

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

The Pavement Pounder



SEPTEMBER 2006

Bountiful

• • • •

Lehi - Magna

• • • •

Midvale

• • • •

Murray

• • • •

Salt Lake

• • • •

Sandy

• • • •

Taylorsville

• • • •

Tooele

• • • •

West Jordan

• • • •

West Valley

• • • •

Drawings from the August 2006 Branch

Meeting

Branch Progressive drawing -A	\$925.00	
Name Drawn (<u>M. Burningham</u>)		Not Present
Branch Progressive drawing -B	\$200.00	
Name Drawn (<u>S. Wade</u>)		Not Present
Retirees Progressive drawing	\$275.00	
Name Drawn (<u>W. Irvine</u>)		Not Present
Brookfield Progressive drawing	\$15.00	
Name Drawn - (<u>Don Kane</u>)		Not Present

Skaggs gift cert.
Winners - ()

2 Door prizes	\$25.00
Winners - (<u>L. Aguilar & C. Scherzinger</u>)	

Drawings for the September 14th Branch Meeting

Branch Progressive drawing -A	\$950.00
Branch Progressive drawing -B	\$250.00
Retirees Progressive drawing	\$300.00
Brookfield Progressive drawing	\$15.00
Skaggs gift cert.	\$50.00
2 Door prizes	\$25.00

YOU MUST BE PRESENT TO WIN

<u>Inside this Issue</u>	<u>Page</u>
President message	1
Vice President Message	2
Legislation	6
Concerted Action	6
Mike Madsen	8
August Calendar	10

Official Notice of Nominations for Delegates to the State Convention Held in St. George Utah - April 2007

Nominations will be held on November 9th at the regular Union Meeting. The voting will be done at the December Union Meeting, using secret ballots of those in attendance. Nominations will be self-nominations in person or by proxy. Proxy nominations must be received at the office prior to the start of union meeting on Nov. 9, 2006. This voting will determine the delegates and their ranking for funding.

Nominees must be members in good standing and to receive funding you must have attended 6 regular union meetings from April of 2005 through March 2006 and 6 regular union meetings from April 2006 through March 2007.

The President's Corner

The Steak Fry was great this year, we had about 210 members and their partners there this year. The food was exceptional and the conversation and camaraderie was great. I really enjoy getting together with the membership like this annually. It brings us all together and we get to meet new friends as well as see old friends who we rarely see.

I would also like to thank LoEne Aguilar for her willingness to purchase the door prizes on such short notice. With the National Convention and other things going on at the same time we almost forgot about the door prizes. But LoEne came to the rescue, and in

one hour purchased all of the door prizes, and they were great prizes too. Only a woman could spend that much money in one hour. "Love ya LoEne."

The National Convention was also great. We elected new officers at the National Level, and paid tribute to several retiring National Officers who have served the NALC tirelessly for years. Out of Region 2 we had two distinguished Officers retire, Jimmy Williams and Ron Watson. These two men will be greatly missed in the years to come. Their contributions to the NALC over the years have been countless and significant and they deserve our thanks and admiration.

Jamie Lumm, our Regional Administrative Assistant to the NBA, informed me at the Steak Fry that we brought the largest delegation in the Region to the National Convention, which is something that we can all be proud of.

Our branch also received an award at the National Convention for having signed up the most Legislative Activists, percentage wise, for a branch our size nationally. I was called up to the platform to be given the award by President Bill Young himself. But even more important is the fact that all of the credit belongs to Phil Rodriguez, our Legislative Representative for Branch 111. Phil has worked tirelessly over the years in getting members of our branch to sign up as legislative activists and to get involved in the legislative process. Phil has opened up sev-

eral legislative doors for us as letter carriers that in the past have always been shut. Thank you Phil, and see you at the next meeting.

We also have the Labor Day Picnic coming up in September, and I would like to encourage all of you to attend the Picnic. This is the biggest gathering together of all Labor in the State of Utah, last year we had between 5,000 and 6,000 attend the picnic and it turned out great. People from every walk of Labor came to the Picnic with their families. Almost every Labor Organization was represented. And the food was great, individual unions had their own food tents and there were also plenty of vendors to buy food from, or you can bring your own picnic lunch with you. Our Auxiliary 8 will be manning the Winnie Wagon and selling hot dogs and polish dog combos to those attending. So make sure that you visit their establishment when you attend, last year it was a favorite with everyone.

I will be going in for back surgery on Monday the 28th of August, and Mike Wahlquist will be taking my place for a few weeks while I recover. I have all of the confidence in the world in our Vice President and I ask all of you to help and support him in all that he needs help with to carry out the business of this branch, as I know you will.

Take care and I will see you when I get back.

By: Mike Miller ■

The Vice President's Report



Michael Wahlquist

We have returned triumphant from another great National Convention of the NALC. As most of you know this one was held in Las Vegas, where we broiled in the sun. I hope all of us made it back financially solvent. The next Postal Record will have a complete report of the convention, which will be much better than anything I could hope to write here.

On a more somber note, Mike Miller, our Branch President, underwent surgery August 28th for his back. He will be out for the next three to six weeks. I will be running the Union Hall for the duration of his incapacity. Please keep him in your thoughts and prayers.

Several Letter Carriers have expressed a great deal of concern over management shoving DOIS numbers down their throats, and this is something that needs to be addressed immediately. DOIS is a tool, and not a very good tool at that, since the Union has shown time and time again that there are many things wrong with DOIS. (Mike Madsen wrote a great article about the problems with DOIS in March of 2006) It is not the truth, nor should it even be considered an approximation of the truth. It is simply a tool for managers to use as they see fit, but they are not allowed to harass or intimidate carriers by doing so, nor are they allowed to issue any discipline that is based solely

on DOIS numbers. Allow me to bolster these statements with the following contract cites:

It states in the Management of Delivery Services Handbook (M-39): 242.332 : No carrier shall be disciplined for failure to meet standards, except in cases of unsatisfactory effort which must be based on documented, unacceptable conduct that led to the carrier's failure to meet office standards.

And in the Step 4 decision (M-01444) we read: **(Daily piece counts (PCRS recorded in accordance with the above-referenced systems (POST or DOIS) will not constitute the sole bases for discipline... Furthermore, the pre-arbitration settlement H1N-1N-D 31781, dated October 22, 1985, provides that "there is no set pace at which a carrier must walk and no street standard for walking."... It is understood that no function performed by POST or DOIS, now or in the future, may violate the National Agreement.)**

So what does that mean to we who are arguing with management every day about our estimates? It means that we have the power to win the argument. It means that you can say, "That is my honest estimate and I am sticking to it, and if you write down anything else it will be falsification of Postal documents." It means that you can say, "If you don't believe me, please come out with me on my route. I get lonely out there." It means that you can say, "That's my estimate for now, but I'll give you an update when I turn in my 3996." It means that you can say, "Do you want me to call if I'm not going to make 8:00?" (A little humor in regards to our current staffing problems)

These are only some examples, but we all get the point. We don't have to allow management to shove us around with data generated by a system that is rife with inaccuracies. Now, I am not advocating slowing down or not working hard. I believe strongly in a fair day's work for a fair day's pay. What I am addressing here is the abuse of the system by fast-tracking managers who are out to make a name for themselves by breaking the backs of my fellow Letter Carriers.

Also, if you have reached 40 years of age, you are protected by The Age Discrimination in Employment Act of 1967. This protection is vital, since this job can severely take a toll on your body. I began carrying mail in 1987, and I can testify that twenty years (nearly) has really changed me physically. If you are over 40, and you feel that you are being harassed by unrealistic DOIS times, you may want to familiarize your Supervisor with this Act of Congress.

OK, enough about DOIS. Sometimes I think that dead horse will never stay down.

Now we get to move on to the fun stuff. In the last Labor-Management meeting, Scott Norris and Byron Burnett mentioned that the USPS had acquired quite a few Letter Carrier Uniforms that had "fallen off a truck". Actually, to make a long story short, these uniforms were found in damaged boxes by another shipping company and were slated for destruction. However, since the uniforms themselves were not damaged, the shipping company decided to donate them to the Postal Service. Scott and Byron asked if we could aid them in offering the uniforms to Letter Carriers who are struggling to make it on their uniform allowances. We all know how hard it is to get decent rain-gear, shoes, etc... every year, and it is especially difficult when you are first starting out. So I will list all the uniforms that we now have, and they will be given out on a first come, first served basis.

The uniforms items are Listed on the next page

Mens' Carrier Uniforms – Trousers

Size 33 (100% Polyester) 30 pair
 Size 36 (50% Poly; 50% Cotton) 2 pair

Carrier Uniforms – Raincoat (XL) 1
 Carrier Uniforms – Cape/Poncho 1

Mens' Carrier Uniforms – Shorts

Size 33 (100% Polyester) 9 pair
 Size 35 (100% Polyester) 1 pair
 Size 42 (100% Polyester) 1 pair

Winter Hats

Size Large 13

Mens' Carrier Uniforms – Shirts

Postal Outfitter Brand

Size 17 (Short Sleeve) 20
 Size 18 (Short Sleeve) 1
 Size Large (Short Sleeve) 10
 Size 2XL (Short Sleeve) 7

Brookfield Brand

Size 17.5 (Short Sleeve) 1
 Size 18 (Short Sleeve) 12
 Size 19 (Short Sleeve) 12

Womens' Carrier Uniforms – Shirts

Postal Outfitter Brand

Size 40 (Long Sleeve) 4

We would like to offer special thanks to Gloria Rueckert, the Secretary of the Salt Lake City Postmaster, who washed many of the uniforms that had become dirty by falling out of the boxes in transit.

Please call before coming to the office

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

PAVEMENT POUNDER ARTICLES

Any Branch 111 member may submit articles to the Pavement Pounder for publication. All articles submitted must comply with the Pavement Pounder “statement of Policy”. No articles attacking or criticizing another member of the branch will be printed in the Pavement Pounder. Articles rejected by the Editor may be taken to the Executive Board.

Editor

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
968-4208 or 973-6705

Need a ride? Call Joe by September 11th.

Legislation--- Phillip Rodriquez

Convention

The convention is over! Almost 10,000 thousand letter carriers from all across America spent five days addressing issues such as postal reform, upcoming talks on a new contract, battle over DOIS and route adjustments and numerous other workplace issues. Constitutional amendments and resolutions were voted on by our delegates and we heard positive reports from key legislators about the status of postal reform.

Rep Danny Davis (D-IL), one of the four original co-sponsors of postal reform in the House, said he was "optimistic acceptable legislation would reach a final vote" when Congress comes back to work in September. Congressman Davis has been a friend to the NALC fighting for protection of our collective bargaining rights in all postal reform legislation. Congressman Davis is a passionate and powerful speaker that motivated everyone in attendance with his assurances concerning postal reform that he would protect the Postal Service and guarantee our collective bargaining rights.

Republican Congressman Tom Davis from Virginia followed Rep Danny Davis. Congressman Tom Davis is the chairman of the House Government Reform Committee that oversees postal matters; Congressman Davis has a long and friendly relationship with the NALC. He thanked the Letter carriers for their activism and vigilance concerning postal reform. He stated that "Letter carriers are keeping the conference together," referring to the differences in the House and Senate reform bills. He addressed all the outstanding issues and his "fight with the administration" regarding the anti-labor provisions the administration has tried to pass in the reform bills. Congressman Davis made it clear that, as chairman, he and his allies "have made it clear we are not going to tamper with collective bargaining rights."

In early September I will make the usual round to our Congressman and Senators regarding postal re-

form and unlike when I first started three years ago, they actually take my phone call and meet with me. Why? COLCPE!!!! It's amazing how much political power our Union has with our legislators. Along with COLCPE, our members have become more and more active making my job a whole lot easier. Give to COLCPE, it works.

prodriq@msn.com ■

The Concerted Action Corner

The "Gimme 5" program.

Do you have a budget? All of must have at least a basic idea of our income and our expenses. We know, at least approximately, how much our next paycheck will be. We made add or subtract for reasons such as overtime or LWOP etc., but we can estimate the amount. We must know what our income is in order to make judgments on what expenditures we can afford and make choices between our need (food, clothing, shelter, etc.) and our desires.

Now imagine a situation where you are deprived of the information regarding income. How would you then be able to decide when, where and how much you could afford to pay for even the basic necessities. You would be unable to make good financial decisions. This is the situation that COLCPE has been in since its inception. COLCPE has been entirely dependent on at will contributions such as the jar at union meetings and other NALC gatherings. And while many have willingly and generously given, there has been no way of knowing, one year to next or even one month to next how much income this vital program would have. This makes for a circumstance where those who are seeking contributions and in need of the support of letter carriers unfortunately came to view COLCPE as a small time player with an unreliable level of funding. Our leadership was severely restricted in the number and amounts of donations to those politicians friendly to letter carriers.

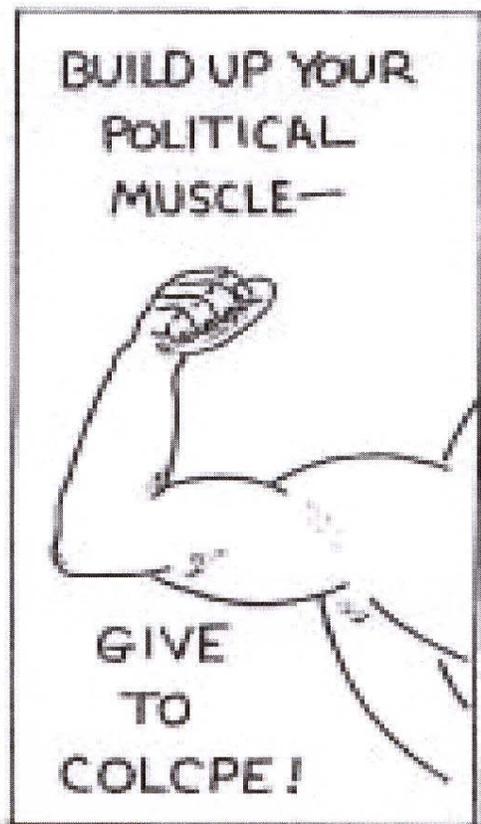
The "Gimme 5" for COLCPE is an attempt to resolve this problem, and put COLCPE on a stable financial foundation. That is reason that we are asked to make the commitment to an automatic payroll

deduction of \$5.00 per pay period. This allows the COLCPE program a steady and predictable income. While one-time contributions will always be appreciated, they will be more like you when you work overtime, extra income above and beyond what you generally expect.

I have just returned from national convention where Thursday was COLCPE day. Everyone was asked to wear COLCPE T-shirts. It was quite a sight to see the convention hall filled with 8000+ COLCPE contributors. There was also training that afternoon for all the Branch COLCPE coordinators, where we had a chance to discuss ideas and problems. The national goal is to have five percent of all NALC members signed up for automatic contribution. Branch 111 is currently at about 4 percent. We have some work to do and even when (not if) we get to 5% I see no reason that the effort should let up. I believe that given the strength of our branch we can easily exceed the national goal. I won't let up, but I will need all of you. If we work together it will be easy.

Several Members of Congress also addressed us during convention. These Representatives need our help to get the kinds of programs that will benefit all working people in this country, and this includes postal reform that preserves our collective bargaining rights. If we were to lose that right it would be not only a sad day for us, but would signal to every private employer that the unions are powerless and no longer needed to be heard or accounted for. That would indeed be a dark day the honest worker. We can never afford to allow this to happen. This is the essence of the purpose of COLCPE, to give us a voice and to insure that voice is heard and that those who need to hear, in Congress and the White House are listening. That is why each and every dollar contributed is so very important. That is why all of us are asked to contribute. The more participants the more we share the cost and the louder our voice will be. UPS, FEDEX and many others are quite free in providing their opinions and contributions. They make sure their voice is heard. We must match their argument. It is too important not to.

By: Jeff Asay



nemmann/Br. 391 Maine

It's Time For Letter Carriers to Live Within their Means

It is the evening of August 29th. I had intended to spend a lot of time explaining the Cash Flow system that I have developed over the years. Mike Wahlquist and I taught it at the Steward's Meeting several months ago. However, time is short; Gean Ryans wants to put together the Pavement Pounder.

I am willing to teach my Cash Flow system to any Branch 111 member interested in help with planning and implementing a system of planned spending. I can meet you in my office at Union Hall. I will explain it to any member free of charge.

I am hearing more and more that Letter Carriers are spending money on really stupid things. A Letter Carrier friend of mine put it this way. He said, "We spend 12 hours a day doing what we don't want to do (like work massive overtime) to make money in order to buy a bunch of stuff that we don't need." This is a recipe for disaster. A bunch of "stuff" that you don't really need is not going to make you happy. Be careful about how you spend your money.

I hear of couples where both spend as much as they want whenever they want. They carry credit cards, tire store cards, department store cards, gas cards, debit cards, checks, etc., etc. They buy cars, boats, toys, furniture, etc. on credit. They are upside-down on these purchases when they walk out the door. They spend more money every month than they earn. For a while, they don't care. They rationalize their spending by saying that they only buy what they "need."

This 'material world' high is short-lived. Unless their parents or someone else, perhaps the Easter Bunny, bails them out: this life will make them very unhappy. Bill collectors will begin to call them. Instead of benefiting from owning a home that increases their net worth as its value inflates, they waste the equity in their home by borrowing against it. Even though they promise them that they won't pay one penny out of pocket to refinance they'll walk out of there owing thousands of dollars that they didn't owe when they walked in. Sure, they'll pay off their credit cards and swear to do better next time. How-

ever, a year later they are in the same situation. The interest rate they pay for borrowed money gets higher and higher. Salesmen tell them what car they will buy, what interest they will pay and how much their payment will be. Bill Collectors drive them nuts. This goes on until the housing market busts and they can no longer refinance. They declare bankruptcy. They get divorced. Some even contemplate suicide...or worse!

These people are not bad people. They only want to give their spouse and family a good life. They don't plan their finances because it causes too much strife to make a plan together. They want harmony at any cost.

Let me share with you several big-time warning signs. If you owe more money today than you did 6 months ago... you might have a problem. If you are more upside down on your car, boat, or that ATV that you had to have than you were 6 months ago...you might have a problem. If you refinance your house for any reason other than to shorten the term or lower your interest rate...you might have a problem.

If you learn to spend less than you make every month your house will actually get paid off. You may carry mail in your 50's without a house payment. It sure would allow some nice vacations. If you contribute to TSP enough to get the matching funds you will retire with no house payment and between Social Security, a Postal Annuity and TSP Withdrawals you will have no reduction in income as a retiree.

This plan does not require you to live like a pauper. Make your TSP Contribution, don't get upside down on purchases of assets that depreciate and spend at least \$1 less than you make every month. It's simple. I feel that, by virtue of you having elected me Treasurer of Branch 111, I should help any member, free of charge, to learn to spend less than they make. Call me if I can help you.



By: Mike Madsen

TREASURER - 801 973-6705

SKAGGS™

POSTAL UNIFORMS

Visit our newly remodeled Postal Uniform Store

WE SELL
USA MADE
PRODUCTS

UNION
PREFERRED

NEW EXPANDED STORE HOURS

MONDAY - FRIDAY
8 A.M. - 6 P.M.

SATURDAY
9 A.M. - 5 P.M.

TO SERVE
YOU BETTER!



for all your Postal Uniform and Accessory needs.

Service

Selection

Satisfaction

SKAGGS

3828 South Main Street ~ Salt Lake City ~ Utah 84115

Service delivered right
to your door!

801-892-2666

Brands you trust at low
SKAGGS prices!

Toll Free 1-888-475-2447 ~ Fax 800-883-2626 ~ Order online @ www.skaggspostal.com & SAVE 10%

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

SEPTEMBER

2006

CALENDAR

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