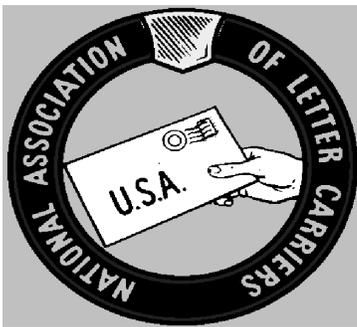


Alta Canyon - Bountiful - Cottonwood - Custer --Downtown - Dugway - Foothill - Heber - Holladay - Kearns



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

The  
**Pavement Pounder**

Lehi - Magna - Millcreek - Murray - Northwest - Sandy - South Salt Lake - Sugarhouse - Tooele - West Jordan - West Valley

December 2009

Happy Holidays



## The Winners Box

Union Meeting  
Drawings  
November 12, 2009

2 Door prizes  
\$25.00 Each

Adam Wilden  
Mike Eartman

Progressive Retirees  
\$275.00

Athtur Nelson  
(not present)

Next month  
\$300.00

Progressive Union B  
\$25.00

Jeff Clayton  
(not present)

Next month  
\$50.00

Progressive Union A  
\$825.00

Terry Ehlers

Winner!

Next month  
\$25.00

The next drawings will be  
at the December 10, 2009

Union Meeting

You Must be  
present to WIN!!!

# The Wahlquist Report

Mike Wahlquist, President.

## Report of the President

### Happy Holidays

When you read this article, Thanksgiving will be past and Christmas will be the horizon. This should be a time of celebration, family, gifts, and joy. It can also be a time of great stress. The media portrays Thanksgiving and Christmas as picture-perfect Norman Rockwell portraits, where no one is unhappy, the food is mouth-watering, the gifts are bountiful, and the bill never comes. While the Holidays are enjoyable, many people find the accompanying stress-level difficult to endure. Should you, you coworker, or a family member need the free counseling provided by EAP (Employee Assistance Program), please call Clark Richards at (801) 908-0542. Yes, it is free for your family members as well as for yourself.

Over the years, I have seen stress come into the workplace more times than I can remember. Whether the stress is being caused by a Supervisor, a Station manager, or a fellow employee, it must be dealt with by the USPS and by Union in an appropriate manner.

Many people have heard of the "Joint Statement on Violence and Behavior in the Workplace" (M-01242), yet few know what it really says. The following is an exact quote:

*"We openly acknowledge that in some places or units there is an unacceptable level of stress in the workplace; that there is no excuse for and will be no tolerance of violence or any threats of violence by anyone at any level of the Postal Service; and that there is no excuse for and will be no tolerance of harassment, intimidation, threats or bullying by anyone."*

*We also affirm that every employee at every level of the Postal Service should be treated at all times with dignity, respect and fairness. The need for the USPS to serve the public efficiently and productively and the need for all employees to be committed to giving a fair day's work for a fair day's pay, does not justify actions that are abusive or intolerant. "Making the numbers" is not an excuse for the abuse of anyone. Those who do not treat others with dignity and respect will not be rewarded or promoted. Those whose unacceptable behavior continues will be removed from their positions.*

*We obviously cannot*

*ensure that however seriously intentioned our words may be, they will not be treated with winks and nods, or skepticism, by some of our over 700,000 employees. But let there be no mistake that we mean what we say and we will enforce our commitment to a workplace where dignity respect and fairness are basic human rights, and where those who do not respect those rights are not tolerated.*

*Our intention is to make the workroom floor a safer, more harmonious, as well as a more productive workplace. We pledge our efforts to these objectives."*

**Our staffing is low, and more people will want to be off to spend time with their families. We have and will have additional mail, most of it in the form of packages. And of course, we will have supervisors trying to micro-manage us so severely that they might as well be physically riding on our backs instead of figuratively doing so. But we need to remember that we have the contractual and legal right to work in an environment free from disrespect and abuse. If we are not treated with dignity and respect, or if we see someone else who is not treated with dignity and respect, we need to be proactive and do something about it. If a Super-**

visor or a Station Manager is not treating people with dignity and respect, we need to let the local Shop Steward know about it. People often assume that Shop Stewards know everything that happens in a zone. While we do have the best bunch of Stewards that I have ever seen, and I'm sure that they are as observant as they can be, they simply can't see and hear everything that goes on in a zone, so we need to inform them of problems that we see in the workplace. Does our involvement end there? No, we should also be ready to back up the Steward with support, which may include writing a statement as to what was witnessed. We will only have a decent place to work if we are willing to unite and strive to get it.

One thing to remember is that the Joint Statement was a pact made by two parties, the NALC and the USPS. That means every one of us is responsible and liable to do all that we can to make sure that people are being treated fairly. Does this mean that a Supervisor can not disagree with you about your estimate? Of course not, but in disagreeing with you they better treat you with dignity and respect. If you have any questions about whether your Supervisor/Manager has violated the Joint Statement, just tell your Steward about what happened, and they

will let you know if the behavior was "over the line".

On a happier note, President Obama signed the FERS Sick Leave Credit law into effect on October 28<sup>th</sup>. This means that federal workers under FERS who retire between now and 2013 will receive half credit for their surplus sick leave. Federal workers under FERS who retire in and after 2014 will receive full credit for their surplus sick leave. No longer are FERS Carriers under the "use it or lose it" system, and for that we can be grateful.

In fact, on that note, and since Thanksgiving is just past, I'd like to list a couple of things that we should all be grateful for. We should be grateful that we work for the USPS, which thus far has not had to lay off any employees during this economic crisis. We should be grateful that we have a Union, which has negotiated a livable wage, great benefits, and great working conditions (abusive management excluded). We should be grateful for our fellow Letter Carriers who have become officers in this branch who serve so diligently and so well. And we should be grateful for every Letter Carrier who belongs to this great Union, for making all of this possible. May we all have a safe and happy Holiday Season!

Mike Wahlquist  
Branch President

## The Veep Speaks Vice President Phillip Rodriquez

Recently I received a phone call from a high level Manager asking me why I am making "his" company go bankrupt. Apparently, he was just a tad bit irritated that I would appoint a Steward to investigate a violation of the contract. This person wasn't mad that that one of his Supervisor's broke the rules, only that we, the union, were investigating the violation.

We have issued almost 800 grievance numbers to date, a record! Not a record to celebrate. At a time when every penny counts we were forced to file almost 800 grievances costing time and money and diminishing resources. I guess, as always, the problems with the Post Office are the Carriers.

Are we bankrupting the Postal Service or just defending the rights according to our Collective Bargaining Agreement? Steward Cassandra Last filed a grievance regarding denial of benefits of a Limited Duty Job Offer. OWCP had given an employee a notice that they, OWCP, were "Proposing" a withdrawal of a job offer if this person did not provide information within

30 days. In the letter it stated "*We will not terminate your benefits during this 30-day period, after which we will take further action based upon the evidence in your file..*" The job offer was valid for thirty days and, if, information was not provided to OWCP by the employee, then, (after), 30 days the limited duty job would be cancelled. The instructions were clear: not ambiguous or vague. But, as usual, Management did not agree to the language in the letter that was clear and concise. Maybe the words were too big? Management stopped the benefits immediately and forced Cassandra into filing a grievance. At Formal A, Steward Terry Ehlers tried relentlessly to have Management actually read the key words in the letter such as "propose", "30 days", "will not terminate". He even tried to put those words together, in a sentence, hoping that he would not have to waste time grieving this issue. Meanwhile, while the issue is being grieved, the employee was forced to go home and not work. To make matters worst, the employee requested to use LWOP but was forced to use annual and sick leave.

So here we go with a typical grievance in the SLC installation. We don't track grievances monetarily but we can estimate what a grievance might cost. When a Steward uses "union time" the hours used are paid by the USPS. We have a right to do it on the clock.

What happens to our route when we are on union time? Someone has to carry the route so a PTF or TE might be assigned to carry the route or possibly a 12 hour person might be brought in on their non scheduled day off. Using 8 hours of union time actually equates to 16 hour given the relief carrier who carries the Stewards route. If a Steward takes 24 hours to process a grievance, the total cost to the service is 48 man hours. In the grievance above I did some math to try to determine what this grievance might cost.

Cassandra Union time:  
32 hours

Cassandras Replacement:  
32 hours

Terry Ehlers Union  
Time: 16 hours

Terry's Replacement:  
16 hours

*Total*  
*96 hours x \$26.25 =*  
*\$2,520*

Also, as usual we won the grievance with a monetary settlement totaling \$750 dollars. The cost of this one grievance was \$3,270 with the Carrier receiving credit for sick leave and administration leave. If Management listened, or could read, they would have saved our service roughly \$3,270 dollars.

At every step Cassandra and Terry tried to reason with Management but they would not listen. With 800 grievances filed this year and the Union winning almost 85%, who is making the USPS bankrupt? Look in the mirror Mr. High Level Manager!!

Finally, our Steward of the year was selected by their peers at our annual Stewards Dinner. For 2009 Branch 111 Steward of the year is Lance Henrie from the Cottonwood Station. Congratulations to Lance!! Eric Grotepas, Brian Gonzales and Jeff Nelson were also honored for their work in 2009.

Phillip Rodriquez  
prodriq@msn.com

**Union  
membership is an  
insurance  
policy.  
Job  
Insurance!!**

## Thanks to Congress,

the USPS is going to keep the doors open for another year. Coming within a few hours of running out of cash, a stop-gap spending bill called a "continuing resolution" gave the Service a reprieve from paying \$4 Billion. The Senate waited until the last minute and it took a lot of arm twisting, cajoling, promising and persuasion. A freshman, minority party Congressman from Utah became a major player in the rescue. Jason Chaffetz and his staff helped to get this payment restructuring into law. Rep. Chaffetz is the Ranking Member of the Subcommittee on Federal Workforce, Postal Service, and the District of Columbia. (The ranking member is the chief member of the minority party.) All postal issues must go through this important subcommittee. The NALC played a major role in closing the deal. In the days leading up to the vote, dozens of NALC activists were roaming the halls of government working for our jobs. There were so many carriers in the House of Representatives cafeteria that I expected to see a supervisor spying on us. Utah carriers have been going to Congress on a regular basis. Our Congressional District Liaisons and I have been attending the Town Hall meeting here in the

state. Utah State Association Phil Rodriquez was instrumental in meetings and negotiations with the US Senate. Your voice is being heard in the halls of power.

Now comes the hard part. There is another \$5 Billion payment due next year and the year after that and the year after that... Postmaster Potter and headquarters is pushing for 5 day a week delivery. I have even heard from carrier bosses that it is a done deal. (Don't they ever get tired of being wrong?)

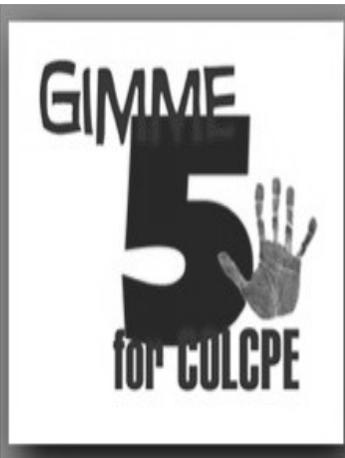
Job withholding and the hiring freeze are resulting in long hours, more pressure to do more in less time. And even when you are spending more time on the street and delivering to more households, the mail you are delivering isn't bringing in as much revenue. 30 million fewer pieces of mail per day.

One of the reoccurring themes of the Washington meetings was that there is a need for viable business plan and major financial restructuring for the USPS. It will be the NALC and other workers that will find the solution for the future. The stuffed shirts are so preoccupied with cutting costs, they have forgotten our purpose. We don't want to be circling the wagons. We need to get out front and lead. I hate MIRAP, but it shows that carriers are willing to make the extra effort to save our jobs. And because of the pride we have in our

## A Prayer .

work, no other delivery service can perform the Last Mile as well as we do. Outstanding performance is just part of what the NALC brings to the table.

The next few years are going to be challenging. We will need to work hard. There will be a new round of postal reforms. We will be renegotiating a new contract in 2011. The economic recovery will be slow in reaching USPS coffers. The future is uncertain, but there is no need for doom and gloom. Letter Carriers have always delivered in the past and we will continue this proud tradition. You know the drill, stay involved, donate to COLCPE, join Carrier Corps and E-Activist. And vote!



"God of the free, we pledge our hearts and lives today to the cause of all free mankind.

"Grant us victory over the tyrants who would enslave all free men and nations. Grant us faith and understanding to cherish all those who fight for freedom as if they were our brothers. Grant us brotherhood in hope and union, not only for the space of this bitter war, but for the days to come which shall and must unite all the children of earth.

"Our earth is but a small star in the great universe. Yet of it we can make, if we choose, a planet unvexed by war, untroubled by hunger or fear, undivided by senseless distinctions of race, color or theory. Grant us that courage and foresight to begin this task today that our children and our children's children may be proud of the name of man.

"The spirit of man has awakened and the soul of man has gone forth. Grant us the wisdom and the vision to comprehend the greatness of man's spirit, that suffers and endures so hugely for a goal beyond his own brief span. Grant us honor for our dead who died in the faith, honor for our living who work and strive for the faith, redemption and security for all captive lands and peoples. Grant us patience with the deluded and pity for the betrayed. And grant us

the skill and the valor that shall cleanse the world of oppression and the old base doctrine that the strong must eat the weak because they are strong.

"Yet most of all grant us brotherhood, not only for this day but for all our years—a brotherhood not of words but of acts and deeds. We are all of us children of earth—grant us that simple knowledge. If our brothers are oppressed, then we are oppressed. If they hunger, we hunger. If their freedom is taken away, our freedom is not secure. Grant us a common faith that man shall know bread and peace—that he shall know justice and righteousness, freedom and security, an equal opportunity and an equal chance to do his best, not only in our own lands, but throughout the world. And in that faith let us march, toward the clean world our hands can make."

"Amen."

F.D.R. 1942



Scoooooott!  
Scoooooott  
Borrrrrrris!

I am the Ghost of Management Past!

Don't you know me? I'm Pete Jopez!

Tonight you will be visited by three ghost committed to turn you from your wicked ways! Before you end up like me, carrying chains like these!

What's that?? Geez, who in Heck are YOU?

Cut that out! There ain't no such thing as ghosts!

But you're dead! What do you want with ME?!?

All characters in SACK OF ORANGES are fictional and are not meant to offend anyone. Any similarity to anyone alive or dead is purely coincidental. Use adult discretion while reading sack of oranges. As they should not be read by anyone. Thank You Brian Gonzalez AKA "Junior" ©

Dickens "A Christmas Carol." Scrooge was Visited by Ghosts who frightened Him into examining his life and Changing his ways. Well here At Sack of Oranges we feel it's Appropriate this year for management to reflect back on their deeds and see whether they are truly just as screwed.

Scoooooott!  
Scoooooott  
Borrrrrrris!

I am the ghost of Postal Past!

I'm not actually dead! But I died inside.

I came to warn you Scott! We're here for Eternity! This life matters, people matter!

Ralph! Is that you?

Ralph! I thought You were retired!!

What you had the Grande Burrito at La Puéntes...??

Scott, don't you remember what it was like when you were a carrier! When Howard Buck was your Postmaster? He stifled your career, cut you off at every turn. You were the one that was gonna prove him wrong! He said you shouldn't get promoted!!!

I'm the Ghost of Postal Future. My name is COLCPE. Well Scott have you seen the error of your ways?

Sorry, Ghost but I ain't changing! I'm management! Sides I can coast for 6 or 8 more years as long as there's scabs and unsupportive members. Besides, who really cares if carriers don't have a job they're the ones dragging us down! What we need are more managers to crunch numbers and do paperwork in triplicate. These guys are the lifeblood of the Post Office! Not workers!

JUNIOR 09

# OPEN SEASON

## HEALTH BENEFITS



# November 9th – December 14th NALC Health Benefits Plan

**Enrollment Code :**      **Self: 321**      **Bi - Weekly Premium: \$44.57**  
**Family: 322**      **Bi- Weekly Premium: \$86.11**

Call Jim Kerekes—Branch 111 NALC Health Benefit Rep @  
801-557-6033 for further info.

# UNION LABOR CENTER FOOD PANTRY

The LABOR UNION food pantry is desperately in need of food - Please bring to your Holiday Party or to your Local Union Hall any of these items to help us replenish our Union Food Pantry which is located at the Union Labor Center—2261 South Redwood Road—

This Pantry is **FREE** to those Brothers and Sisters of the labor movement and their families that are in need.

- |                  |                     |              |
|------------------|---------------------|--------------|
| Rice             | Jams                | Pasta        |
| Canned fruit     | Peanut Butter       | Canned meats |
| Beans            | Macaroni and Cheese | Cereal       |
| Soups            | Spaghetti sauce     | Oatmeal      |
| Tuna Fish        | Diapers             | Chili        |
| Canned vegetable | Toothpaste          |              |

## SKAGGS

### POSTAL UNIFORMS

*Visit our newly remodeled Postal Uniform Store*

**WE SELL  
USA MADE  
PRODUCTS**

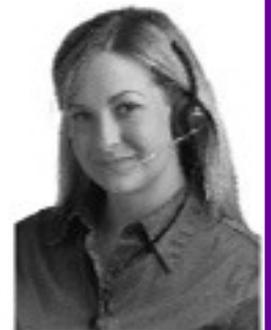
**UNION  
PREFERRED**

**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](http://www.skaggspostal.com) & SAVE 10%

# December 2009

Sun	Mon	Tue	Wed	Thu	Fri	Sat
<div style="border: 2px solid black; padding: 10px; text-align: center;"> <a href="http://branch11.com">http://branch11.com</a> </div>		1	2	3 <i>E-Board 6:30 PM</i>	4	5
		6	7	8	9	10 <i>Branch Meeting 6:30 PM</i>
13	14	15	16 <i>Steward's Meeting 6:30 PM</i>	17	18	19
20	21	22	23	24 <i>Pay Day</i>	25 <i>Merry Christmas</i> 	26
27	28	29	30	31	January 1, 2010 <b>A HAPPY NEW YEAR</b>	

**IN  
MEMORIAM**

**TO ALL  
LETTER  
CARRIERS  
WHO LOST A  
FAMILY  
MEMBER  
IN 2009.**

**BRANCH 111  
EXPRESSES OUR  
CONDOLENCES.**



**Pavement Pounder**

**Staff**

**Editor -**

**Jeff Asay**

**Associate Editor -**

**Amie Gallo**

**Graphic Artist -**

**Brian "Junior"**

**Gonzales**

**NALC Branch #111  
2261 S Redwood Rd  
#14**

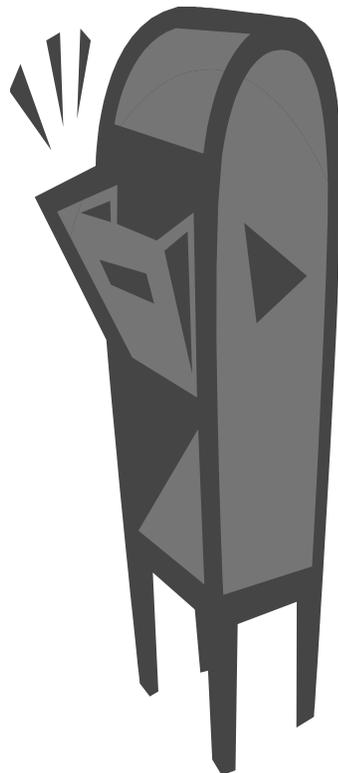
**Salt Lake City UT  
84119**

**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 en-**



***THE PAVEMENT  
POUNDER  
POLICY AND NO-  
TICES***

**Change of address:**

**Please send your new ad-  
dress 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 deter-  
mined by the editor. The  
Editor reserves the right to  
edit or reject articles sub-  
mitted based on appropri-  
ateness. Articles attacking  
or criticizing others will not  
be published. The Pave-  
ment Pounder will not be  
allowed to be used as a  
weapon against anyone or  
group of people. The Pave-  
ment Pounder is to be used  
to educate and edify the  
membership of the branch.  
The opinions expressed in  
the newsletter are not nec-  
essarily the opinions of the  
NALC or of Branch 111 or  
of its officers or members.**

# *Official Notice*

Affiliated  
With  
AFL-CIO

2261 South Redwood Road - Suite 14  
Salt Lake City, Utah 84119-1338  
Phone 801-973-6705  
Fax 801-973-6723



# UNION MEETING

**Thursday**  
**December 10, 2009**  
**6:30 P.M.**

**Election of Delegates**  
**to the 2010 NALC National Convention in**  
**Anaheim, CA.**

**Will be held at this meeting.**

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

Address Service Requested

**PRESIDENT**

Mike Wahlquist

**VICE-PRESIDENT**

Phil Rodriguez

**TREASURER**

Mike Madsen

**SECRETARY**

Sharla Groves

**SGT-AT-ARMS**

Stan Hawker

**MBA & OWCP**

Terry C Ehlers

**TRUSTEES**

Joan Larsen  
Kim Mortensen  
Rick Watson

The

***“Pavement  
Pounder”***

**is the Official Publication of  
Branch 111 NALC  
the  
“Wasatch Branch”**

**LEGISLATIVE**

Denton Taylor

**HEALTH BENEFITS**

Jim Kerekes

**DIRECTOR OF  
RETIREES**

Joe Zabriskie  
(801) 968-4208)

**Branch Office**  
(801) 973-6705  
Fax (801) 973-6723

**PAVEMENT POUNDER  
EDITOR**

Jeff Asay

**(SAFETY & HEALTH**

Arlynn Venema