



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

# Pavement Pounder

Midvale - Millcreek -Murray - Northwest - Orem - Sandy - South Salt Lake - Sugarhouse - Tooele - West Jordan - West Valley

November 2018

Publication 2018.11

## Cost of Living Adjustment (COLAs)

The projected accumulation toward the sixth regular COLA under the 2016-2019 National Agreement stood at \$62 annually in October following the release of the September 2018 Consumer Price Index.

On October 11, the Bureau of Labor Statistics announced that the CPI for Urban Wage Earners and Clerical Workers (CPI-W, 1967=100) stood at 734.441 in September, 35.861 points above the base level of 698.580 in July 2014. After adding the 0.6025 cents carried forward from the fifth adjustment period, the accumulated COLA through October stood at 3 cents per hour or \$62 annually.

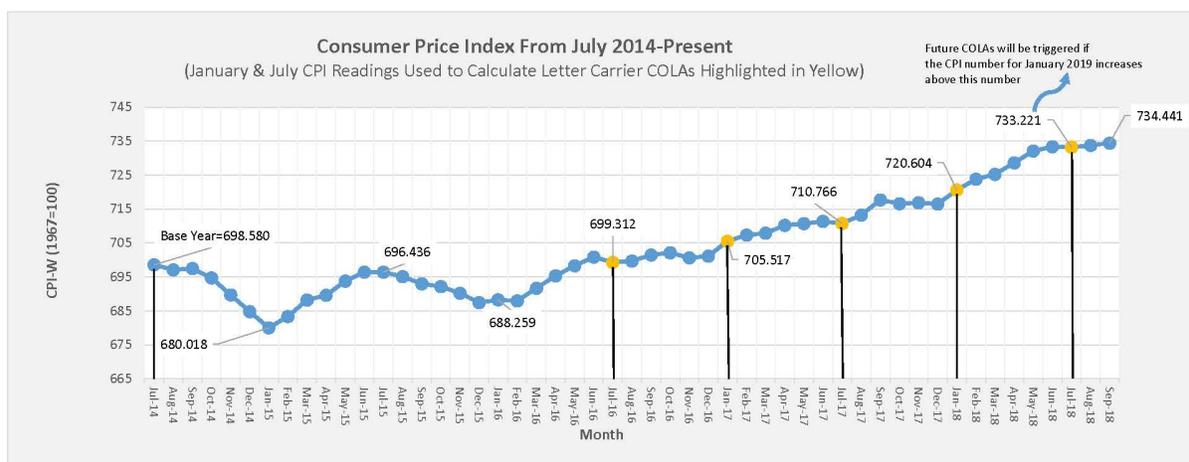
The sixth COLA will be based on the increase in the CPI-W between the base index month and January 2019, less any previously calculated COLAs, and will be payable the second full pay period following the release of the January 2019 index. The five COLAs that have been calculated under the 2016-2019 National Agreement, totaling 86 cents per hour, are as follows: 1st COLA, 1 cent per hour (\$21 annually), 2nd COLA, 16 cents per hour (\$333 annually), 3rd COLA, 13 cents per hour (\$270 annually), 4th COLA, 25 cents per hour (\$520 annually), and the 5th COLA, 31 cents per hour (\$645 annually).

### 2019 FECA COLA projection: 2.5% as of October 2018

Based on the release of the September 2018 CPI-W (1982-84=100), the 2019 FECA COLA projection is 2.5%. The September 2018 CPI-W (246.565) was 2.5% above the December 2017 base index (240.526).

The 2019 FECA COLA calculation will be finalized when the December 2018 CPI-W is published during the month of January 2019.

FECA COLAs are applicable only in cases where death or disability occurred more than one year prior to the adjustment's effective date.



# **REGARDLESS... HERE'S WHAT WE SHOULD DO...**

It's getting colder. It's getting dark early. Management will continue to do what they do to get some to go faster, meet numbers, etc, etc, etc. Here are some reminders for having a safe and efficient day of mail delivery.

Wake up in the morning, evaluate your health mental condition. Have I taken anything that could affect my ability to work safely, or am I incapacitated and unable to perform my duties safely? Management has been known to remove employees for accidents due to an illness or medication.

Do a complete vehicle check. Do doors lock? Do wipers wipe? Do tires have sufficient tread and evenly worn? Do all lights work? Did you perform the PARK BRAKE CHECK? Were all deficiencies properly reported and repaired?

When performing your office duties, remember to push not pull. Do NOT overload your gurney. Request tubs or trays be placed in the bottom of your gurney to raise the parcels up to a safe lifting level. Take multiple trips if needed. Lift with your knees not your back. Request assistance with heavy or large parcels.

Do not overload your mail trays. Take bundles to the street the way you get them, individually. Remember that the FFV/LLV trays have a weight limit of 100 pounds. Only one tray high and no objects should be blocking your windows or mirrors.

**DO NOT FORGET TO TAKE DOG SPRAY WITH YOU WHENEVER YOU ARE OUTSIDE YOUR VEHICLE.**

**HYDRATE & APPLY SUNSCREEN THROUGHOUT THE DAY. WEAR PROPER FOOTWEAR and WEATHER GEAR.**

When delivering Park & Loops, legally park your vehicle, set your brake, curb your wheels. Place all the mail in your satchel as required by contract. Split the Park & Loops as required and deliver parcels directly to the doors. You are not required to wear headlamps, as they only provide enough lighting for the immediate area not the surrounding area. If delivery is unsafe, fill out a PS Form 1767 upon return.

When delivering Cluster Boxes, NEVER stand in the street. If this is required fill out a PS Form 1767, and request the boxes be rotated so safe delivery can be made. Do not block driveways while delivering Cluster Boxes. Attempt parcels to the customer's door when parcel lockers are not available.

The National Agreement requires that ALL parcels be attempted at the door before they are left in any authorized location, including "leave if no response" and apartment offices. Refer to the M-41 321.4 for more information.

For Curbline (mounted) delivery, never hold mail in your hand. Close your door when going through any intersection. Ensure your safety belt is properly fastened. Signal when approaching and leaving a curb (Yes, around every garbage can, parked car, tree limb, etc.) Check all mirrors every time you move the vehicle. Do not drive on sidewalks. Do NOT skip blocked mailboxes, unless it is unsafe to deliver (in which case fill out a PS Form 1767). Only the postmaster, with approval from the district manager, may withdraw service (refer to POM 632.14). Do not block driveways while delivering parcels. NEVER make your deliveries while the vehicle is in gear. National arbitration M-0994 requires the vehicle to be placed in neutral at every stop on level ground and in park on every stop on a hill. This is to protect you from injury in case the vehicle accidentally moves.

Upon return to the office, there is no such thing as ten minutes to do your cleanup. It takes the time it takes to perform all the contractually required line items for PM office duties.

Contact your shop steward, the union president, vice presidents, or myself if you have any questions on anything in this article or anything safety, health or contractual related. Remember SAFETY is first, then efficiency. The numbers should be the last thing on your mind!

Have a safe and happy delivery season!!!

-Christopher Zambos



## NALC HEALTH BENEFIT PLAN

Jimmy Kerekes

I just got all of my 2019 health benefit brochures for the NALC health plan. I will be bringing some to the union hall Nov. 14th. So starting, Nov.14th and for many nights, I will be at the union hall to help with questions or to help people to sign up. The best place to get almost all health information is to go to [opm.gov/insure](https://www.opm.gov/insure). That website also has information about dental and vision plans. I don't know when this article will get to you, but if you get it and there are still a few days left for open season, you can call me and I will help you with any questions. NALC health plan website is [nalchbp.org](https://www.nalchbp.org).

It's getting into winter season again, so be safe out there and take care of your health. Review how to take care of your body in cold weather.

# Ask For Help

We all know that substance abuse and mental health affects all of us in some way. Our brothers, sisters, children, parents, friends or even ourselves. Over the last few months I have had several instances brought to my attention of people suffering within our branch. Hearing these unfortunate stories bothers me in a very personal way. Those who know me well are aware that I know the struggles of alcoholism first hand. This is not something I hide. I gain strength by sharing my story. In 2014 my life had become unmanageable and I was lost. With the support of my family I realized this wasn't something I could fix alone. I had no idea what "recovery" even consisted of. I imagine most people struggling or caring for someone who is struggling also have no idea what getting help really means. There is help available to us all. We just have to ask for it. The Employee Assistance Program (EAP) is a program we can all take advantage of for ourselves or anyone living in our household. This resource is an excellent first step to getting help for ourselves or for our loved ones. Help for all kinds of struggles not just substance abuse. Anxiety, depression, stress, or marital issues are just a few that affect so many of us.

In 2014 I started a journey of recovery that would forever change me. The best decision I have ever made in my life was to get sober. It changed my life in every way. I know there is no way I would be the man I am today without the experiences I had on my road to recovery. I am proud to say I am approaching 5 years of sobriety. I share this with you because I am passionate about helping people who still suffer. I am always available to help. I am very active in the recovery community and have resources in all aspects of recovery. Day or night I am willing to help. As I finish writing this article doubt creeps into my mind if sharing something so personal about myself is a good idea but if sharing my story helps just one person then it's worth it to me.

For more information about the EAP call 1-800-EAP-4YOU (1-800-327-4968). EAP4YOU.com is also available to USPS employees and their families.

In Solidarity  
Mike Hansen  
Vice President  
NALC Branch 111  
801-628-1848  
mikehansen0427@yahoo.com



## LETTER CARRIER POLITICAL FUND

By making a contribution to the Letter Carrier Political Fund, you are donating so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded tot hat contributor. Federal law requires us to use out best efforts to collect and report he name, mailing address, occupation and name of employer of individuals whose contributions exceed \$200 per calendar year. Any guideline amount is merely a suggestion, and an individual is free to contribute more or less than the guideline suggests and the Union will not favor or disadvantage anyone by reason of the amount of their contribution or their decision no to contribute.

## A serious look at an urgent misapplication of phrase. Or An urgent examination of a seventies pop song and your supervisors understanding of the meaning of the lyrics.

I remember the first time that I was told that I had no sense of urgency. I was close to 50 years old and had no idea that I was urgency deficient. I may not have a sense of urgency but I have a very good sense of words used out of context. The postal supervisor making the accusation has never witnessed how I react in urgent situations. How could he know? Was I displaying a sense of the trivial , or a sense of insignificance, unimportance, complacency ? I ran to the dictionary to ease my sense of improper use of an adjective and found the following:

### Urgent:

**1a** : calling for immediate attention : *an urgent need* **b** : conveying a sense of urgency

Apparently a sense of urgency is a real thing. What is needed is a working  
Definition of urgency:

**1**: a force or impulse that impels or constrains : urge

I had an impulse to check a medical dictionary for additional insight. The medical definition of urgency:

**1**: a sudden compelling need to urinate or defecate.

my supervisor wants me to cross and uncross my legs. The lyrics of a song recorded in the late seventies by the band Foreigner.

You say it's urgent, make it fast, make it urgent

Do it quick, do it urgent, gotta run, make it urgent

Make it quick, want it urgent, urgent, emergency, urgent, urgent, emergency

So urgent, emergency

Ah emergency pretend there is an emergency the ole chicken little routine. No i never believed in falling skies. Fortunately a sense of urgency is not required for the job. So if you only have a sense of what is and is not urgent you can ease your troubled mind.

Next problem, my supervisor is looking for commitment, and hasn't even bought me lunch.

EXC. VICE-PRESIDENT  
Lance Henrie



**Contract**  
**Article 8**

Section 7. Night Shift Differential For time worked between the hours of 6:00 p.m. and 6:00 a.m., career employees shall be paid additional compensation at the applicable flat dollar amount at each pay grade and step in accordance with Appendix A attached hereto. (The preceding paragraph, Article 8.7, shall apply to City Carrier Assistant Employees.)

Appendix A is on page 128 of your contract..

While it might not seem like much for an individual carrier, add up the cost of thousands of carriers out past six. Together we are strong.



Thinking about buying a home or refinancing your mortgage? As a local home mortgage consultant, I can help you find financing that meets your needs. I'll work with you throughout the process, guiding you every step of the way.

Home Loans

Jeff Jones

**801-246-4721** (Office), **801-663-2796** (Mobile)  
1255 E. Brickyard Rd., 2nd Flr  
Salt Lake City, UT 84106



## **Question:**

Injured on Monday, June 3 and completed a Form CA-1 (Notice of Traumatic Injury and Claim for Continuation of Pay Compensation) on Friday, June 7. The Postal Service has granted me continuation of pay (COP) effective June 7—denying me COP for the period June 3–6, 1985. Is this correct?

## **Answer:**

No. Retroactivity of a proper claim for COP filed within 30 days of the date of injury is required of the employing agency.

In this respect, OWCP's regulations at 20 CFR 10.204(b) state: "The 45 days during which pay may be continued pursuant to this sub-part are calendar days and if the employee has stopped work due to the disabling effects of the injury, the period starts at the beginning of the first full day or first full shift during which the disability begins provided such disability began within six months of the occurrence of the injury."

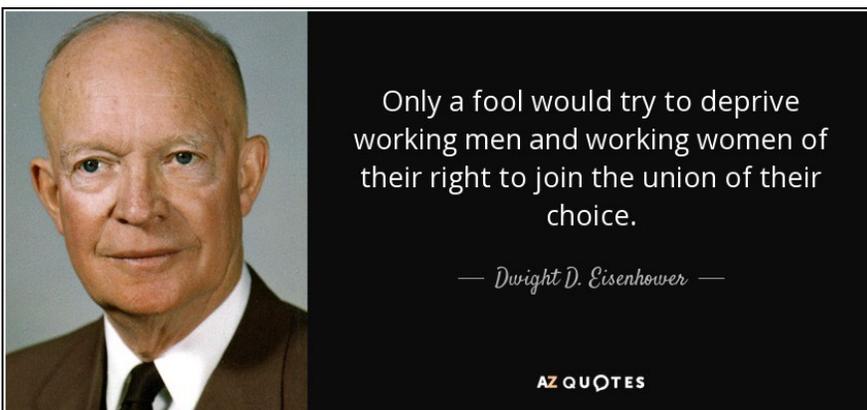
OWCP's regulations also provide, at 20 CFR 10.204(b): "The agency will keep the employee in a pay status for any fraction of a day or shift on which the disability begins with no 'charge' to the 45 day period. If the employee stops work for only a portion of a day or shift (other than the day or shift when disability begins), such day or shift will be considered as one calendar day. If the employee is not immediately disabled due to the injury, the 45 days will begin on the first full day or the first full shift when disability begins."

If the Postal Service in your area is not granting retroactive COP, you should contact OWCP directly or through your NALC branch—or national business agent.

In Solidarity,

Terry C Ehlers

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# Now that's cold

## What happens to your body in extreme temperatures

### What is frostbite?

- **Severe** condition; both skin and underlying tissue (fat, muscle, bone) are frozen.
- Skin appears white and waxy; is hard to the touch.
- No sensation – the area is numb.

### What is frostnip?

- **Mild** form of frostbite; only skin freezes.
- Skin appears yellowish or white, but feels soft to the touch.
- Painful tingling or burning sensation.

### What is hypothermia?

Being cold over a prolonged period of time can cause a drop in body temperature

Normal body temp: **37°C (98.6°F)**

**Mild hypothermia:** Body temp: **36.9-35°C:**

*Shivering; numb hands, feet*

**Moderate:** Body temp: **35-32.2°C:**

*Sluggish movements; confusion*

**Severe:** Body temp: **32.2-25.6°C:**

*Blue skin; can't walk; low pulse rate and respiration*

### Why does your nose run when it's cold?

In trying to warm up cold air on the way to lungs, extra blood flow within nostrils leads to more mucus production.

### Finger control

12°C is the critical air temperature for good manual dexterity. 8°C for touch sensitivity.

### Death

Body temp: **25.6-23.9°C**

### Wind chill

Cold temperatures and wind can become deadly

Wind Speed	Temperature (°C)									
	0	-5	-10	-15	-20	-25	-30	-35	-40	-45
	Wind chill temperature (°C)									
10 km/h	-3	-9	-15	-21	-27	-33	-39	-45	-51	-57
20 km/h	-5	-12	-18	-24	-30	-37	-43	-49	-56	-62
30 km/h	-6	-13	-20	-26	-33	-39	-45	-52	-59	-65
40 km/h	-7	-14	-21	-27	-34	-41	-48	-54	-61	-68
50 km/h	-8	-15	-22	-29	-35	-42	-49	-56	-63	-69
60 km/h	-9	-16	-23	-30	-36	-43	-50	-57	-64	-71

#### 0 to -9°C

Low risk of frostbite

#### -10 to -27°C

Low risk of frostbite or hypothermia if outside for long periods without adequate protection.

#### -28 to -39

Skin can freeze in 10-30 min.  
Risk of frostbite  
Hypothermia risk increases

#### -40 to -47

Skin can freeze in 5-10 min.  
High risk of frostbite  
Hypothermia risk increases

#### -48 to -54

Skin can freeze in 2-5 min.  
Very high risk of frostbite  
Serious risk of hypothermia

**-55 & colder  
STAY INDOORS**

### Eyes

Eyeballs won't freeze because they are contained within the head, which your body works hard to keep warm. Also, tears are salty, which reduces the freezing point.

### Ears

At greatest risk because there are no major muscles to produce heat.

### Cheeks

Turn red when surface blood vessels dilate as skin temperature falls below 10°C.

### You gotta go:

You need to urinate more when you get cold. Exposure to cold causes reduction in blood flow to skin's surface, which reduces overall blood volume. Body's response is to reduce fluid volume by urinating.

### Mother Nature's antifreeze!

Urine's temperature is about 37C – the temperature can't drop fast enough to freeze within the second it takes to hit the ground.

### Why do we shiver?

Muscle contractions produce heat, so when we get cold we shiver

### Fingers, toes

The body will preserve heat by favouring the internal organs, thus reducing the flow of blood to the extremities, such as hands and feet.



Sources: ccohs.ca; Environment Canada

SUSAN BATSFORD, GRAPHICS EDITOR, TWITTER @SBATS1; INFOGRAPHIC BY MEGAN DINNEN/QMI AGENCY

**NALC BRANCH 111**  
Minutes of the Regular Union Meeting  
**November 8, 2018**

**Convened** at 6:40 pm

**Pledge of Allegiance** conducted by Mike Simonsen

Moment of silence for Jim Horrocks who passed away.

**Roll Call** by Steve McNees

**Minutes** of the October meeting were posted. Without objection, they will be filed for future reference.

**Reading of the Communications** by Steve McNees.

Letter from Jim Edgemon describing election violations. He will appeal the NBA election for Region 2. Letter from the National Committee on Appeals denying Kim Mortensen's appeal of the 2017 Branch Election because the appeal was untimely and her objections were not supported by the record. Reply letter to Jennifer Ogden's request for information about any branch affiliation with 210 Workers. There is no affiliation with 210 workers and there is no direct knowledge of possible wrongdoing. The branch voted not to allow advertising which was implemented. President Rolando granted a dispensation for a time limit error while creating the Exec. V.P. position. State Announcement of Steward College the week of April 1, 2019 and State convention April 5-9. Both will be at the Ramada Inn in Price, UT. Letter to Orem management reminding them of a potential contractual violation with their planned assignment of new Dodge Promaster vehicles.

**Application for Membership** by Mike Hansen

Patrick Miller, Trilana McDonald, Jason Wenger, Logan Ciaciuch, Erica Akin, Janis Burnson, Dylan Brown, Dean Welch, Alison Searle, Carlos Cardenas, Cassandra Stanworth, Ethan Baker, Kasandra Norcross, Aaron Gale, Nicholas Mogzec, Carolina Gomez Vargas, Katherine Jamison, Daniel Taylor, David Reynolds, Joseph Ells.

**LCPF** by Monte Jones - Not present

**ORGANIZER** by Justin Lindquist.

In the last 4-5 months we have been doing very good signing up new CCAs, with 100% for the last months. Travis Richeson has been helping lately. We are over 85% organized which is very good.

**LEGISLATIVE** by Chad Mortensen -

We recently voted to reduce our union dues by about \$2.40/PP and we are getting a 2.1% raise this month. Chad encouraged everyone to donate \$5 per month (or more) to the Letter Carriers Political Fund. We shouldn't have to pay to talk to legislators but the fact is everyone has to. No dues money goes to political activities. Mitt Romney was elected and we have a volunteer to work with him. Our 2 national bills should come up during the lame duck session.

**TRUSTEES** – Chad Mortensen

Met last night. Everything went smoothly. A new mileage log form was created. It will be available in the office, on the web and branch computers.

**OWCP, COMPENSATION, and MDA** by Terry Ehlers. Excused  
**HEALTH BENEFITS** by Jim Kerekes

Open season Nov 12<sup>th</sup> thru Dec 10<sup>th</sup>. He has a list of dates he will be available to meet with members at the union office. Cost has increased about \$17. Check the website [opm.gov](http://opm.gov) if you want supplemental dental. CCAs get a postal health plan but Jim will help them to understand the programs if they need help.

**SAFETY AND HEALTH** by Chris Zambos

Winter is coming. Your managers have a choice of 3 or 4 different types of anti-slip foot wear that they can purchase for you to fit over your shoes. Make sure you have a safe route (no ice) into the building in the morning.

**DIRECTOR OF RETIREES** by Jeff Asay.

Fred Downey received his retirement watch and pin. HBP Open season is Nov 12<sup>th</sup> thru Dec 10<sup>th</sup> and Medicare Open Enrollment, for retirees, is through Dec 7<sup>th</sup>. NALC rates are quite competitive. Call Jeff or Jim Kerekes for help. Retirees – you might want to show up in December!

**TREASURER** by Mike Madsen

A detailed list of income and expenses for October was available on the back table. October gross income was \$41,465, expenses of \$34,196, a net gain of \$7,269. We may go over budget because of a new officer and proposed new member bounty. We have about \$200,000 in the bank

**VICE PRESIDENT'S REPORT** by Mike Hansen –

Steward training this month is cancelled (day before Thanksgiving). State has training Nov 14<sup>th</sup> at the Hampton Inn in Provo (basic grievance handling, etc). The Utah State Assoc. Facebook page has more information on activities and training outside our branch. UBBM has rec'd more attention lately because of political mailings. Let new employees know what is appropriate or not, in UBBM. Start time grievances are being worked hard on by all stewards.

**EXECUTIVE VICE PRESIDENT** by Lance Henrie.

Lance believes management is purposely hurting carriers with unwarranted discipline and improper handling of Injury Comp cases (examples given). A new CCA reported a package leaking onto her skin. She was told it was a salt like substance and keep delivering (they didn't know what it was). This happened during the bomb scares. She was fired. Start time grievances- Management numbers are wrong. There were no times recorded for SPRs and other items. One office's times are set to percent to standard and another is adjusted to standard.



**PRESIDENT** by Mike Wahlquist.

The Presidents 120 days (pay for additional officers/stewards LWOP) is almost gone – until the last 2 years we have not exceeded the 120 days. Last year was the attack on downtown carriers. This year Orem has been grossly understaffed (only 10 of 23 CCAs they are allowed/earned) since Dec of last year. They have had 4 postmasters since December. We have had to send members to Orem to work on grievances because they don't have help and are overworked. There is a new method for tracking the 120 days. Hours allotted have been oral agreements. That will change to a written commitment so that there is a log of how many hours have been authorized. This will allow the officers to better keep track of hours. Organizing. 85.25% membership is exciting. There are only 122 non-members in the branch. A \$100 bounty has been proposed in hopes that we can get to 90%. We have had a \$2.40 dues reduction with the biggest pay raise and 2.1% (3.1% for CCAs) upgrade this month. Next year we get to negotiate a new contract. The increased income can help us to increase our membership and thus our bargaining ability. Our current contract expires next September.

**SPECIAL ORDERS:** none

**UNFINISHED BUSINESS:** none

**NEW BUSINESS:**

Motion for a standing order from the Executive Board: *“Any company that comes in and wants to advertise with us, who wants access to our membership dealing with Federal programs (Workman’s Compensation, retirement, health benefits, etc.) must first be vetted by National. Local banks, restaurants, etc. would not be included.”* An amendment to exclude banks from advertising (except Utah first). Motion failed. Original motion. Passed.

It was proposed to increase the budget for the following items: Communications by \$850, Health & Welfare by \$200, President’s 120 days by 20 days, Shop Steward Pay by \$700, Appointed Officials by \$7,000, and Organizing by \$1,000. A motion to vote in block withholding any items requested to be held. President’s 120 days was excluded. Motion to accept 5 items not excluded: motion passed. An amendment was made to increase the President’s days by 90 days. Motion passed. [Note: Orem has 150 grievance with extensions].

Motion to increase the organizing bounty to \$100 from tomorrow through next branch meeting. (Normally \$25). Motion passed.

**IMPROVEMENT OF THE ASSOCIATION –**

Veterans Day is Nov 11<sup>th</sup>. All veterans were asked to stand and be recognized. Lots of applause. Veterans can take their DD-214 to the DMV and get a veteran’s tag on your license so you always have documentation with you that you are a veteran.

**DRAW AND ADJOURN - 8: pm**

\$25 drawing winners: Chris Zambos, Veronica Rodriguez (not present), Wendy Tadlock  
RETIREES – \$600 (James Myers was not present). Next month it will be \$625.

PROGRESSIVE A - \$975 (Lincoln LeCheminant was not present). Next month it will be \$1,000.

PROGRESSIVE B - \$125 (Hollister Hong was not present). Next month it will be \$150.

\$25 Costco card (turkeys): Gus Rohrbach, Josh Jessup, Jim Kerekes, Scott Marath, Marv Jewell, Phil Rodriguez, Tom Lamont, Kim Mortensen, Alan Nagata, Kirk McLaughlin, Aaron Saxton, Blake Mellor, Wendy Tadlock, Jeffrey Borgeson, Bruce Morgan, Mike Wahlquist, Joan Larsen, Bill Craig, Steve McNees, Jim Gero

Donut Drawing: Mike Madsen, Sharla Groves, Steve Franz, Dave Brown

National Association of Letter Carriers  
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*Keep on delivering!!!*

**The financial records of the Union are available to be looked at by any Branch 111 member, in the Union Office, by appointment.**

**PRESIDENT**  
Mike Wahlquist  
**EXC. VICE-  
PRESIDENT**  
Lance Henrie  
**VICE-PRESIDENT**  
Mike Hansen  
**TREASURER**  
Mike Madsen  
**SECRETARY**  
Steve McNees  
**SGT-AT-ARMS**  
Mike Simonsen  
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