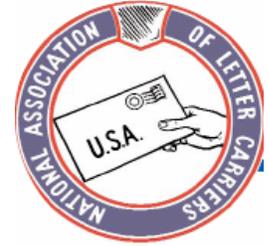


Official Publication
Of Branch III
Home of the
"Wasatch Branch"
Branch III
Chartered
January 24, 2003

The Pavement Pounder



APRIL 2006

Bountiful

Lehi Magna

Midvale

Murray

Salt Lake

Sandy

Taylorsville

Tooele

West Jordan

West Valley

Drawings from the March 2006 Branch

Meeting

Branch Progressive drawing -A	\$800.00
Name Drawn (<u>Ronald Wright</u>)	Not Present
Branch Progressive drawing -B	\$75.00
Name Drawn (<u>Melvin Smith</u>)	Not Present
Retirees Progressive drawing	\$150.00
Name Drawn (<u>Robert Desmond</u>)	Not Present
Brookfield Progressive drawing	\$45.00
Name Drawn (<u>Dennis McDaniel</u>)	Not Present
\$50.00 Skaggs gift cert.	
Winners - (<u>Jim Stark and Isaac Leituala</u>)	
2 Door prizes	\$25.00
Winners - (<u>C. Strickland and T. Scherzinger</u>)	

Drawings for the April 13th Branch

Meeting

Branch Progressive drawing -A	\$825.00
Branch Progressive drawing -B	\$100.00
Retirees Progressive drawing	\$175.00
Brookfield Progressive drawing	\$75.00
Skaggs gift cert.	\$50.00
2 Door prizes	\$25.00

YOU MUST BE PRESENT TO WIN

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The President's Corner



Mike Miller

I just received a decision from the B Team concerning a carrier who backed into a parking space in a parking lot next to a mailroom for a complex on his route. Management gave this carrier a 14-day suspension for doing something he does on a daily basis and has done as other carriers have done every day they deliver to that complex. The carrier did the same thing he does everyday as he backs into his stall at the Station parking lot after finishing his delivery of the mail.

There is no other way to deliver the mail from that parking lot in front of the mailroom than to pull into the parking space or back into the parking space. And if you pulled into the space you would still have to back out of it when done, so what is the difference. But management chose to issue this carrier a 14-day suspension for doing his job because he backed into a parking stall to unload his mail and take it to the mail-

room.

From now on I would like to ask for the support of all letter carrier in Branch 111 who have mailrooms for apartments or NBU's, where you have to park in a parking space in order to deliver to those boxes. I want you to start parking away from the mailrooms or NBU's and taking the time to walk over to the mailroom or NBU's. Park only where you don't have to back out of or into a parking space, park only where you don't have to back up in order to continue on with your deliveries, even if you have to park on the street. Lets face it; most of those complex parking lots don't have spaces like that available for you, so it's going to take you extra time to deliver to that complex.

If it requires a two wheel cart to get all your mail to the mailroom or the NBU's then ask for one and if management doesn't want to give you one, then get in touch with your steward or myself and ask that a grievance be filed to provide you with the equipment you need to do the job they want you to do, and in the manner they want you to do it.

I am serious, I want every one of you with that type of deliver problem to legitimately expand their street time and take the extra time it takes to park where you don't have to back up and walk to where the boxes are. And don't think they're not going discipline you for backing up, because they will, and if they don't they will be disciplined for not disciplining you. They have already been told that if they observe you on the street and don't find something wrong with what you are doing then they're not doing their job. So I don't care how much time it takes you to deliver that mail, take all the time it takes to make sure you are not doing something they can write you up for and discipline you for, especially if you are someone they are already watching. Don't do anything they can discipline you for. Take all the time it takes to do everything just the way you're supposed to do it. Don't do them any favors trying to save time by breaking rules — as you can see it doesn't pay.

And the same goes for dogs. We still have carriers getting disciplined for getting bit by dogs. As if any of you would go out of your way to get bit by a dog. If

you see a dog out on your route we want you to not deliver the mail for that division and bring it back. Call animal control and give them the address as to where the dog was seen and get a case number to put on the mail you are bringing back. And if you are delivering mail and see a patron's door open and you know they have a dog, do not deliver that mail, bring it back. If you see a dog loose within a yard even if the patron is in the yard with the dog, do not deliver the mail, bring the mail back and report it. Management and the B Team have already stated that you are not to take a chance of getting bit. Carriers who have delivered mail to a home time and time again with no problem have been bit by a dog they never thought would bite them. And if you are the one who is going to get disciplined for getting bit then why take the chance. And if you have a problem with bringing that mail back give me a call, because I want to know about it.

Take care and don't take any chances by doing management any favors to save them time. You're the one who will get disciplined, not them. They'll use you and then forget you when it happens. ■



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

On a heavy mail day, a long time ago, a supervisor asked me for my estimate. In turn, I asked him for my DPS count, since that is the only bit of information he possessed that could influence my estimate. He gave me the DPS count, and I replied that I would require an hour of overtime to complete my route. He responded, "It says here half an hour [referring to his DOIS numbers]. I'll split the difference with you and put you down for 45 minutes". He then walked off before I could say a thing. I was amazed at what had just happened. My legitimate estimate had been completely disregarded, and a false estimate had been written down under the guise of having been given by me. I was furious. My honest answer had been thrown back in my face. I thought about how I could deal with this bizarre situation.

I realized that I had many options available to me. I could follow the supervisor down the workroom floor and challenge his integrity and assert my right to give an honest estimate. Or I could ignore him completely, with the knowledge that it would in fact take me an extra hour for the day if everything went as well as I had planned, and I was not willing to sacrifice safety or customer service. In the end, I fixed the problem without further argument, and I will tell you how in just a moment. But before I get to that, I have a couple of questions for you.

Have you ever disagreed with you manager in regards to how much time it would take you to case and carry the mail on your route? Have you ever been stuck in a mind-numbing argument that only increases your estimate as your time is wasted by a supervisor who is pushing DOIS numbers without even understanding how they are derived? Have you ever wondered if your route is so overburdened that it would qualify for a special inspection? Have you ever wondered how much time another carrier actually used to carry a piece off of your route? If the answer to any of these questions is "yes" than I want to introduce you to Form 3996, which can be one of the most powerful tools of your craft. Incidentally, it was by using Form 3996 that I was able to resolve the issue with my supervisor. I simply handed him my 3996

and informed him that it was my "more accurate" estimate for the day.

Why is the Form 3996 so powerful? Because you document your actual estimate on it, instead of relying on what your supervisor wrote down (or what he argued you down to). Also, you have the right to ask for and receive a copy of the completed 3996 whenever you want (Art. 41.3.G of the National Agreement). This means that the supervisor makes you a copy of the 3996 after he or she has noted his or her approval or disapproval of your overtime or auxiliary assistance, and (if the piece is given to someone else) after the bottom section of the 3996 has been completed. If you are considering putting in for a special inspection, this information will be invaluable in proving your case. If you are curious to see if your supervisor has approved your overtime, this is the best way to find that out. If you are curious about how long it takes other carriers to carry the pieces that you have given away, again, this is the best way to determine that. All you have to do is ask for a completed copy of your 3996. This request cannot be denied.

Also, supervisors must advise carriers as to the "disposition of the request promptly after review of the circumstances at the time". What does this mean? It means that your supervisor, after reading your 3996, must advise you that you are to carry your own overtime, or pull time off of you, and he or she must do so "promptly". Of course, your supervisor can try to deny your estimate, but as long as you call in later with a revised estimate, he or she cannot then deny your overtime or auxiliary assistance (and your 3996 will serve as proof that you did indeed ask for that much time to begin with!). Incidentally, you must actually give the 3996 to your supervisor if you are using it to "update" your estimate, as I did in the beginning of this article; you cannot simply throw it on his or her desk and expect that they will see it.

An interesting fact is that in the "Christmas period", you don't need to write down any reasons for your need for overtime, you simply are to put in for the time on your 3996 (Step 4 #H8N-5H-C 15421 dated April 29, 1981). Also, carriers will not be required to write

down exact volumes when stating the reasons they require overtime; carriers must simply make a reasonable estimate of volume. (Step 4 #H1N-3W-C 32752 dated April 26, 1985). Also, any reason is a valid reason for overtime if it will affect your ability to carry your route (I.E. weather, sickness, construction...). Finally, management must retain all Form 3996's for at least two years from the date that you turn them in. So, even if you haven't asked for copies every day, you can still request any copies that you need to validate you request for a "special inspection" or for any other reason. And any assistance documented on 3996's must be considered when inspecting a route.

Please use the Form 3996 every chance you get! It will become a two-year record of your route, and may protect you from an unfair route adjustment, or performance related discipline.

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

Wrong Head Fred

This is the story of Fred. A letter carrier by trade was Fred. Many miles did old Fred trod. Plodding the route, mile upon mile 'til the mail it was gone. One day while slogging along in the cold and the damp Fred said inside his sore head "how I hate to plod along in the wet, all snowy and cold for miles untold". Then Fred had an idea, a regrettable thought "I know" said Fred "off my feet I will get, a supervisor I'll be, the ASP is the place for me".

Next day Fred found that 991 and filled it out complete. To the manager he delivered the terrible thing and the manager he began to sing, "a 204 B will I make that Fred and soon my conquest will be complete". To the boss did Fred bow, "run that route" the man said and that's what Fred did. The recommend he needed and to the boss Fred pleaded, "I've done as you asked, run my route, I was fast". Now said the man "turn your back on your friends" and that "union membership you'll not need, a scab you must be, if

promoted you wish to be".

So off to the ASP went silly old Fred. His breast swelled with pride. His smile it was wide. His friends they did chide him and tried to persuade him of how wrong Fred was inside of his head. But Fred he persisted and gloat did he "a station manager I'll soon be". The evil deed done, the ASP completed, Fred obtained his coveted title. "Supervisor, Customer Service" as his prized nom de plume.

Now with DOIS as his creed and his head wrong indeed, Fred berated and pushed, his former friends he did rush, the numbers Fred just had to make. But the carriers resisted and the steward persisted, the grievance files they piled so high. But those numbers, unforgiving, kept on weighing on Fred until the postmaster did speak "those goals you will make or you I will break".

Now into reality did poor old Fred crash. There is no pleasing that man, a slave he has made me. Long hours I work, but no overtime is paid and days off are but a sad memory. No sick leave for Fred even if he was dead that's what the conniving manager said. And whip those carriers into line though Fred knew it was wrong. DOIS couldn't possibly lie. Finally a moment did come, and Fred's head it was clear for the first time in years and Fred saw what he had done. "A wrong turn I did take, my old friends I betrayed, though they tried to steer me straight. Back to craft I must retreat.

Now Fred's friends forgave him and exclaimed "Welcome back, were so glad to have you back in the fold". And a few years later on what became of silly old Fred, you inquire? Well, silly no more, shop steward is he, and so my tale ends happily.

April Fools Fred.

By: **Jeffrey Asay**



Legislative

National Debt

In Early March, the Senate voted to raise the amount the Federal Government can borrow to nine Trillion dollars. Yearly budget deficits had pushed the nation's debt up to the old limit of 8 trillion dollars. Without more borrowing, the government would run short of money to pay its bills and could default on its interest payments. In mid-February, Treasury Secretary John Snow advised Congress that it started to borrow money from the G-Fund to avert reaching the \$8 trillion statutory debt limit. According to Secretary John Snow, the federal government would not have been able to meet its obligations without the temporary loan from the G-Fund, your retirement.

How much is nine trillion? It's \$30,000 for every man, woman and child in the USA. It's more than the gross domestic product of China, the world's second-richest nation. It's more than the combined GDP of Japan and India, the next richest nations. It's roughly equal to the amount of money invested in all of the USA's mutual funds. It's four times larger than the net worth of the nation's 691 billionaires.

How much has the debt limit risen under President Bush? It has increased four times, for a total of about \$3 trillion. That's the fastest such rise ever. The last \$3 trillion jump took eight years, from \$3 trillion in 1989 to \$6 trillion in 1997. It took the entire history of the United States through 1989 to amass the first \$3 trillion debt.

The debt costs the government money every year in the form of interest payments. In 2005, interest on the debt was \$184 billion, which made it the fifth biggest item in the federal budget, behind defense, Social Security, Medicare and Medicaid. Bush's budget projects it will reach \$11.5 trillion by 2011. That's equal to 68% of the nation's economy, the largest percentage since 1955. Spending on the wars and hurricane relief will help widen the federal budget deficit to a record \$423 billion this fiscal 2006, an increase from last year's \$319 billion deficit, according to the administration forecast last month. The Pentagon estimated that spending would increase to \$9.8 billion a month for operations in Iraq, up from the \$6.8 billion a month the Pentagon said it spent last year.

The conservative CATO think tank released a study in October 2005 that listed President Bush as the President with the highest increase in federal spending in the first term in office. "George W. Bush is one of the biggest spenders of them all. In fact, he is an even bigger spender than Lyndon B. Johnson in terms of discretionary spending. The increase in discretionary spending—that is, all non entitlement programs—in Bush's first term was 48.5 percent in nominal terms. That's more than twice as large as the increase in discretionary spending during Clinton's entire two terms (21.6 percent), and just higher than Lyndon Johnson's entire discretionary spending spree (48.3 percent)."

Escalating debt, runaway spending, government intrusions, soaring inflation, high interest rates, high gas prices, corporate scandal, lobbying scandals, Iraq war, human rights abuses-what a legacy.

By: Phillip Rodriquez

National Association of Letter Carriers AFL-CIO 2006 Food Drive



Saturday May 13th
Help needy families in our communities.
To volunteer to help contact your food drive coordinator.

MBA/COMPENSATION

BY: JIM KEREEKES

I'm reviewing the CA-2 procedures again. I'm hoping the following steps will help you determine when to fill out a CA-2 and when to turn it into your supervisor.

If you have an occupational illness or disease injury go to the doctor of your choice. After the doctor first indicates the medical condition is, or maybe, related to your work, then request a CA-2 from your supervisor.

Then you fill out items 1 thru 15.

Note -- Item 11 is a date where you first became aware of the illness.

Note -- Item 12 is the date that you first realized the illness was caused or aggravated by your employment.

You, the employee, are not a medical practitioner, and have no way of basing a medical reason that the illness is job related, therefore in item 12 you write the date your doctor indicated the condition was, or might be job related.

You also need to provide a detailed employee statement. Instructions are on the back of CA-2.

Then you need to have the doctor write a detailed medical statement. Those instructions are on the back of the CA-2. Employees should not delay turning in a CA-2 pending an employee statement and medical report. Employee should submit the CA-2 to the supervisor as soon as possible after being told by the doctor that the condition might be work related. In these cases, you should write in Items # 16 and #17 that you are still working on your statement and that you will be getting an appointment with the doctor to get the doctors statement.

When you give the CA-2 to the supervisor, he places your name on the First line of the receipt portion. He correctly completes and signs the receipt and then gives you the receipt.

Note -- The supervisor completes the back of the Form - Items #19 - 35. Then the supervisor is required to copy the entire form and give a copy to the employee.

***NOTE** the supervisor has two days to give you a

completed copy of the Form!! Then the Labor Dept. requires the Post Office to have it to them in 10 days after the receipt from the employee to the supervisor.

Therefore call me if you need help filling out your portions of the form. Also make sure your supervisor gets the CA-2 completed copy to you in 2 days. That gives the Post Office only 8 days to get it to the Labor Department. ■

NALC pressing USPS on DOIS flaws, abuses

The NALC is actively pursuing the national level grievance over the uses—and abuses—of the DOIS computer system, but top Postal Service managers are still dragging their feet on acting to address the system's obvious flaws. "The Postal Service has been slow to respond—that's about the nicest way I can put it," NALC Director of City Delivery Fred Rolando said. "We've outlined all our issues and had several meetings to explain how to correct the problems. But management still doesn't seem to get it." NALC President Bill Young, who designated Rolando to head up the union's battle with the USPS over the Delivery Operations Information System, said he is determined to bring the abuses under control. "Our members have suffered more than enough," Young said. "More than a year ago we gave postal management a list of DOIS violations—chapter and verse, right out of their own manuals and handbooks and our National Agreement.

They already acknowledge we are correct on many of them." Tersely underlining the union's position, President Young said, "We are delivering the mail every day in the real world, not some computer fantasy land. If they won't stop hitting letter carriers over the head with 'DOIS says this' and 'DOIS says that,' we will end up in national arbitration."

Because DOIS is used for a variety of functions, the dispute is "very complex," Rolando emphasized. One of the union's major concerns is how the corrupt data is used by supervisors to project letter carriers' work load on a daily basis. "DOIS was programmed so that letter carriers don't get time credits for many of-

fice functions. They acknowledged that, and that means the numbers are bogus," he noted. "Additionally, there is no provision in the handbooks and manuals for management use of a 'percent-to-standard.' And this is all compounded by other base data in DOIS that is not consistent with route inspection records." "As long as the formulas, base data and input are inaccurate, there is no way DOIS can be a useful tool," Rolando said. "And no tool, no matter how fancy, can replace the judgment of professional

letter carriers and supervisors who can recognize reality." Rolando said NALC and USPS continue to meet at the Headquarters level over how to resolve the national grievance issues, "but it is tough going." The related effort to devise a new system for route adjustments is intermingled with DOIS, he said. "How quickly we get through this depends on how much management wants to resolve these issues rather than perpetuate the problem," he concluded. ■



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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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APRIL 2006 CALENDAR

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2 Daylight Saving Time Begins	3	4	5	6	7 Pay Day - 7	8
9 Palm Sunday	10	11	12	13 Union Meeting 6:00 PM Passover Begins	14 Good Friday	15
16 Easter Sunday	17	18	19 Steward Meeting 6:00 PM	20 Passover Ends	21 Pay Day - 8	22
23 Orthodox Easter	24	25	26	27	28	29
30						