and still was mandated to pay the "over payment" to the tune of 3.1 billion last fiscal year. So, not only did the USPS over pay for decades, the "administration mandate" ordered USPS to continue to overpay without end in sight. Our mailer's and the American public had a rate increase of 2 cents directly related to the CSRS payment required by the White House.

The CSRS and Military transfer provisions are complicated and confusing. It's a necessary provision but it definitely is dry and boring. One thing that is not is our wages and benefits. Both bills guarantee our union the right to collectively bargain in behalf of the hundred of thousand active and retired letter carriers. It allows our benefits and wages to be negotiated without millionaire legislator's interference. The NALC is the only union since the 70's that has continually negotiated increases in wages and or benefits. This is a contract year and our union will spend millions to bargain for higher wages and benefits.

COLCPE

I constantly have fellow carriers approach me concerning the NALC lobbying efforts. Some say that it is not our role as a union to lobby congress. Some say that our Union only lobbies on behalf of a certain political party. Why should they contribute to COLCPE when their political views are different from what most labor unions represent? These are all valid questions that deserve a response.

The last election cycle our COLCPE paid out million's to Legislator's of both parties. If they would commit to guarantee our wages they had the NALC support. While the Democrats had the edge in COLCPE contributions, a surprising amount of Republicans throughout the country received contributions from COLCPE. A good example is our Congressman here in Utah. Rep Cannon for two years would not meet with me in person. The Congressman would send his aid or some other staff member and the meeting would be non productive

because his position was that he could not support postal reform without “looking” at the labor issues. Except for Congressman Matheson, this was the position of all our federal elected officials. Through our lobbying and COLCPE all of the Utah Senator’s and Congressman voted for Postal Reform. A drastic change from just two years ago! Why? Money.

Almost everyone has a political philosophy. A political philosophy is the most fundamental right of any democracy. Our right to express our pleasure or displeasure of our government is the foundation of any free democratic society. As members of our union I urge everyone to express and have a political stance. Too many members are passive and fail to get involve, which in my mind, is sad and tragic. However, keep one thing in mind. A political philosophy is just that, a philosophy. When those philosophies conflict with your checkbook or way of life, then those philosophies are worthless. If your political stance reduces your retirement, allows reduced wages, mandates higher health premiums, eliminates our cost of living wages and diminishes collective bargaining, is that philosophy, that potentially takes money from your wallet, worth having? All these reductions in benefits and wages were recommended in the original reform bill and are still urged by some member’s of Congress. Few letter carriers live comfortably enough that any reduction of wages or benefits is feasible. Imagine having to pay and additional 35% in health care premiums or having to give up the cost of living allowances that was well over 800 dollars just for last year. That is money out of your pocket. Corporations lobby for their bottom line of higher profits so it is certainly acceptable for you to do the same. The next time you listen to those radio talk show host’s that claim to have all the answers and claim to somehow relate to your middle class status, remember, those same host’s are multi millionaire’s that have not a clue what it is like to live paycheck to pay check. Do they worry and stress about a Questar bill over two hundred dollars? Do they struggle when gas prices are 2.50 cents? Those individuals who have all the answers are the 1% of the wealthiest in this country who has benefited the most under the current administration economic policies.

The Concerted Action Corner

FFIFTY-SIX. In the state of Utah there are 56 letter carriers who have made the commitment to contribute to COLCPE on a regular basis thru payroll deduction, electronic transfer of funds from their bank, or retirees from their annuity. THIRTY-SEVEN. 37 Branch 111 members who make a small sacrifice, as little as a dollar a week. Their names appear in the February Postal Record.

Is your name on this list? No. Why not? It should be. What’s your excuse? I know, you pay your union dues, shouldn’t that be enough? No, it is not enough. Put cash in the jar at branch meetings? Great, good for you, but there is a better way. Write a check for a lump sum once or twice a year? I applaud you, but again there is a better way. Already have allotments? No excuse.

My friends, we must face the facts of the modern American political system. Money is power. Power is money. Money buys access and clout. Money equals VOTES. This may seem harsh, but to come to any other conclusion is naive. COLCPE is letter carriers gaining access. Access to Congressmen, Senators, Governors, Legislators and even the President. We get them to listen, to care, to take the ideas and issues important to letter carriers seriously. Money gets our leaders in the room. Not just national officers, but leaders like Phil Rodriguez, from our Branch 111. You have probably heard that Postal Reform legislation recently passed the Senate. It took three years of effort and a substantial expenditure to get this far. But this is not the end game. Now is the danger. A conference committee of the House of Representatives and the Senate can impact the legislation for good or ill. Our enemies get another chance. There are no guarantees that what was good going in will be good coming out. Then we must overcome the obstacle of a presidential administration that is decidedly unfriendly. All of this will be costly.

Even if Postal Reform ends in our favor, there will still be a need. The next election is always just around the corner. It is crucial that the political leaders elected are friendly to the working class and to letter carriers. A hostile congress can destroy our future. A steady stream of contributions through allotment, electronic transfer or automatic deduction insures that our union leadership can fight the current battle, and plan for the next. A steady income, wisely used, will get the attention of politicians, who need

enormous amounts of money to be elected. Our leadership must be able to donate to candidates who will represent the interests of us as letter carriers and unionists.

We can, we must do more. There are over 1000 members of Branch 111. THIRTY-SEVEN have made the commitment. Pitiful. Are you one of the few? Excuses are just excuses. Using all your allotments? Use electronic transfer. Lump sum? A little at time is less painful and more effective. The spare change in the jar? A dollar a week is spare change, less than you will spend on soda from the machine in the swing room, but infinitely more effective as a COLCPE allotment. Aren't union dues enough? You know better.

Finally, I wish to express my personal gratitude to those whose names appear in the Postal Record. All of them from every state and branch. Thank you caring enough to help protect the economic future of myself, my family, and all my wonderful friends in Branch 111.

Jeff Asay

The "DOIS Awards"

As Letter Carriers, we are all too aware of the many discrepancies that surround Management's Delivery Operations Information System (DOIS). While there have been many articles that outline these discrepancies, two recent articles come to the forefront. One is President Brent Boswells' article that appeared in the December 2005 edition of "The Utah Carrier" in which he states in part "Joint USPS/NALC testing showed only 4% of stations entered all of the volumes correctly into DOIS" and "The average daily difference between inspection standard and DOIS standard was 16 minutes. The street time difference average was 30 minutes, while the maximum difference was 3:47!". Branch 111 Vice President Mike Wahlquists' article in the February 2006 edition of "The Pavement

Pounder" provides further insight into the many inaccuracies with DOIS.

While Management insists that DOIS is "merely a tool", I would suggest that it is a tool used by management to "urge" Carriers to complete their route assignments as quickly as possible – using "numbers" which almost always suggest that you can complete your assignment faster than you think you can. How many times have we been confronted by a Supervisor with a spreadsheet, only to find out later that another "improved" copy was printed out?

The latest practice by Management, which has actually been going on for some time at different stations, is what I like to call "The DOIS Awards". This is where Carriers who have met their office, street and overall times have their names placed in a drawing for various awards. While I am sure that we all like to be commended for doing a great job, I have to ask, who is actually benefiting from Carriers who make their DOIS times? Is it Management? What are we sacrificing? Hopefully, we are not taking "shortcuts", jeopardizing our safety, or providing less than optimal customer service in order to "make the list". I see this going in the direction of shorter DOIS times and perhaps even a route addition in the future until at some point, you just get "burned out" and bid out, or even worse, get injured.

My suggestion is this Brothers and Sisters, simply "boycott" the "DOIS Awards". If you receive an award – politely decline or give it back. In my opinion, if you accept, you are "selling your soul" and subscribing to management's notion that DOIS is accurate. I believe our "reward" is that when you place your head on your pillow at night, you can rest easy in knowing that you gave your best effort that day, took care of your customers and came home safely.

**Solidarity Always,
Ed Somerville**

Changes in the By-laws will be discussed and voted on at the March 09, 2006 branch meeting

Does Negotiating the Time Needed to Carry your Route Make you Ill?

By Mike Madsen

The NALC has always counseled us to **make our own estimate** of when we will move to street time and when we will return to the office. This is a good idea, however, DOIS provides our Supervisor with an estimate by which he must live or die. Often, he knows or cares only about DOIS's scheduled return time. He doesn't understand how the estimate is calculated or what its weaknesses are. More often than not, we end up in an argument that makes our life and our Supervisor's life miserable.

Some of us can simply say "I carry this route every day. With this mix and amount of mail this is how much time I need to deliver it. If you don't believe me then put your boots on and come with me!" Some of us do not care a lick about what DOIS predicts. Some of us don't care to know why DOIS comes up with such insane estimates. I salute those of you in this group.

However, many of us, myself included, feel compelled to understand our own route times and why they vary. We know how much time we need each day and why we need it. We want to show the Supervisor why we are right and DOIS is wrong. However, we may not know how to translate our estimate into Management's language. If we learn to speak their language we can justify our estimates in a way that they understand. Also, we can point out DOIS's flaws and believe me DOIS makes a boatload of inaccurate assumptions.

The M-39 breaks Office Time down into about 20 different categories. I used to make myself sick trying to break my own time down into those categories. It was a waste of time and energy. Reality is that DOIS groups all Office Time into 2 categories, fixed and variable.

Fixed Office Time is everything that you do when you are not casing or pulling down. It includes personal time, vehicle inspection, dumping trays and cutting bands, office break, information requests, changes of address, mark ups, clean up, etc. Since the advent of automated mark ups and Management's direction to do clean up on street time, fixed office time has been much more consistent. Minimum fixed office time is 38 minutes if you take an office break and 45 minutes is a common average. Make a list and add up your average daily fixed office time needs; then defend your needs! Finally, add it in if you have a stand up or anything else during the morning that is not casing or pulling down. **The point here is you need to know how much fixed office time you need each morning.**

Variable Office Time is the time you spend casing and pulling down. I have calculated this many times and in many ways. In the end, the calculation is the same if you case mail at 90 or 95 percent to standard. This is the speed at which most of us case. This is about 10 or 11 flats per minute and 16 or 17 letters per minute. If you assume that the thickness of the mail is average, **it requires about 15 minutes per foot to case and pull down your residual mail.**

Don't get all worked up about whether the mail is counted correctly or counted at all. Just time your casing for one minute from time to time. You will soon understand that your casing speed exceeds minimum standards.

Leave Time calculation, then, is simple.

$$\text{Variable Office Time} + \text{Fixed Office Time} = \text{Leave Time or Begin Street}$$

Let's assume 6 feet of cased residual mail is an average day. 6 feet times 15 minutes equals 90 minutes variable office time. Add 45 minutes fixed office time and you have 2 hours and 15 minutes. If you start at 7:30 that means leaving at 9:45. Each extra foot of cased mail adds 15 minutes and each foot less subtracts 15 minutes. A stand up adds time, heavy clean up adds time, etc. Ask your Supervisor to tell you what your fixed and variable times are!

Once you know this calculation to be true it will be very easy to identify when DOIS is making a Leave Time prediction that is a bunch of crap. If DOIS predicts that you will be out of the office at 8:45 when you start at 7:30, as it often does, you will expose it for the lousy estimator that it is. An 8:45 Leave Time assumes that your fixed time is 45 minutes and your variable time is 30 minutes. At 15 minutes per foot to case it means you only had 2 feet of residual mail. Point this out to your Supervisor! They love to hear it.

Begin Street + Street Time + Lunch Time = Return Time or End Street

DOIS predicts your street time today based on the representative (i.e. average) street time used on your route during the entire week of its last inspection. It doesn't matter if you were not the carrier on the week of inspection. It doesn't matter if large territory changes were made after the week of inspection. It doesn't matter if your route has gained or lost deliveries since the week of inspection. It doesn't matter if your delivered volume has increased or decreased since the week of inspection. It doesn't matter if the number of dismounts you make have increased since the week of inspection. It doesn't matter if the week of inspection was 2 or 3 or 4 years ago. The only adjustment it makes is 4 additional minutes per 100 pieces in a third bundle taken directly to the street.

Please notice that DOIS uses the average for the entire week; it doesn't use an average Monday, an average Tuesday or an average Friday. However, delivered volume on Monday and Tuesday is often twice the delivered volume on the rest of the days of the week. This is DOIS's most inaccurate assumption. In my opinion, it is the single, greatest source of Letter Carrier and Supervisor stress. It causes violence in the work place all by itself. DOIS should predict your Begin Street to End Street **based on the volume you have to deliver TODAY instead of the average for some full week 2 or 3 or 4 years ago.**

As delivered volume increases the time necessary to deliver it increases. 3000 pieces of DPS requires more time to deliver than 1500 pieces. 1200 pieces of residual mail requires more time to deliver than 600 pieces. The number of dismounts you make to deliver accountable mail and parcels increases this time. If you take a third bundle to the street it increases this time. ADVOs increase this time. Sorting newspapers and loading them into your truck increases this time. **The point here is that Street Time varies based on volume.** The amount of variation changes from route to route depending on the type of delivery but Street Time always varies. DOIS assumes that it does not.

Letter Carriers deal with this lie that DOIS tells in several ways.

Some are lucky; for one reason or another **their Begin Street to End Street estimate is overstated by DOIS.** This allows them to make DOIS even on heavy days. Some will even forfeit lunch and break on these heavy days to make DOIS and to keep Management off their back. On light days they can take more down time, take a longer lunch or just come back early and appear to be a shining star.

Some are unlucky; for one reason or another **their Begin Street to End Street estimate is understated by DOIS.** This requires them to absorb tons of abuse on heavy days because they can't make DOIS's estimates; they absorb the abuse and take the time to deliver the mail by the book. On light days they still have to really push to make DOIS.

Some of these unlucky ones feel obligated to give up their lunch and break. They don't attempt delivery of their accountables, they skip parcels or hang them from the mailbox, they sacrifice their health and safety by running, they discard deliverable mail in the UBBM, etc., etc. On light days they still really have to push to make DOIS. These are the ones that only show up in the break room and at lunch when the mail is extremely light.

Be strong and show courage when you give your Begin Street to End Street estimate. Ask for the time you need based on a lunch, a break and sufficient **time to deliver today's volume** of deliverable mail. If your route has not changed much since its last inspection your street estimate will be longer than DOIS on heavy days and shorter than DOIS on light days. If changes have occurred since the its last inspection who knows what the relationship will be.

Fixed Office Time, Variable Office Time, and Begin Street to End Street Time-These are the three components of our workday. Management likes to define all three of them in its favor. They attempt to understate fixed time, they assume that you case faster than standard and they motivate you to do your street time on heavy days in the average time used during some week long ago.

The truth is that all three of these components vary based on today's workload. **Learn to estimate today and do your job today.** Leave averages over a period of time to Management. Averages over time are only meaningful when compared to other averages over time.

Please, e-mail me at michael.madsen@comcast.net with comments and questions about this article. Tell me if this article was helpful to you. If I learn something new from your comments, I will share it with everyone in next month's Pavement Pounder.

By Mike Madsen

SIGNATURE GROUP REAL ESTATE
 7070 S. Union Park Center, Suite 100
 Salt Lake City, Utah 84047
 Ofc 801.208.3800
 Fax 801.208.3801

Richard
The Right CALL
 (801) 918.3839
 richard@signaturegroup.cc

Visit: www.signaturegroup.cc/therightcall

More than just a word, Quality is the basic principles that shapes the way we do business. I am proud to announce my affiliation with Signature Group Real Estate, a company that is dedicated to offering the highest level of service. Our highly effective marketing programs offers sellers the quickest way to getting their home sold for the highest price. Our higher standards of professionalism

means the best real estate representation for your next transaction without the garbage fees charged by larger brokerages.

If you feel lost in the confusion of the massive companies and would like service on a more personal level, I invite you to call me anytime. Because it's still about caring for your needs.

(801)918-3839

richard@signaturegroup.cc

Visit: www.signaturegroup.cc/therightcall

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.



For all your Postal Uniform needs.

SKAGGS

Postal Uniforms & Accessories

3828 S. Main Street ~ Salt Lake City ~ Utah 84115

801-892-2666

Toll Free 1-888-475-2447 ~ Fax 800-883-2626 or 801-892-2618



\$ 17.96 Polo Shirt



\$ 80.96 Oxford Shoes



Freedom Flex Waist Band



\$ 41.36 Shorts



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
 2261 South Redwood Road, Suite 14
 Salt Lake City, Utah 84119

Non-Profit
 U.S. Postage Paid
 Salt Lake City, UT
 Permit No. 1981

OFFICERS of BRANCH 111

PRESIDENT
 Mike Miller (801) 598-0778

VICE-PRESIDENT
 Mike Wahlquist

TREASURER
 Mike Madsen

SECRETARY
 Sharla Groves

SGT-AT-ARMS
 Stan Hawker

MBA & COMPENSATION
 Jimmy Kerekes- Hm(254-2860) - Wk(955-8584)

TRUSTEES
 Eric Grotepas
 Joan Larsen
 Rick Watson

SAFETY & HEALTH
 Arlynn Venema

LEGISLATIVE
 Phillip Rodriguez

HEALTH BENEFITS
 Brigham Young (969-9343)

DIRECTOR OF RETIREES
 Joe Zabriskie (801) 968-4208

Branch Office (801) 973-6705
Fax (801) 973-6723

PAVEMENT POUNDER EDITOR
 Gean Ryans (801) 541-2716
thepavementpounder@comcast.net

Branch 111 Website
Branch111.com

MARCH 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 - 5	11
12	13	14	15 Steward Meeting 6:00 PM	16	17	18
19	20	21	22	23	24 Pay Day - 6	25
26	27	28	29	30	31	