



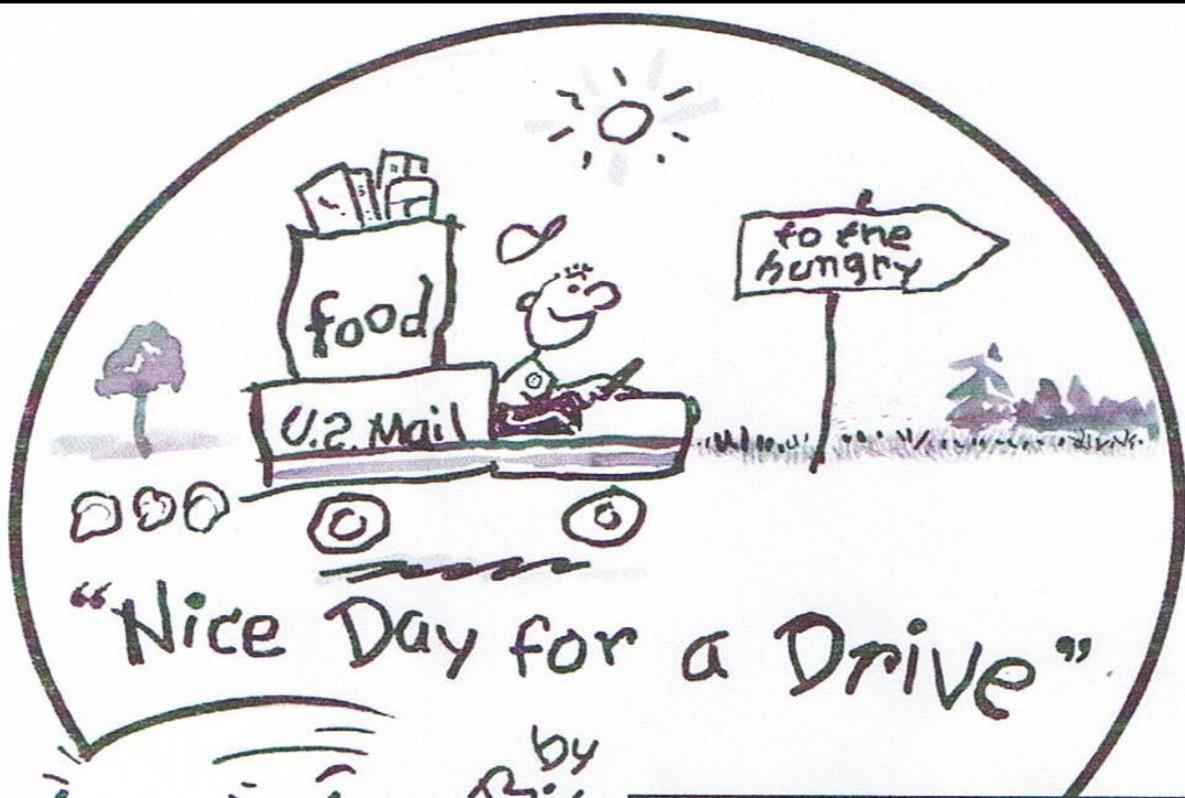
BRANCH 111 N.A.L.C.
"THE WASATCH BRANCH"

The Pavement Pounder

Volume 9

May 2009

Issue 4



**LETTER
CARRIERS
FOOD DRIVE
Saturday, May 9**



The Wahlquist Report

Mike Wahlquist, President.

The Winners Box

Union Meeting
Drawings
January 8, 2009

2 Door prizes
\$25.00 Each

Steve Schafer
Barrie Frankland

Progressive Retirees
\$100.00

Glen Maynes
(not present)

Next month
\$125.00

Progressive Union B
\$225.00

Clifton Prisna
(not present)

Next month \$250.00

Progressive Union A
\$675.00

Tiffany Rienhold
(not present)

Next month
\$700.00

The next drawings will
be at the May 14, 2009
Union Meeting

You Must be
present to
WIN!!!

Food Drive - 2009

The spring flowers are in bloom, the swallows have returned to Capistrano, and they have cut the lawn for the first time this year down at the Union Hall. However, this does not mean that spring is here, in fact, since we live in Salt Lake City, we can probably expect several more snowstorms before the real heat starts, but there is light at the end of this vicious winter tunnel. And, more importantly, it is time for us to perform our yearly community service - the 2009 Letter Carriers' Food Drive on May 9th of this year.

What does the Food Drive mean to us? It means that we deliver cards and bags to every customer on our routes. While difficult, this is not too much of a sacrifice, since we are paid by the USPS to do it. The Postal Service donates this expense to the Food Drive. Participating in the Food Drive also means that we pick up hundreds of pounds of food from the customers on our routes, in addition to delivering and picking up all of the regular mail on that day. It means that we do this back-straining labor in the heat of the day, or in the pouring spring rain. It means that we donate the extra time this takes because we are the main sponsors of this food drive. And, it means that on this one day, we serve our fellow men by providing many of them

with meals enough to last them for nearly half a year.

What does this food drive mean to our fellow countrymen? It means that many of them will be able to keep their families from going hungry, and this list stops here because if you can't feed your family, not much else matters. Last year, nearly 38 million Americans went hungry (according to every source I could find on the internet). And this is happening in America, the land of plenty, where dumpsters and landfills are filled with the table scraps that we throw away. In fact, our country has so much food that we stamp most of it with expiration dates so that we will know when to throw it away if we just don't get around to eating it.

So it seems to be a mystery that there are people starving in our own country, but truth is stranger than fiction, and it is in fact happening. But we can be the catalyst that changes the equation. Now, instead of letting food rot in peoples' pantries, the "haves" can share their surplus with the "have-nots". And this year, this will be extremely important because the economy is in the toilette.

I have spoken extensively with Brenda Thompson, of the Utah Food Bank, and she tells me that food is flying out of the Food Bank at a record pace. New patrons visit the Food Bank every week who tell her that they never thought

they would be hungry and looking for food. One would probably have to look back to the Great Depression to see worse times than we are experiencing right now.

So, let's make this Food Drive the best ever. I want to challenge all Letter Carriers to maintain a great attitude about the drive. Is the Drive difficult? Yes. But it is probably the most important thing that we do every year. Also, please remember to donate food yourselves. Since we have a competition to see which office picks up the most food per capita, it might be wise to bring in your personal donations to your office on May 9th, but I'll leave that up to you. Take a few minutes the night before to go through your own pantry and see what can be spared. After all, we have some of the only recession-proof jobs in America, thanks to the Union, and we are doing pretty well compared to many of our fellow Utahns.

On May 9th, you are welcome to have your family assist you with the food drive. I always like to have my wife and kids help me with the Food Drive, simply because they see how hard my job really is! But it is probably the most important thing that we do

every year. Also, please remember to donate food yourselves. Since we have a competition to see which office picks up the most food per capita, it might be wise to bring in your personal donations to your office on May 9th, but I'll leave that up to you. Take a few minutes the night before to go through your own pantry and see what can be spared. After all, we have some of the only recession-proof jobs in America, thanks to the Union, and we are doing pretty well compared to many of our fellow Utahns.

On May 9th, you are welcome to have your family assist you with the food drive. I always like to have my wife and kids help me with the Food Drive, simply because they see how hard my job really is! But remember, just because your kids are helping you, this does not mean that they get to deliver the mail! We are still the only ones legally able to perform that function, but your family is welcome to assist with picking up all the food on your route. If your family is helping you and using a POV (Privately Owned Vehicle), it would be a good idea to put a couple of signs in the windows of the family car stating "Food Drive Volunteer", or something like that, so that people realize that they are not food thieves. I know it sounds ridiculous, but we get phone calls every year from customers freaked out about "food thieves". Thank you notes are a good idea because they let the customers know that you got their food and make the customers feel even better about

their donations. Your Shop Steward or Supervisor could easily generate a few for you if you would like to use them (You can fit about 9 simple "Thank You" notes onto a 8 by 11 sheet of paper).

About a decade ago, as I was participating in the Food Drive in Sugarhouse, I approached a house that had more bags set out than I had ever seen. I loaded them into my vehicle, and left a "Thank You" note, only to have the customer chase me down the street. I had picked up their all of their weekly groceries that they had unloaded onto their porch, preparatory to bringing them into their house (I think their phone had rung and they had become sidetracked), and unfortunately, the location where they had placed their groceries happened to be right under their mailbox.

The need is great, but we can meet it by doing our part this year. Let's make this Food Drive the greatest that we have ever held. I'll be working the Food Drive on May 9th as well, and if you have any trouble, please don't hesitate to call me. Thanks for your hard work in advance, and let's **Stamp Out Hunger!**

The Veep Speaks

Vice President Phil Rodriguez

Letter Carriers enjoy benefits that most Americans will never have. We have a great hourly wage with guaranteed increases. We have a comprehensive health care plan that covers our family members if they need access to medical treatment for injury or illness. We have a retirement fund that is fundamentally sound and funded for the next 80 plus years. If we need extra money we, as Letter Carriers, have the option to work overtime at 1 ½ times our regularly hourly wage. We have caps on the number of hours we work and most important, we have access to the Grievance process. Imagine if we couldn't file a grievance? At a time when millions of Americans have been victims of the economic crisis Letter Carriers continue to have security in our job that most will never have.

The NALC has recognized the financial crisis and has been pro active in our attempts to make the USPS viable. We have generated

almost 600 million dollars participating in the Customer Connect Program. Earlier in the decade we changed our grievance process that saved hundreds of millions of dollars that would have been spent in lengthy and drawn out grievances. The NALC spearheaded Postal Reform into workable legislation that guaranteed our fundamental service to the American public instead of privatization. The NALC has again been the frontrunner in the latest legislation effort, HR 22. This legislation, if passed, will save the USPS an estimated 4 or 5 billion dollars per year. And it should be noted that all our Congressmen not only support HR 22 but Co Sponsor the legislation.

Letter Carriers are often the punching bags of

Notice Of Election

In compliance with Branch 111 Bylaws notice is hereby given that Election of Delegates to the Utah State AFL-CIO Convention will take place on

May 14, 2009 - 6:00 PM At the scheduled branch general meeting

2261 South Redwood Road

Please consult Branch 111 Bylaws for further details of nominating procedures and eligibility requirements for delegates.

HEALTH BENEFITS – JIM KEREKES

Before May is over this year, I'll be trying to improve our use of the major facilities that are available here in the Salt Lake County. I have started to learn more about the Lab networks as well.

The NALC Plan has a program called My Care Allies. It has ten breakdown subprograms that are helpful in taking care of our health.

I want to share the 24-Hour Nurseline program of My Care Allies:

24 hour a day, 7 days a week, 365 days a year. That's how often you can reach a registered nurse or clinical specialist.

Health issues can come up anytime of the day or night. Being able to talk to an R.N. at any 24 hour time to get health advice or assistance is good.

They can tell you some things to do such as the following:

Determine when to call 911.

Tell you where to find doctors and hospitals.

Assist you in dealing with minor health issues yourself.

Help to determine if you need to see a doctor or go to the hospital.

Inform you how to stay comfortable until you receive additional medical help.

******YOU CAN REACH THE 24-HOUR NURSELINE AT 1-877-220-6252******

The Front Line

Historically, Letter Carriers took great pride in their appearance, knowing that they represented the "face" of the Postal Service. The public came to rely on having a professional-looking Letter Carrier serving the needs of the neighborhood.

As a patron, I would expect a public servant to appear clean and neat, with polished shoes and to be well groomed. Any patron expects good service; service with a smile, timely delivery of mail, and that their mail be placed in the mail receptacle as neatly as the accommodation allows.

Seeing the mailman come and leave is as close to being at the Post Office as many patrons get. When dealing with the public, leave a good impression with them so they will use the Post Office again and again. Always wear a clean and unwrinkled uniform, and most important of all, remember to smile.

By George Taylor



AND NOTICES

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.

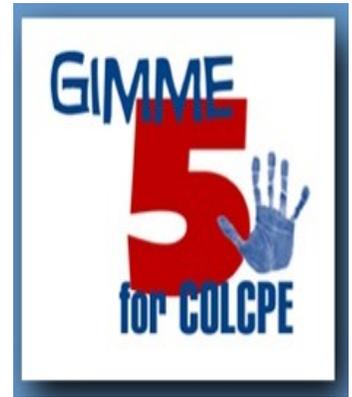
Change of address: Please send your new address to the branch office if you have moved recently or are planning to move in the near future.

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.

NALC and Postal Service Reach Accord For Interim Route Adjustment Process

The NALC and the Postal Service entered into a Memorandum of Agreement April 7 on a Modified Interim Alternate Route Adjustment Process for 2009. All delivery routes will be evaluated, adjusted, and revisited in 2009 pursuant to this process. Routes in delivery units that were not evaluated/adjusted under the previous Interim Alternate Route Adjustment Process will be evaluated using a two-month review period of either March-April 2009, or April-May 2009. Routes in delivery units that were evaluated/adjusted under the previous Interim Alternate Route Adjustment Process will be evaluated using a one-month review period of either March, April, or May 2009 in order to revisit those evaluations/adjustments. The evaluations and adjustments for all routes will then be revisited in the fall using a one-month review period of either September, October, or November 2009. All decisions regarding the evaluation and adjustment of routes will be made jointly by teams of NALC and USPS representatives after their review of selected data and input from the regular carrier. The four-page Memorandum was signed by NALC President William H. Young and Doug A. Tulino, Vice President/Labor Relations, for the Postal Service. *“It is critical in this time of economic uncertainty that the Postal Service function as efficiently and effectively as possible in order to maintain its position as the major communication agency in this nation,”* Young said. *“At the same time, we want to ensure that the standards of the letter carrier craft are not diminished and that criteria for the amount of mail and the time allotted be appropriate for delivery in a professional manner, consistent with top-level service that the public has a right to expect.”* The text of the Memorandum is available on the NALC website: www.nalc.org, and additional information will appear in the May issue of the *Postal Record* magazine. The NALC and the Postal Service are also near completion of a more detailed document which will provide the parties’ mutual explanation under each provision in the Memorandum of Agreement. Upon completion, that document will also be available on the NALC website. The initial joint training on the new process is scheduled on April 20 and 21 for the NALC National Business Agents and the USPS Area Managers Delivery Programs Support, who will serve as the Area/ Regional Teams that will monitor the process and provide training in their respective Regions/Areas. After the training, questions regarding the process should be directed to your National Business Agent. As with the previous Memorandum of Understanding, both parties maintain their rights under Section 271 of the M-39 Handbook regarding Special Route Inspections. As part of the new Memorandum, the parties have also agreed that the data from route inspections conducted pursuant to Section 271 of the M-39 Handbook will be forwarded to the appropriate Joint District Evaluation and Adjustment Team under the new process for adjustment.

prodriq@msn.com



Management when poor managerial decisions are made that threaten our business. We are targeted and harassed and threatened daily because in Managements narrow view, we are the reason for the billions lost. For many years they collected a bonus while doing nothing but sitting in front of a computer. We deliver mail they manage, therefore how can we be responsible for financial decisions that amount to bankruptcy? We don't pay \$60,000 plus to a Supervisor to stand around carrying a clipboard. We didn't invest millions into machinery that has or will not perform to the standards that was advertised. We didn't remove thousands of collection boxes that would have collected letters and revenue. We don't continually violate the Collective Bargaining Agreement that result in monetary settlements costing hundreds of millions of dollars yearly. Even Congress has recognized the bizarre and putrid decisions the USPS has made in the last couple of years. Congressman Chaffetz is considering opening Congressional hearings to investigate the Postmaster General concerning his "managerial decisions" and his lucrative financial incentive package. Management wake up! The Letter Carriers are and always will be the life line of the Postal Service. Through our efforts we will force your boss, Congress, to make sure you make the correct decisions that will stabilize the USPS. In the view of Congress we Letter Carriers have credibility and integrity, not Management.

Letter Carriers will continue to be the face of USPS to our customers and most important, Congress. We will be out front in community efforts such as our yearly Food Drive. We will continue to generate hundred of millions of dollars through Customer Connect. We will continue to give to COLCPE to make sure Congress keeps the Postal Service viable for years. We will have Letter Carriers volunteer to use their own leave and money to fight for the stabilization of the USPS during this lengthy recession with financial solutions that will create revenue and stability. When your many Supervisors questions your integrity or attempt to question your work ethic, keep in mind who is asking the question. As credibility goes who is more credible? The NALC Letter Carrier or the USPS Manager? Easy answer!!

Our Stewards are filing record number of grievances as Management attempts to re-write our Collective Bargaining Agreement. Stewards have many burdens and responsibilities and continue to fight for your rights. They don't do it for the money or for the benefits. They are activist's that have the courage to step forward and fight for rights of Letter Carriers in Branch 111. Through all the work and time spent off the clock they found time to volunteer for 2 hours after work for our Food Drive. On April 15th the Stewards met at the Custer Station to organize bags and labels so our Food Drive can be a success with one goal; providing food for the less fortunate. I admire and respect all our Stewards in Branch 111 and they continually amaze me with the work and dedication they demonstrate.

Phillip Rodriquez



IN MEMORIAM
ARTHUR C.
MESNER
1934-2009
LETTER CARRIER
28 YEARS
BRANCH 111
EXPRESSES OUR CON-
DOLENCES TO HIS
FAMILY.

**BRANCH 777
FOOD
DRIVE 2009**

A SACK OF ORANGES PRODUCTION BROUGHT TO YOU BY JUNIOR

THE 17TH ANNUAL NALC FOOD DRIVE TO "STAMP OUT HUNGER" WILL BE CONDUCTED THIS YEAR SATURDAY, MAY 9. ON THAT DAY, LETTER CARRIERS WILL COLLECT NON-PERISHABLE DONATIONS FROM HOMES AS THEY DELIVER MAIL ALONG THEIR POSTAL ROUTES. A SERIOUS MATTER...BUT AS USUAL HERE AT SACK OF ORANGES WE ENJOY LAMPOONING OUR FELLOW WORKERS TIL THAT IMPORTANT EVENT.

OH! CORN AND SAUSAGE! THE FOOD DRIVE AGAIN!

HOT YOGURT IT'S COURTNEY COX!

MILLIONS AND MILLIONS OF FAMILIES ARE SUFFERING - STRUGGLING TO MAKE ENDS MEET AND PUT FOOD ON THE TABLE, MORE THAN EVER FOOD BANKS NEED OUR HELP THIS YEAR, THEY'RE COUNTING ON YOU.

DONATE NOW AND RECEIVE ONE FREE MASSAGE AT THE

FINISHING TOUCH

MASSAGE PARLOR

OWNED AND OPERATED BY WEST VALLEY'S OWN FORMER SUPERVISOR
LOCATED ON BANGOR HIGHWAY

OFFER IS GOOD ONLY AS A JOKE AND NOT TO BE REDEEMED BY Scott D.



MBA and Compensation

Terry C Ehlers

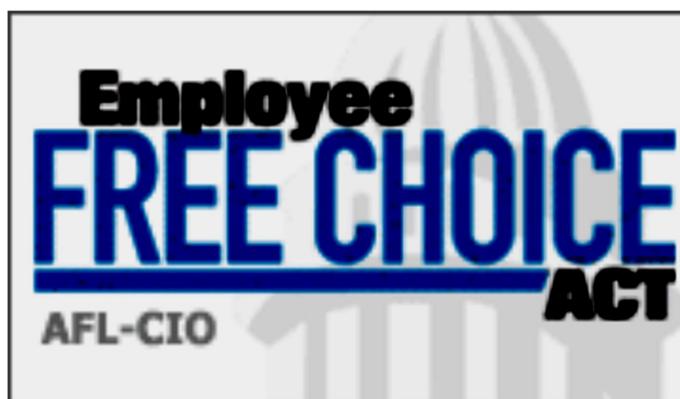
If you have an injury you are to report it to your supervisor and also I recommend informing your steward or another Union branch officer. It has come to the Union's attention that management, in some locations, is not complying with Federal Law. Case in point- management is not giving out forms for an employee to report an injury. Federal Law provides in 18 U.S.C. 1922 that:

"Whoever, being an officer or employee of the United States charged with the responsibility for making the reports of the immediate superior specified by section 8120 of title 5, willfully fails, neglects, or refuses to make any of the reports, or knowingly files a false report, or induces, compels, or directs an injured employee to forego filing of any claim for compensation or other benefits provided under subchapter 1 of chapter 81 of title 5 or any extension or application thereof, or willfully retains any notice, report, claim, or paper which is required to be filed under that subchapter or any extension or application thereof, or regulations prescribed thereunder, shall be fined under this title or imprisoned not more than one year, or both."

Another issue that I would like to address and hopefully clear up is the use of the form CA-2a "Notice of Recurrence." This form is being handed out to employees improperly more often than not; this form is not the correct form for their injury. Before I go any further (and please heed this advice) do not use this form until you have contacted your Union representa-

tive (Steward or Branch Officer). Back on point, CA-2a is used for a recurrence of disability and is defined as an inability to work after an employee has returned to work, when the inability is caused by a spontaneous change in a medical condition which has resulted from a previous injury or illness without an intervening injury or new exposure to the work environment that caused the illness. This term also means an inability to work that occurs when a light duty assignment made specifically to accommodate an employee's physical restriction due to his or her work related injury or illness is withdrawn. It means an inability to work that occurs when the physical requirements of such a light duty assignment are changed so that they exceed an employee's established medical restrictions. A new incident with an identifiable cause is defined as a new injury.

If you would like information pamphlets on any of the NALC Mutual Benefit Association Insurance benefits please stop in at the branch office to pick them up.



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Page 9

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Federal Workers Comp: Going from bad to worse?

When an injured worker has a permanent loss of use of certain body parts, he can obtain an evaluation of the impairment and submit it to receive extra compensation called a "schedule award". For the last eight years, the amount of the award has been determined from an analysis of the extent of the impairment in accordance with 5th edition of guidelines that were developed by the American Medical Association.

Unfortunately, it appears that the Office of Workers Compensation (OWCP) is about to adopt the 6th edition of those guidelines, and this will have a very negative effect on the claims of injured federal workers.

It's true, the federal employee could not receive a schedule award for a back or neck injury if the injury was confined to the back or neck. But the 5th edition did allow impairment consideration for reduced arm or leg capabilities as a result of interference with the nerve signals from the spine or neck injury into the extremities.

The 6th edition won't allow even this, thereby cutting out the possibility of any schedule award for the most common workplace injuries.

The 6th edition only permits an impairment rating based upon the diagnosis in the extremity (such as: carpal tunnel syndrome = X%), plus or minus a minor variation based upon decrease in physical capabilities - but it won't allow any of the typical measurements of loss of function; such as testing of the range of motion and loss of strength.

It does also allow a minor variation based upon what treatment the worker has had, but this, too, is dangerous for federal employees - because they often can't find treating physicians who will provide them with good and continuing treatment. Imagine - receiving less of an award than you are entitled to because you can't find a doctor to treat you!

State legislatures make the rules for the non-federal workers. The 6th edition hasn't been adopted by many of them. Some have specifically rejected it after considering its impact on workers.

Those in the federal employment sector may still be able to prevent the adoption of the 6th edition in federal workers compensation. I strongly suggest that you contact the director of the program and express your concern:

(202) 693- 0040
Mr. Douglas Fitzgerald, Director
Division of Federal Employees Compensation
200 Constitution Avenue NW
Room S 3229
Washington, DC 20210

I also suggest you contact your Congressman and your United States Senator, and send him a copy of this memo to help you explain your concern. You can easily find your Congressman's address by entering your zip code at <http://www.house.gov/>. Good Luck!

May 2009

Sun	Mon	Tue	Wed	Thu	Fri	Sat
April 26	April 27	April 28	April 29	April 30	1 Pay Day	2
		RAP	RAP	RAP	RAP	RAP
3	4	5	6 Natl. Assoc. of Parliamentarians (NAP) 6:30 PM	7 E-Board 6:00 PM	8	9 <u>FOOD DRIVE</u>
10	11	12	13	14 Branch Meeting 6:00 P.M.	15 . Pay Day	16
17	18	19	20 Steward's Meeting 6:00 P.M.	21	22	23
24	25 Memorial Day	26	27	28	29 Pay Day	30

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**[http://branch111.com/index.
htm](http://branch111.com/index.htm)**

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