

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

The Pavement Pounder



Bountiful

Lehi - Magna

Midvale

Murray

Salt Lake

Sandy

Taylorsville

Tooele

West Jordan

West Valley

AUGUST 2006

Drawings from the July 2006 Branch

Meeting

Branch Progressive drawing -A	\$900.00
Name Drawn (<u>Douglas Harding</u>)	Not Present
Branch Progressive drawing -B	\$175.00
Name Drawn (<u>Victor Coloroso</u>)	Not Present
Retirees Progressive drawing	\$250.00
Name Drawn (<u>Adrian Groos</u>)	Not Present
Brookfield Progressive drawing	\$120.00
Name Drawn (<u>Barrie Frankland</u>)	Present
2 \$50.00 Skaggs gift cert.	
Winners - (<u>Dennis Despain & Scott Jacobson</u>)	
2 Door prizes	\$25.00
Winners - (<u>Cindy Lewis & JR Masina</u>)	

Drawings for the August 10th Branch

Meeting

Branch Progressive drawing -A	\$925.00
Branch Progressive drawing -B	\$200.00
Retirees Progressive drawing	\$275.00
Brookfield Progressive drawing	\$15.00
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

Well it's August again and time for the Branch Steak Fry. The Steak Fry will be at the same location it was last year and the year before, at the Gathering Place in Gardner Village. The address is 1100 W. & 7800 S. in West Jordan, Utah, and if you have problems with directions their phone number is 566-8903.

Everyone needs to get in touch with their Steward to pay for their tickets. Tickets will be \$10.00 per person, same as last year. And those new signups in the Union will receive 2 free tickets to attend the Steak Fry. So contact your Steward now, there is a limit of 400 to attend the Steak Fry.

The dinner will begin at 7 pm with happy hour beginning at 6 pm. And there are several little specialty shops that you may want to visit while your there before we sit down to eat. Gardener Village is an interesting and entertaining place and I hope you all come and enjoy the comradery.

The Menu for the Steak Fry will be one of two dishes for you to choose from, and you will need to let the Steward know which entrée you want when you pay for your tickets. The entrees you will have to choose from are as follows.

Roasted Pork Loin: Medallions of pork slow roasted, topped with a burgundy bordelaise sauce and served with roasted red potatoes and chef's vegetables.

Gardener Chicken: Breast of chicken topped with ham and Swiss cheese, cream cheese mushroom sauce and served with rice pilaf and chef's vegetables.

Desert will be Death by Chocolate and the drink will be White Grape Juice, or anything else you may want from the pay bar. And there will be plenty of door prizes to draw for after dinner.

Talking about a little bit of safety out on the street while delivering the mail. It is very hot outside right

now, in the triple digits. And you need to make sure that you are drinking plenty of water, and not just when you're on the street, you need to tank up and hydrate yourself while your in the office and before you hit the street. If you are already dehydrated when you hit the street, you will never be able to make it up once the sun hits you and you begin to sweat. If that happens you take a big chance of getting heat stroke and sick. Take care of yourselves out on the street, you only have one body don't ruin it.

Prepare for the hot weather by dressing properly for it. Wear shorts, bring plenty of fluids with you. Take both breaks and your lunch, you need to rest periodically during the day. Don't take breaks and lunch back to back take them separately in order to give your body an opportunity to rest and tank up on fluids. When the heat and dehydration begins to set in, you will begin to get disoriented and that is a prime time for you to make mistakes, when you're not thinking clearly, don't put yourself in that position.



The Vice President's Report

History is often biased towards the victors. An example of this would be the history of our own country. If our founding fathers had lost the Revolutionary War, they would have gone down in history as rebels and insurgents who were guilty of high treason against their sovereign. However, since they won the Revolutionary War, they have instead gone down in history as the founding fathers of one of the greatest nations this world has ever known. Indeed, our nation has played a pivotal part in the world's history for the last two hundred and thirty years. And the Declaration of Independence has become a revered and honored document, whereas if those early patriots had been defeated, it would have faded into oblivion.



Michael Wahlquist

A similar case is the postal strike of March 18th, 1970. Many of us know all about this historical event. But there are many Letter Carriers who have been hired within the last 20 years who have heard very little about it. Times were often tough for letter carriers in the Post Office Department (The name by which the United States Postal Service was cakked prior to the Reformation Act of August 12th, 1970). I could write hundreds of pages listing the various depre-dations and abuses that letter carriers have endured since the beginning of the Postal Service. However, I need to keep this reasonably short.

In 1969, Letter Carriers were extremely underpaid. The main problem, as I understand it, was that Con-

gress, the Post Office Department, and the general public all misunderstood the function of the Post Office Department. Everyone considered that we were running the Post Office Department as a business, and that meant that Letter Carrier wages should be tied to the profitability of the Department. However, in actuality, Congress was running the Postal Office as a service to the public and not as a business. Congress members knew that a postage increase was a fast way of losing their seats, so they kept postage rates artificially low. But when the Postal Service showed an ever-increasing deficit, Congress decided over and over again to tie Letter Carriers wages to the decreasing profitability of the Postal Service. And they did this despite the fact that Letter Carrier productivity had continued to rise. In a nutshell, Letter Carrier's wages were in the toilet, because Congress refused to increase postage to cover actual costs, simply because they (The Congressmen) wanted to be reelected.

Then, in 1969, President Richard Nixon finally gave Letter Carriers a 4.1% wage increase. It was far below what was needed. Letter Carriers were furious. Many Letter Carriers had to work two jobs just to make ends meet. On July 1st, 1969, in response to the meager pay raise, almost every Letter Carrier in the Kingsbridge Station in the Bronx (New York) called in sick. The very next day, the Postmaster suspended all 56 Letter Carriers and 16 Clerks in Kingsbridge for two weeks. Remember, these were not "paper suspensions", but were actually served by the Letter Carriers and Clerks. The following day, 16 Letter Carriers in the Throggs Neck Branch in the Bronx also called in sick in support of their suspended brethren.

NALC President James Rademacher and President Nixon met to try to defuse the situation. On December 18th, 1969, they formed a compromise that tied a 1970 pay raise to the concept of an independent postal authority to bargain with postal unions. Letter Carriers were even angrier. The additional pay raise was still vastly insufficient to bring Letter Carrier wages above the poverty level. However, things had not boiled over yet. Branch 36 members were extremely upset and even took a poll to see how many members would consider striking in order to gain a decent level of pay and reasonable working conditions. The results of that poll were never made public.

On March 12th, 1970, a House of Representatives committee approved a bill that reflected the Rademacher-Nixon compromise. That same night Branch 36 held their regular Union meeting. It would be an understatement to say that everything hit the fan. Union members, angry at the pending legislation, and angry that the results of the strike-survey were being withheld, stormed the podium and demanded a strike-vote. The next part of the story can best be told by quoting from the Branch 36 official website:

The long-delayed was finally taken on March 17, 1970 at jam-packed Manhattan Center on West 34th Street. At approximately 11 p.m., the results were announced to the members: 1,555, yes, 1,055, no. Immediately, President Jack Leventhal of Brooklyn's Branch 41 announced that he had the authorization of his members to support Branch 36. Moe Biller, President of the Manhattan-Bronx Postal Union-the union representing clerks and drivers in Manhattan and the Bronx-said he could not take a position until he determined the feelings of his membership.

At 12:01 a.m., March 18, members of Branch 36 set up picket lines outside post offices throughout Manhattan and the Bronx. The strike was finally on. Although not all the members had voted for the strike, almost every letter carrier in Branch 36 stayed out. Immediately, the rank-and-file members of the Manhattan-Bronx Postal Union honored the picket lines. And later that day, Branch 41 and branches in Long Island and Northern New Jersey joined the strike. And then the strike spread to large and small communities alike from coast to coast as letter carriers and postal clerks walked off their jobs and dug in for the duration. Not until March 21 did the Manhattan-Bronx Postal Union actually join the strike, and by March 23rd, the strikers numbered almost 250,000.

Now, we have all heard that Nixon ordered the National Guard to come in and break the strike. I have often heard it said that the guard delivered not one piece of mail, but I find that hard to believe. However, I do not find it hard to believe that their task was next to impossible because striking Letter Carriers had removed all the labels from their cases before they left! (This may or may not be true, but it sure makes for a good urban legend if it is not).

What is true is that NALC President James Rademacher was terrified that Nixon would break the Un-

ion. Union members were breaking the law by striking, and there was no telling how far Nixon would take things. Conceivably there could have been severe legal repercussions for the striking letter carriers. Nixon and Rademacher again met, but this time under very tense circumstances. No agreement was made at this time, but they did agree that the strike had to end. On March 25th, seven days after the strike had begun, all Letter carriers had returned to work.

Union leaders and Congressional leaders spent the next several months working out the details regarding pay raises, collective bargaining, and postal reform. And finally, on August 12th, 1970, the Post Office Department became the United States Postal Service. The striking Letter Carriers did not get everything they were after. Pay increases came slowly and working conditions improved even slower. However, one thing had changed forever. The NALC finally had true collective bargaining, instead of the "collective begging" that had gone on before.

The NALC looks back proudly upon our forefathers who finally would take no more abuse and fought back the only way they could. We will never have such power again. Remember, back in those days there were no emails, no faxes, and no other shipping companies worth mentioning. The NALC held up the communication of an entire Nation, and won the right to truly bargain for their wages and rights. In fact, Postal reform would not have been achieved so quickly, nor so completely save for the strike of 1970. No letter carriers were ever brought up on charges for that illegal strike. But, as I said before, history is often biased towards the victors.

By **Michael Wahlquist --- Vice President**



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 Concerted Action Corner

Why we Need COLCPE

As union members we all surely realize the importance of standing united in the face of opposition. COLCPE or Committee On Letter Carrier Political Education is a valuable tool in the NALC kit, used to promote and defend the interests of Letter Carriers in particular and working people in general. Let me ask you this, Should we abandon the field to our political foes without a fight? There are many in Congress and the current Administration who would strip us of our rights and protections, destroy our union and privatize the postal service. We only need listen to the rhetoric of a few members of Congress to recognize this as a very real and distinct possibility. If we look at a few of the other national postal systems around the world, privatization is a trend. Germany, Japan and most recently Great Britain, where the 250-year monopoly on mail delivery and tradition of the Royal Mail was tossed aside and private companies are now allowed to provide all types of postal service and delivery. Do we really believe that this is an impossible act in the U.S.? It is not even improbable. One has only to look at the ongoing and very much uphill battle that has been waged over Postal Reform legislation that is currently before Congress. Our opponents have attempted repeatedly to include provisions in the bill that would harm postal employees, saddle the postal service with untenable debt and in effect lead to the slow, steady decline and eventual demise of USPS, as it currently constituted. How many years do you have before retirement? 1, 5, 10, 20 or maybe more. I'm sure you want a secure future and steady employment; without regard to the number of years you have remaining. Retirees, do you believe that a privatized postal service would continue to honor your hard earned benefits and pension? Recent news reports demonstrate the lack of commitment on the part of private sector employers towards retirees. And if you honestly believe that the Federal Government is a safe guarantee, you had better rethink that. There are certainly those in Congress who would quickly shirk the responsibility and sell it as "deficit reduction" to the public.

COLCPE is, in conjunction with your NALC

membership, an insurance policy that we can purchase at a low cost to insure us from the types of unfavorable action some political scalawags would like to impose. When we contribute to COLCPE we help elect those willing and able to help us defeat those who would harm our interests. COLCPE also provides resources to persuade those who have not yet staked a position and even bring some of our opponents around to the NALC and USPS side of the argument. COLCPE funds are distributed without regard to political parties, but because of the position on the issues. Members of both major political parties have been recipients.

Some will say that citizens and Letter Carriers should not have to “buy access” or political influence. Some say that perhaps money contributed to candidates through COLCPE is somehow tainted or “dirty money” used to purchase votes. Nothing could be further from the truth. COLCPE funds come from ethical Letter Carriers, doing an honest days work, freely contributing from their personal resources for the preservation and betterment of working conditions and job security of all working men and women. The NALC at the national level has in my experience been quite forthcoming and open regarding where the funds raised are being spent and which candidates are receiving contributions.

We must consider the cost of spending a minimal amount for the insurance that COLCPE can provide when our contributions are combined to achieve maximum effect. If NALC membership is your life insurance, then COLCPE is your home-owners policy. Both are needed if you wish to provide adequate security for yourself. In the long run a little insurance is worth every penny or as the old saying goes “an ounce of prevention is worth a pound of cure”. COLCPE is the ounce of prevention. Take a moment to consider the value of this program.

NEXT MONTH: The “Gimme 5” COLCPE Automatic Contribution Program.

By: **Jeff Asay**



How Motivated Are You to Be All That You Can Be?

It is obvious to me that Management’s new emphasis is to light a fire under everyone, every day. In the past, most Letter Carriers were deemed “good carriers.” As a matter of fact, most Supervisors were deemed to be “good”. Most of us were allowed to spend our workday feeling like we were productive assets of the Postal Service. Management’s pressure was focused on a “vital few”. Now every Manager, Supervisor, and Letter Carrier is stirred into a tumultuous uproar every day. Superiors take the time to tell his/her subordinate that they suck, are inadequate, are too slow, etc., etc. The seriously flawed DOIS is crammed down everyone’s throat. Letter Carriers that lean out of their case to say anything, whether it is work related or not, are rebuked for taking the time to do so. Meanwhile, that same Supervisor or Manager never hesitates to drone on about whatever they please for as long as they please. This “motivation” is killing everyone’s willingness to make any discretionary effort in doing his or her job.

Most Letter Carriers come to work, work as hard as they can all day, get along with each other, respect their customers and go home. These people are now told every day that their performance is unacceptable. They need to do more! They are issued Letters of Warning for every minor infraction. These infractions should be discussions but arrive as Warnings because Supervisors can produce tangible evidence for their superiors that they are doing something about all this “unacceptable performance.” Is it any surprise to anyone that these Letter Carriers are not motivated to demonstrate discretionary efforts? Is it any surprise to anyone that the work environment in Sandy was so hostile that the Union President was thrown into the back of a case like a rag doll?

It’s time for Letter Carriers and their Supervisors to go back to treating each other respectfully. It’s time for most differences to be resolved verbally. It’s time to recognize once again that estimating the time needed to deliver a route is not difficult. Fixed office time, variable office time and street time. Add it up and that’s what you need. On average, 45 minutes

for a.m. and 10 minutes for p.m. fixed time, 15 minutes per foot to case and pull the residual mail and **variable** street time which increases or decreases as delivered volume increases and decreases. Please, defend this fact in the face of your Supervisor's attempt to cram DOIS's flaws down your throat. Go out and do your job consistently every day. Work at the same pace, take the same lunch and take the same break every day. Use the street time that your deliv-

ered volume justifies every day. Do not skip lunches, breaks, dismount parcels, etc on heavy days and do not hide out on the street when you are finished early on light days. Take the time that your delivered volume dictates. It will protect you and preserve your feelings of self-respect; your feelings that you truly are valued and productive assets of the United States Postal Service.

By :Mike Madsen





National Association of Letter Carriers Branch 111

ANNUAL RETIREE'S DINNER

Thursday, Sept 21st, 2006 - 4:30 PM



Place: **Golden Corral Buffet And Grill**

3399 W 3500 So West Valley City, UT

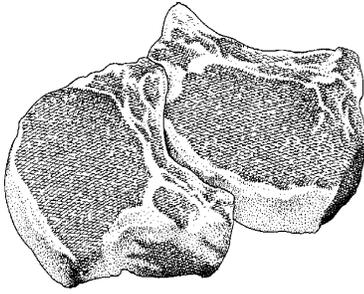
Cost: **Retiree & Spouse (or Guest) - Free**

Active Carriers *must* pay

RSVP: Joe Zabriskie by September 11th

Need a ride? Call Joe by September 11th. 968-4208 or 973-6705



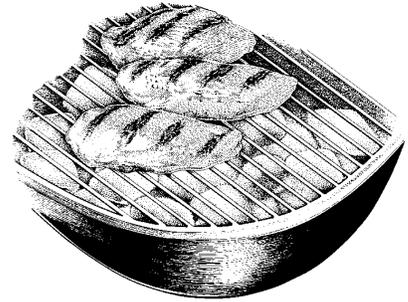


Dinner - 7PM

BRANCH 111 STEAK FRY
SATURDAY - AUGUST 26, 2006

At

The Gathering Place in Gardner Village
1100 W 7800 S
West Jordan, Utah
Phone - 566-8903



Happy hour - 6PM

The Steak Fry will be at the same location it was last year and the year before, at the Gathering Place in Gardner Village. The address is 1100 W. & 7800 S. in West Jordan, Utah, and if you have problems with directions their phone number is 566-8903.

Everyone needs to get in touch with their Steward to pay for their tickets. Tickets will be \$10.00 per person, same as last year. And those new signups in the Union will receive 2 free tickets to attend the Steak Fry. There is a limit of 400 to attend the Steak Fry, so get your money in early.

The dinner will begin at 7 pm with happy hour beginning at 6 pm. And there are several little specialty shops that you may want to visit before we sit down to eat.

The Menu for the Steak Fry will be one of two dishes for you to choose from, and you will need to select which entrée you want when you pay for your tickets. The entrees you will have to choose from are as follows.

- **Roasted Pork Loin:** Medallions of pork slow roasted, topped with a burgundy bordelaise sauce and served with roasted red potatoes and chef's vegetables.
- **Gardener Chicken:** Breast of chicken topped with ham and Swiss cheese, cream cheese mushroom sauce and served with rice pilaf and chef's vegetables.

Desert will be **Death by Chocolate** and the drink will be White Grape Juice, or anything else you may want from the pay bar, beer and wine will be available. And there will be plenty of door prizes to draw for after dinner.



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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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AUGUST

2006

CALENDAR

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10 Union Meeting 6:00 PM	11 Pay Day - # 16	12
13	14	15	16 No Steward Meeting	17	18	19
	NALC NATIONAL CONVENTION					
20	21	22	23	24	25 Pay Day - # 17	26 STEAK FRY 6 PM
27	28	29	30	31		