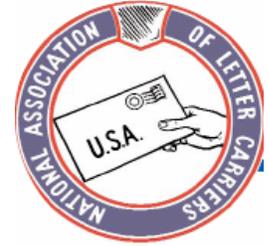


Official Publication
Of Branch III
Home of the
"Wasatch Branch"
Branch III
Chartered
January 24, 2003

The Pavement Pounder



Bountiful

JUNE 2006

Lehi - Magna

Drawings from the May 2006 Branch Meeting

Branch Progressive drawing -A	\$850.00
Name Drawn (<u>Sean Dahl</u>)	Not Present
Branch Progressive drawing -B	\$125.00
Name Drawn (<u>Shane Crystal</u>)	Not Present
Retirees Progressive drawing	\$200.00
Name Drawn (<u>L. Lacheminant</u>)	Not Present
Brookfield Progressive drawing	\$90.00
Name Drawn (<u>H. Syversen</u>)	Not Present

Midvale

Murray

Salt Lake

\$50.00 Skaggs gift cert.
Winners - (Richard Holt & Ray Lazano)

Sandy

2 Door prizes \$25.00
Winners - (Vern Jenkins & Keith Warner)

Taylorsville

Drawings for the June 08th Branch Meeting

Branch Progressive drawing -A	\$875.00
Branch Progressive drawing -B	\$150.00
Retirees Progressive drawing	\$225.00
Brookfield Progressive drawing	\$105.00
Skaggs gift cert.	\$50.00
2 Door prizes	\$25.00

Tooele

YOU MUST BE PRESENT TO WIN

West Jordan

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West Valley

The President's Corner



Mike Miller

WOW, what a week this has been. Never in my life did I think people could be this stupid. I notified management, per Article 23, that I was coming out to observe and investigate a Hostile Work Environment, and when I walked through the door of the office I was met with hostility. The 204-B Supervisor that I was investigating for causing a hostile work environment was one of two supervisors who physically assaulted me, on the workroom floor, in front of all of the clerks and carriers in the office. And the Postmaster told the PI's that they were under his orders to keep me off the workroom floor, and Area has stated that the MPOO for the office also ordered them to keep me off the workroom floor, in violation of Article 23. How stupid can they get? Pretty damn stupid I guess.

One of the inspectors asked me why I wanted to observe the supervisor, because all he would do is be nice to everyone while I was watching. My comment back to the Inspector was, "Well obviously, based on

what happened this morning, you were wrong.” I went in to investigate a hostile work environment and was met with hostility, which proves that there is a hostile work environment in this Station. As of right now we have a Postmaster, a Supervisor and a 204-B on an emergency placement LWOP status for their part in the assault on May 26th. The two inspectors who were investigating the assault that morning proved to be the most unethical inspectors I have ever come in contact with, they actually lied and tried to intimidate employees to change their statements in an effort to protect the interests of the Postal Service. These PI’s had no intention of trying to get at the truth, all they wanted to do was to try and twist the facts in an effort to cover up what really happened.

On the issue of a hostile work environment, do not allow it to continue to happen if it is happening in your zone. There needs to be solidarity among all craft employees, we need to watch out for each other and make statements and testify when your fellow craft employee is being verbally abused and bullied by an unethical supervisor or manager bent on getting a bonus or promotion on the backs of those who actually do the work, “You.” If you all stick together you will always prevail. You don’t have to do anything except do a good honest days work based on your standards, not someone else’s.

The carriers in this station got so fed up and sick of putting up with a supervisor and manager that continually berated them and told them how pathetic they were and tired of the intimidation and manipulation that they decided to fight back. They requested two investigations from a threat assessment team from the District, one was done by interviewing one person and then nothing was done. And they were promised that another TAT team would be sent in to do another investigation but so far nothing. I called the Postmaster to let him know what was going on and that there was a problem in one of his stations, but I was ignored. And now this happens. This situation is as much the District’s fault as it is the Postmasters for having let this situation go until it exploded.

Each of you have an obligation to report a hostile work environment to your union steward and the branch office so that we can help correct the problem. Each and every one of you have a right to work in a

stress free and hostile free environment, and that is exactly what the “Zero Tolerance” statement says. No one has the right to abuse, bully, or intimidate another person, management or craft. No one should have to wake up in the morning and fear having to go to work knowing how they are going to be treated.

You all need to stick together, together we will stand and divided we will surely fall. Management loves to divide their employees and keep them off guard and on an unstable footing. By doing this, they are able to pit everyone against each other and get what they want, don’t let them do this. Stick together and let management know that you are collectively not going to put up with negative abusive management. If you all stick together it will make a difference. The employees in this station decided that enough was enough and they weren’t going to put up with it anymore, and finally their solidarity is beginning to pay off and people are beginning to listen.



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



Postal reform seems to be stuck. Everyone in Congress knows that the system is not working the way it should, and that there needs to be some drastic changes. Most of our delegates in Congress

have even agreed which specific changes need to be made. So why are things at a standstill?

Sometimes, it helps to look at what has happened in the past. In the sixties, the postal service was having massive problems. There was a complete breakdown in Chicago, with abandoned railroad cars sitting full of mail. In other states, because congress had refused to allot more money for postal facilities, carriers had been forced to case their mail outside in all kinds of weather, simply because there was no more room inside the post offices. "In 1968, President Johnson appointed a blue-ribbon committee, headed by retired AT&T Chairman Frederick Kappel, to study the postal system and recommend ways to modernize its operations. The report of the President's Commission on Postal Organization, or the Kappel Commission, as it was familiarly known, was issued in June 1968, proposing major actions to de-politicize the Post Office and improve its performance. Once issued, however, the report just sat there gathering dust, as do most Washington committee reports."¹

Sound familiar? How long ago was it when the current president formed a committee to investigate postal reform? Let's look again at the past. In the late sixties, congress was not ready for postal reform. The main reason for this was the political gravy that was handed out each year in the form of patronage. What patronage meant to the postal service is that all 40,000 local postmasters, and all 35,000 rural letter carrier positions across the nation were appointed by Members of the House of Representatives belonging to whichever party held the white house. So, the only qualification you needed to be appointed as a postmaster was to have some connection to a member of Congress. No wonder the postal service was so screwed up back then. You would think that since the

reform of 1970 did away with patronage, and modernized the Postal Service, that our problems would be over, but that was not the case. One interesting thing is that the main problem the postal service is now facing was known about and ignored at the time of the 1970 reform.

Ex-Postmaster General Winton Blount stated in his book (published in 1996) that: "The only major compromise we had made to get the legislation passed was to withdraw our plan that postal rates be set by the postmaster general. We felt the ability to establish prices was part and parcel of the ability to manage the Postal Service, as is true in any private-sector company. However, Congress just wasn't ready to allow that, and we ended up agreeing to the creation of a separate Postal Rate Commission. This arrangement is awkward."¹

That is the main reason that the Postal Service has failed during the last 36 years. We cannot adjust our rates to the changing cost of doing business, nor can we adjust them to compete with all of the start-up companies that have stolen our business away. I am not saying that this is the only problem we have, but it is one of the largest that we face.

Another interesting fact is that postal reform never would have occurred at all back in 1970 except for the illegal Letter Carrier strike. Winton Blount stated, "Moreover, members of the Congress did not want to be held responsible for another postal strike, which might have occurred if they failed to pass reform legislation, which contained the promised wage increase."¹ Actually, tying the letter carrier agreement to postal reform legislation was a stroke of genius.

You see, the strike of March 18th, 1970 was a wild-cat strike. The president of the NALC, James Rademacher was against the strike, and actively tried to stop it. But the Letter Carriers had taken things into their own hands and would not be denied. It was only with the false announcement that an agreement had been reached between the parties that Blount and Rademacher were able to get the Letter Carriers back to work.

Then, the promised agreement between the NALC and the Post Office Department was tied inherently

into the postal reform package, which meant that if Congress failed to pass the bill, the Letter Carriers would strike again. Thus, Congress was forced to pass the reformation, and Richard Nixon was more or less compelled to sign the Postal Reorganization Act, and the Post Office Department became the United States Postal Service on August 12th, 1970.

I believe that the NALC has worked just as hard regarding our Nation's current attempt to reform the Postal Service as we did in the past. Through donating to COLCPE, writing our congressmen, campaigning in Washington D.C., negotiating at the highest levels, organizing ourselves via E-Activist, and keeping ourselves abreast of the rapid changes that the current reform is going through, we have nearly weathered the storm. Our desire is that our efforts will be as fruitful this go-around as they have been in the past. And hopefully, those that follow us in the future in the proud craft of carrying mail will look back upon our day and be glad for all our efforts.

By Michael Wahlquist --- Vice President



Legislative---Phillip Rodriguez

More than 42 million Americans lack health-care insurance, most of whom are working adults. More than 12 million of those uninsured are children

Health care crisis? Recently our National Business Agent addressed the topic of Health Care. According to Paul Price the USPS number one concern during our contract negotiations is the rising health care costs. The cost of maintaining medical insurance is astronomical and threatens to be one of the biggest expenditures for the USPS. The NALC negotiated a

formula where the USPS pays 85% of our premiums, which is far higher than all federal workers. The "talk" is to make our rates comparable with other federal workers and shift the financial burden to our monthly premiums.

Do we have a health care crisis? I think the consensus among anyone with or without insurance is a definite yes. We have all seen our rates rise every year. We have seen coverage diminish and prices rise. Recently GM was on the brink of bankruptcy solely on the obligations to their workforce of providing insurance to their current and retired employees. Fortune 500 corporations are reducing coverage of health insurance offered to their employees because of the rising rates. It's a problem that affects every American citizen now and in the upcoming years.

One of the great myths in healthcare is that, whether covered or not, Americans have access to care when it is really needed. In a recent study focusing on working-age adults, the National Academy of Sciences' Institute of Medicine, chartered by Congress, concluded that "working-age Americans without health insurance are more likely to:

- Receive too little medical care and receive it too late.
- Be sicker and die sooner;
- Receive poorer care when they are in the hospital, even for acute situations like a motor vehicle crash."

In addition to the basic question of coverage, there is also a problem with lack of services and denial of care for those who are fortunate enough to have health insurance. In particular, the denial of necessary medical treatment to those covered by HMOs has been a national scandal and has led to a call for Congressional action to protect patients' rights. Some of the patient's rights proposed are:

- Coverage for all Americans enrolled in private insurance plans;
- Guarantees that doctors, not administrators, make the decisions on what care and treatments are provided;
- Guaranteed access to needed healthcare special-

ists;

- Provisions for a fair, unbiased and timely internal and independent external appeals process to address healthcare grievances; and

An enforcement mechanism that ensures recourse for patients who have been harmed as a result of a health plan's actions.

The number of Americans who lack basic healthcare coverage now numbers more than 42 million, with millions more underinsured (estimates of the total number of uninsured and underinsured are as high as 85 million). Ironically, the number of uninsured includes millions of workers, who pay a 4.8% federal tax on their wages to support healthcare for senior citizens and the indigent (Medicare and Medicaid) while being unable to afford basic healthcare coverage.

During the next coming months the NALC will negotiate a National Agreement that insures our benefits and wages. The goal, as always, is to make sure every member has continued raises and benefits. The NALC legislative department will lobby all Senators and Congressman to provide legislation that protects all working class people with issues that relate to our welfare, not just corporate profits. Give to COLCPE because, again, this will ensure that we as middle class Americans have a say, not just Corporate America. ■

The Concerted Action Corner

Unajudicated Discipline

As a Formal A steward I see it all too often. A carrier is issued discipline and for reasons of their own they fail to notify their steward that the discipline has been issued and that a grievance needs to be filed. Management has no obligation to inform the steward. In fact management would prefer to disguise their actions and avoid the hassle of Steward time and Information requests and having their actions questioned.

The employee who has received the discipline is the individual responsible to tell their steward. Make certain that you do so every time you are subjected to discipline. Give your union an opportunity to fight for you, to remove unjust discipline or negotiate a reduction of the discipline to the level dictated by the seriousness of the infraction. Never assume that the discipline issued has been issued correctly or that "I deserved it". This issue is one of the most frustrating problems any steward sees. The scenario runs like this. Carrier Ima Goodguy receives a letter of warning for "failure to follow safety rules". His steward files a grievance and the discipline is reduced to a term of six months on file. Three months later Carrier Goodguy receives a seven-day notice of suspension again for "failure to follow safety rules". The steward was present during the investigative interview and raised objections to the issuance of discipline. Management proceeds to issue the discipline. It happens that Carrier Goodguy receives the discipline on his steward's non-scheduled day. Carrier Goodguy is off the next day and when he returns he forgets to tell the steward that the discipline was issued or blows it off thinking "I deserved it". No grievance is ever filed. The carrier now has this discipline in his file for the full term of two years. Of course, at this point management has poor Carrier Goodguy just where they want him. They look for any and every small reason that they can issue discipline for. Management is just itching to issue the fourteen day suspension, knowing that their chances of making it stick are much better when they can cite the previously issued seven day suspension that the carrier "must have deserved" since they didn't even grieve it. As a steward I can tell you that this is a difficult and completely unnecessary obstacle to overcome. Do not ever let yourself be the victim. If at any time you are issued discipline tell your steward immediately. Speak to your steward, call, e-mail, leave a note, do whatever is required to get the message to your steward. If your steward is not available, tell the assistant steward. If you are unable to contact either the steward or assistant, contact any other union officer, call the union hall, above all let your union know you need help. Give your union the opportunity provided by the contract to defend you. I must also emphasize that time is of the essence. A grievance filed on your behalf on the fourteenth day deadline will most assuredly not be as well argued as a grievance that your steward has had the benefit of time to think

through, and fully develop all aspects of the grievance. We want to do our best in defending you.

Now, a quick word about COLCPE. We are making steady, if slow, progress in signing up members for this very important program. One problem I have encountered is the delay in getting reports on who has signed up from National. If I contact you and you have already signed up, I apologize. If you do sign up without my assistance I would appreciate it if you would let me know. If you need help or wish to inform me that you have signed up for the COLCPE automatic allotment program please feel free to call at 597-2380 or e-mail at jeffrey.asay@comcast.net.

Also, if there is a topic you feel would be of interest to the membership of the branch in this column please feel free to pass the idea on to me. ■

By:

Jeff Asay

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:

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.

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. 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.

When ever 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 maybe 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.

IS IT REALLY A GOOD JOB?

by Bob Gunn

Almost daily, I hear other carriers complain about the conditions we work under. About the scrutiny we seem to be under. About the silly rules we are made to follow. About DOIS. About our vehicles (especially in the summer) and about each other. With all this complaining, why is it that you rarely see carriers quitting? Why aren't more of us looking for better jobs? Why do we stay in an environment that makes us so unhappy?

The blame for this seeming contradiction is the Union. That's right, our own National Association of Letter Carriers deserves the blame. If it weren't for the union, we would all be making such a lower wage, many more of us would look elsewhere, searching for that elusive ideal job that we presently only dream about. Instead of wishing our lives away, wishing for that date that we begin pulling a pension, many of us would be pursuing our dreams, the ones that currently sit forever on the back burner of our minds.

Sure, I guess we could utilize some of those 26 days of annual we now enjoy to find another job. We could even combine them with one of the many holidays we get, and travel around looking for something exciting and challenging. A few of us may even land that dream job and live happily ever after. Most of the rest of us, unfortunately, would find something quite a bit different. We would find a job that pays 20% or 30% less. A job that gets fewer vacation days, less holidays and little benefits. An employer who would expect you to work long hours without overtime during those "crunch" times when a project had to be done that night. Sure, you'd probably get free pizza in exchange for the time away from your family, a fair trade-off for many.

My son-in-law got laid off from American Express. His whole department was shut down. Employees in other departments, some with less service, still

have jobs. He does not. How could this be? How could a company like American Express do this to dedicated employees? Because they do not have a union. Nobody is there to intervene on these employees' behalf, to stand up for their rights. Without a union, you better hope you work for a benevolent employer. You better hope you know the owner (or are related to the owner) or have a skill that the employer desperately needs.

So now the NALC is asking you to give back a little bit with a twice-monthly donation to COLCPE. It sickens me that we have to "pay off" the politicians in order to save our jobs. It seems so unethical that an elected Congressman would vote in a certain manner primarily because of the contributions he/she received from political action groups. But whether I like it or not, I don't think this reality is going to change any time soon. I think it is a necessary evil that we need to donate money to help keep our jobs. We are being hugely out-spent by our competitors, and money talks, and it talks loudly.

So what's it going to be? Are we going to support COLCPE, so that we can keep these jobs that seem to drive us all nuts from time to time? Or will we be stingy with our spare change, which will lead to many of us being given the opportunity to pursue our dream jobs out of necessity. I wonder if American Express has any openings?

If you don't contribute to COLCPE, you shouldn't be allowed to complain about anything adverse that happens to our future jobs. This isn't a rule, it just seems like a good idea. ■

Branch III Totals for 2006 Food Drive

Zip Code	Office	Rural	City	Total del	2006 totals#	Del. %	2005 totals
84010	Bountiful		16603	16603	104800	4.08	75,380
84044	Magna	98	7975	8073	22000	2.72	19,000
84109	Millcreek		9486	9486	15918	1.67	18,018
84043	Lehi	12347	3236	15583	15452	0.99	26250
84093	Alta Canyon	1183	15449	16632	20772	1.24	31,764
84108	Foothill		8482	8482	13078	1.49	13,804
84121	Cottonwood		16955	16955	25986	1.53	26,306
84074	Tooele	6073	7216	13289	28000	2.10	19,330
84117	Holladay		11396	11396	25938	1.28	25,885
84022	Dugway		610	610	850	1.39	750
84118	Kearns	1215	18593	19808	19886	1.00	23,426
84116	Northwest		11302	11302	11050	0.97	12,090
84070	" Sandy Main	- 1165	18734	19899	26020	1.30	21,056
84102	Downtown		33879	33879	30503	0.90	33,339
84047	Midvale		13372	13372	15120	1.13	12,714
84120	West Valley	812	39346	40158	31434	0.78	36,228
84088	West Jordan	10412	21529	31941	19330	0.60	27,311
84106	Sugarhouse		21150	21150	30946	1.18	23,278
84104	Custer		8680	8680	13282	1.53	7,600
84115	South Salt Lake		12748	12748	8254	0.64	10,142
84107	Murray		31464	31464	25680	0.81	24,734
<u>84006</u>	<u>Bingham Canyon</u>		<u>326</u>	<u>326</u>	<u>1000</u>	3.06	
	<u>Miscellaneous</u>				<u>3930</u>		1600
				361,836	509,229	1.40 Average lbs per delivery	

490,005lbs 2005 totals - 19,224 lbs more for 2006

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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.

THE PAVEMENT POUNDER

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JUNE

2006

CALENDAR

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2 Pay Day - 11	3
4	5	6	7	8 Union Meeting 6:00 PM	9	10
11	12	13	14 FLAG DAY	15	16 Pay Day - 12	17
18 FATHER'S DAY	19	20	21 Steward Meeting 6:00 PM	22	23	24
25	26	27	28	29	30 Pay Day - 13	