

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

The
Pavement Pounder

Aug-Sept 2012

2012.4

Steak Fry is almost here



Get your tickets now Before it's too Late



A MESSAGE FROM NALC PRESIDENT

Wednesday's default won't be committed by the Postal Service, but by Congress'

Statement from NALC President Fredric Rolando on the Aug. 1 Postal Service 'default'

July 27, 2012 -- The word 'default' sounds ominous, but in reality this is a default on the part of Congress. It was Congress that in 2006 imposed a burden on the Postal Service that no other public agency or private company in America faces – the obligation to pre-fund future retiree health benefits. And Congress made this unaffordable by requiring the Postal Service, which doesn't receive a dime of taxpayer money, to pre-fund 75 years into the future.

It is this unique burden that the USPS is 'defaulting on' – but in fact Congress has defaulted on its responsibilities by not addressing the mess it created. How big a mess? According to USPS financial reports, pre-funding accounts for 85 percent of all the Postal Service's red ink, and 94 percent this year.

Rather than fixing the problem it created, Congress wants to degrade the world's most affordable delivery network by reducing services to the American people and America's businesses, which will only worsen the financial problems by driving customers away and reducing revenue.

Besides bringing the Postal Service to the financial precipice, pre-funding also has prevented the agency from doing what it has done for 200 years – adapt to an evolving society. Instead, this artificial political crisis has focused management's entire energy on a desperate attempt to pay bills that no one else has to pay.

If Congress would remove the sense of panic, the USPS could develop a forward-looking plan to address the structural challenges – and opportunities – that we acknowledge exist. For example, while first-class mail is declining, the e-commerce market is exploding. The USPS chief financial officer announced earlier this year that the agency's \$200 million operational profit for that fiscal quarter was attributable to a sharp rise in delivering Internet-ordered packages. Much more could be done to tap that market.

The ultimate irony about the so-called default is that the Postal Service already has \$45 billion set aside for future retiree health benefits – more than any other organization in America

The Nelson News

Jeff Nelson, President.

The year is half gone, and it's flying by. We're currently on pace to initiate about 800 grievances for the year, which is about the same as last year. Hopefully there will be fewer as the year goes on, but make sure you contact your steward or call the Union Hall if you receive discipline or feel your rights have been violated. We will file as many grievances as necessary if management will not respect the rights of carriers.

Several of the grievances that could have been avoided were regarding the caser/streeter test program that management unilaterally initiated in the Midvale Post Office. The good news is that by the time you read this, the test will have ended. It was a complete failure around the country, so management made the decision to end it. We'll see how the grievances that were filed regarding this action end up.

Right on the heels of that test ending, another test has been initiated. The Mountain Shadows Post Office in Orem was selected to participate in a test in which Certified letters will be received by the carriers in the DPS mailing environment. During this pilot test, Certified mail will not be considered accountable mail. I'm sure this detail was not mentioned to the customers who were misled into believing they were purchasing an accountable service.

There are changes occurring in various offices with management shuffling around. If you happen to get a new supervisor or

postmaster, realize they may have a different way of doing things than the previous one. Make sure and talk with them if you have any questions, and if anything doesn't sound right, talk to your steward or another union officer. The best thing you can do is to be consistent in the work you do in the office & on the street. If your supervisor comes to you and tells you that you are too slow, make them do their job and ask them what they want you to do differently. Let them know that you are delivering the mail as safely and efficiently as possible. I've seen far more carriers receive discipline for doing things to cut corners with safety than I have for not going as fast as management wants them to. Take the time to do the job right and provide our customers the service they have come to expect.

The most recent news about the contract going to arbitration is that they have the hearing dates set. The first one will be in early August, and they will continue through next January if needed. If we get any additional information regarding this, we will let you know.

National Convention went well and everyone made it back safely. We did not get much new information about the upcoming arbitration proceedings, but President Rolando gave assurances that wages & benefits would be defended vigorously. We had the opportunity to hear from some great speakers and attend training on multiple subjects each morning before the convention, and again after the convention each day. We got to participate in voting on various resolutions that were

brought before the body of delegates. For a recap on the events of each day, visit the NALC website and follow the links to the National Convention page and then to the links for each day of the "Convention Chronicle".

Continue to encourage non-member carriers to join the union. Right now, we have about 135 carriers that are not members for some reason. Try to find out their concerns and help them see the benefits of standing together, united to maintain the benefits that we enjoy. Remind them that were it not for the efforts of the valiant union activists before us, we would most likely be making less than half of what we make now, with minimal to no benefits such as health coverage, annual leave, sick leave, etc. One hour of pay every 2 weeks is a minimal sacrifice. Despite all the abuse we receive from management & the physical toll it takes on our bodies, being a letter carrier is still a great job. Everyone should become a member to try and keep it that way. Thanks for all you do and feel free to call or e-mail me anytime.

In Solidarity,

Jeff Nelson
801 973-6705
801 205-3015

branch111slc@gmail.com



The VP Speaks

Vice President Phil Rodriguez

Medical Certification

For periods of absence of 3 days or less, supervisors may accept the employee's statement explaining the absence. Medical documentation or other acceptable evidence of incapacity for work is required only when the employee is on restricted sick leave or when the supervisor deems documentation desirable for the protection of the interests of the Postal Service. What are the rules for medical certification and what are your rights??

1) *For absences of more than three days, an employee must submit "medical documentation or other acceptable evidence" in support of an application for sick leave*

2) *For absences of three days or less a supervisor may accept an employee's application for sick leave without requiring verification of the employee's illness (unless the employee has been placed in restricted sick leave status, in which case verification is required for every absence related to illness regardless of the number of days involved), however*

3) *For absences of three days or less a supervisor may require an employee to submit documentation of the employee's illness "when the supervisor deems documentation desirable for the protection of the interests of the Postal Service."*

When a supervisor has required an employee to submit medical certifi-

cation, the burden is upon the NALC to show that the Postal Service arbitrarily, capriciously or unreasonably required the employee to obtain medical documentation. According to the arbitrator in C-00418. The "burden is heavy." The NALC "must prove that the supervisor was arbitrary and unjustified in the request." Normally in most medical certification cases, we, the Union, have been successful in proving that our local Management has been arbitrary and capricious when they have required medical certification.

Supervisors cannot simply make a blanket policy for all employees' to submit because it's a Saturday or before a holiday. While a supervisor has discretion to request medical certification, such discretion must be exercised on a case-by-case basis rather than requiring that all employees submit certification for absence on a certain day. In national level settlement M-00662, NALC and USPS agreed that local management's requirement that substantiation for illness must be submitted by any and all carriers absent on the day following a holiday was "*contrary to national policy*".

Simply, a Supervisor cannot make a blanket policy solely for a day before a holiday or a Monday, Saturday etc., We have filed numerous grievances because the Supervisor suspected that Carriers would call in sick on Saturday or before a Holiday.

Further, having routes down or understaffing is not sufficient to

request medical certification for employees and is not for the "protection of the service." Many arbitrators have ruled that the workload at the facility at the time the sick leave request is made is a factor which the supervisor should consider when deciding whether to require medical documentation of an employee. However, heavy mail volume alone is usually ruled to be an insufficient reason for requesting medical documentation. Postal Service often argues that medical documentation is properly required where the employee calls in sick on a day preceding or following a day off, that reason alone is insufficient to require medical documentation. In Arbitration C-03744 the Arbitrator stated, "*The station's need for more carriers to tide over a holiday is, in itself, not a sufficient reason for requiring medical certification.*"

We are in the middle of a Summer Vacation Roster and many stations are understaffed; requiring Carriers to work overtime and disapproval of incidental Vacations days. As more of our Carriers retire, we are seeing more and more routes becoming vacant straining an already tight Vacation Roster. If you have been "deemed desirable" or told to bring in medical certification upon your return, see your Steward immediately. Phillip Rodriguez
prodriq@msn.com

Official Notice

Branch 111 N.A.L.C.

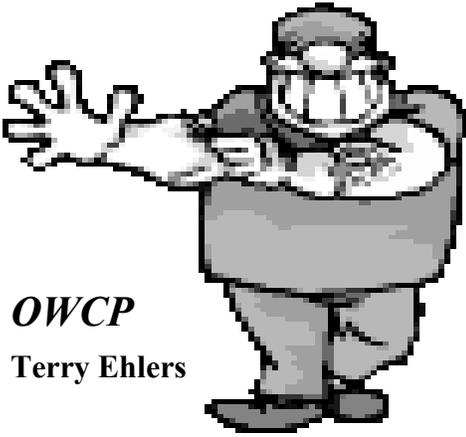
Union Meetings

All meetings held at:

**2261 S Redwood Road
Salt Lake City, Ut. 84119**

Next union meeting

Aug 14, 6:30 p.m.



OWCP

Terry Ehlers

Having pain in your FEET?

Well I just wanted to make a quick announcement for the Steak – Fry that will be held on August 25, 2012 at 6pm at Murray Park Pavilion #5. Get your tickets from your local Steward or pick them up at the Union office, the tickets are \$10.00 dollars per person.

Pain in the ball of your foot can make walking difficult. The burning pain when you apply pressure is a sign that something is not working properly in your feet. Sometimes you may know what you have done that causes ball of foot pain, but other causes may be a little more subtle.

Overexertion

By running or walking too much, you can cause pain in the balls of your feet. Normally this problem is a result of too much force on that area of your foot. Make sure that when you run or walk, you use a proper form for that exercise. A personal trainer can help correct errors in your form that you may not notice. Also make sure that you wear shoes designed specifically for running or walking.

Ill-Fitting Shoes

If you are running or walking in shoes that do not fit properly, you are at greater risk of ball of foot pain. You also can develop this type of pain when you wear any shoes that do not fit properly. Make sure your shoes are the proper size for your feet. If you are uncertain of your shoe size, have your feet properly measured at a shoe store. Also make sure that your shoes are properly fitted for your foot's arch. If you have flat feet, you may need to add foot supports to your shoes.

If the pain in your foot does not go away, I would suggest that you make an appointment with a podiatrist, for you could have a common condition that is listed below.

What is Morton's neuroma, and what causes it?

Morton's neuroma is a swollen or thickened

nerve in the ball of your foot. When your toes are squeezed together too often and for too long, the nerve that runs between your toes can swell and get thicker. This swelling can make it painful when you walk on that foot. High-heeled, tight, or narrow shoes can make pain worse. Sometimes, changing to shoes that give your toes more room can help.

What are the symptoms?

Morton's neuroma can cause a very painful burning or sharp pain in your foot that feels worse when you walk. It may feel like a small lump inside the ball of your foot, it could even cause cramping of your toes, and foot. It is usually between the third and fourth toes, but it can also be between other toes.

How is it diagnosed?

A doctor can usually identify Morton's neuroma during a physical exam. He or she will squeeze or press on the bottom of your foot or squeeze your toes together to see if it hurts. Your doctor may also order an X-ray of your foot to make sure nothing else is causing the pain.

How is it treated?

You may be able to treat this problem at home:

- Avoid wearing tight, pointy, or high-heeled shoes. Choose well-fitted shoes with plenty of room for your toes.
- Put ice or a cold pack on the area for 10 to 15 minutes at a time. Put a thin cloth between the ice and your skin.

Take anti-inflammatory medicines to reduce pain and swelling. These include ibuprofen (such as Advil or Motrin) and naproxen (such as Aleve).

- Rest your feet when you can. Reduce activities that put pressure on the toes, such as racquet sports or running.

- Try massaging your foot to relax the muscles around the nerve.

If these steps do not relieve your symptoms, your doctor may have you use special pads or devices that spread the toes to keep them from squeezing the nerve. In some cases, a doctor may give a steroid shot to reduce swelling and pain. If these treatments do not help, your doctor may suggest surgery.

If I can be of assistance please contact me.

Terry C Ehlers

NALC Branch #111
2261 S Redwood Rd #14
Salt Lake City UT 84119

Business Hours:

Mon, Wed, Friday

7:30 AM – 6:00 PM

Tues, Thursday

9:00 AM – 6:00 PM

Please call before visiting the Branch office to insure someone is there.

Pavement Pounder Staff

Editor - Monte Jones

jones255@comcast.net

New FMLA processing
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RETIREMENT QUESTION & ANSWER CLASS

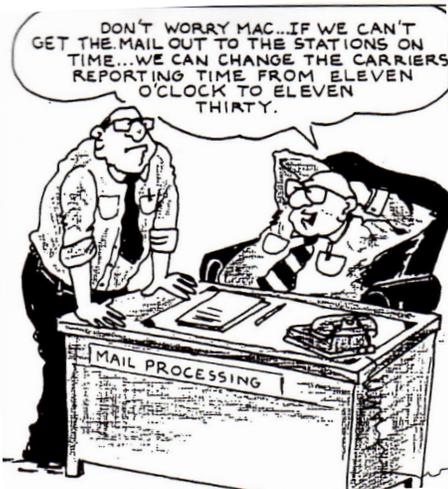
AUGUST 23, 2012

UNION LABOR CENTER
2261 SO REDWOOD RD
DOWNSTAIRS ROOM (ENTER SOUTH DOORS)

6:30 PM TO 8:30 PM
RSVP TO UNION OFFICE OR TO JIM – 801-557-6033

****BRING ALL PAPERS, ETC. THAT YOU MAY HAVE THAT IS RELATED TO YOUR QUESTIONS AND RETIREMENT.**

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Hello my name is Ethel Taylor- I am the widow of George S. Taylor

He was a carrier for 30 years in the branch 111 downtown post office he then retired and sold Brookfield uniforms for 30 years.

I have now picked up where my husband left off and will continue to do my best to supply you with the BEST quality uniforms that I can and to answer all of your questions to the best of my knowledge. Thank you for your friendship and business.

-Ethel Taylor
801-355-0182



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Visit the Branch 111 Website

<http://branch111.com/index.htm>



Union Steak Fry

August 25th

Get your tickets NOW!!

10\$

Lots of fun, food, and friends

Just 10\$ what a great deal.

Murray park pavilion #5

(296 east Murray park lane

5300 south)

Get tickets from your steward or
call the Union Hall.

IN MEMORIAM

RETIRED CARRIERS

CLIVE LEE AHLSTROM

ROBERT 'BOB' K. BARTA

HAROLD D. ELDREDGE



**WE EXPRESS OUR DEEPEST
CONDOLENCES TO THE FAMILIES**

*Support the
auxiliary since
they support us.*

*The auxiliary is in
dire need of
members. Bring
your spouse, enjoy
the company, sign
up for fun and
enjoyment.*

*Remember as well
to bring a little
extra cash to the
union meetings to
get some great
grub.*

August Dinner: It's All About Salads:
Macaroni, Potato, Green Salad. \$4.
See you at the meeting.
September Dinner: Hot dogs, chili,
chips, mac salad. Thanks for your
support. Come hungry.

Free route inspections training

For union members and stewards

WOOO!!

*Come learn about
route inspections*

*Learn what you and
your friends need to
know*

*Have your questions
answered.*

FREE OFFER

Time starts 6:30 pm

Aug 15, 2012



NALC Branch 111



ANNUAL RETIREE'S DINNER

Thursday, Sept 20th, 2012 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 12th
801-968-4208 or 801-973-6705

Need a ride? Call Joe by September 10th

.

Director of retirees report

Joe Zabriskie

This year marks my 11th year as director of Retirees for branch 111 NALC.

My job as director of retirees gives me the opportunity to serve the seniors of the branch and their families

With 50 years of union membership, a retired member qualifies for a Gold Card which means they no longer have to pay monthly dues. If you think you are eligible, please contact branch secretary Kim Mortensen.

The annual Retirees Dinner will be held the 20th of September 2012 at the 'Golden Corral' in West Valley City, Utah.

The branch has a progressive door prize the night of Union meeting. Please come out and see if you can win August 9th.

If you have not signed up for COLCPE, please contact Jayne Hogan on how to sign up.

Last but not least, the branch will be taking nominations for "Retired carrier of the year" awards. Any member in good standing, or their families, or active members may nominate someone. Nominations need to be mailed to the branch no later than August 17th 2012. Please put "ATTN Retired Carrier of the Year Award Committee" on the outside of the envelope. The nominations should be addressed to:

Retired Carrier of the year Award Committee
Branch 111 NALC
2261 So. Redwood Road
Suite 14
Salt Lake City, Utah 84119-1330

Yours Fraternally,
Joe Zabriskie

Retired Carrier of the Year Award Nomination Form

Name _____

of years as a letter carrier _____, # of years as a union member _____

Reason(s) nominated _____

Utah State Association of Letter Carriers

presents

TEXAS HOLD 'EM CHILI COOK-OFF



A benefit for

Muscular Dystrophy



Aug 11th

Union Hall at 2261 S. Redwood Rd.

Sponsored by Service Systems Associates

Auxiliary Chili Cook-Off **6-7 pm** Sample, vote and eat your favorite chili at a reasonable price!

Texas Hold 'Em begins at **7 pm** **\$25** buy in with rebuy option within 1 hour at \$10, \$20, \$25

Prizes for different hands Winner of each table wins a prize!

Grand Prize to be announced Special drawing for players who **preregister** by Aug. 1st!

To preregister, endorse your check to MDA, and send to MDA Fundraiser c/o Julie Todich
197 N 1200 W Vernal, UT 84078 or give to Lela Gardner of NALC Branch 111.
Questions? Call Julie at 435-790-5276 or Lela at 801 580-6060.

Raffle for one night stay at the Zermatt Resort w/\$30 gift card (sold by Lela)

Other prizes to be raffled and/or auctioned include:

2 annual family memberships to Hogle Zoo; 2 annual family memberships to Discovery Museum; dinner at the Bistro restaurant at Hogle Zoo; gift baskets from the zoo and museum, donated by our sponsor.



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