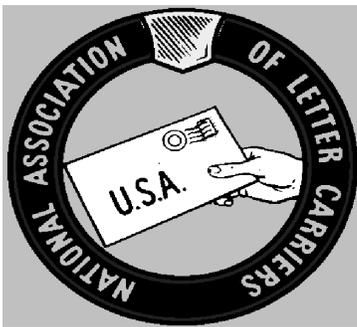


Alta Canyon - Bountiful - Cottonwood - Custer --Downtown - Dugway - Foothill - Heber - Holladay - Kearns



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 2010—January 2011



Happy Holidays

The Wahlquist Report

Mike Wahlquist, President.

Merry Christmas! And it is a merry time for us, because we still have good paying jobs in an economy that is still struggling to recover. Thank goodness that our National Union negotiated a 5-year contract 4 years ago which has saved our bacon during these tough times. We hope that our country will be in better shape when we reach the next round of contract negotiations, in which case our national officers will look like absolute heroes. This is just one more reason why Unions are so vital to having and keeping a job that pays a livable wage. To me unions are a “no-brainer” decision. If you want a good wage, and you want decent benefits, you must be willing to join your fellow workers and negotiate for it. I’m sorry, but without that kind of bargaining power, and no matter how good a worker you think you are, without collective negotiations you can accomplish nothing, because there will always be desperate people lined up to work for less.

Recently we have had people let us know that they have been disciplined two weeks after the fact. I have also had people let me know there is a problem in their station many weeks after the problem occurred. Please, please, let your Shop Steward know about any problems or discipline that you are undergoing as soon as it happens. This is necessary because we will need to interview witnesses and others who have the information that may help you, and it is nearly impossible to

accurately recollect events after too much time has passed. Plus, we only have 14 days in which to file a grievance, so waiting until the last minute can cause the grievance to be untimely. And this doesn’t even address the fact that the Union often needs the full two week period to request the information, interview all witnesses and management (to see why they made the decision in the first place), write up the grievance and meet with management. The point is: Let your Shop Steward know as soon as there is a problem (or if you receive discipline) in order to give your Steward the best opportunity to represent you.

On a similar note, remember that it is never a good idea to go through an investigative interview without the representation of a Shop Steward. Your rights to a Shop Steward are known as your “Weingarten” rights. These rights also include investigations that are performed by Postal Inspectors and the Office of the Inspector General (OIG). If you ask for a Steward, then the Postal Service must provide you with one. Once a Steward is provided, and after management has informed you of the nature of the investigatory interview, management must allow you to consult with your Steward prior to the investigation. If an officer informs you of your Miranda Rights, then you are in a legal proceeding, and you need to get a lawyer. At times, the Inspection Service and the OIG have been

known to offer waivers of their rights. Also, it is not against the law for Inspectors and the OIG to lie to you. In short, anytime you are in an investigative interview, or any time you have a reasonable expectation that your conversation with management could lead to discipline, you need to ask to be represented by a Steward.

Finally, I want to address the topic of unity. *E Pluribus Unum* describes an action: Many uniting into one. We chose to band together to fight for our rights, to bargain for our wages and benefits, and to ensure that each of us gets a fair chance. I have recently heard that there are places within this Union where Union members are upset at Union Officers because Union work takes them away from their Letter Carrying duties. All I can say to that is that if people are indeed angry at Union Officers for performing Union work, then management has pulled the wool over our eyes. Management controls the hiring 100% in the Postal Service. It is by their choice that we now have fewer bodies with which to deliver the mail. They justify this by their pessimistic claim that if they hired at this point there could be lay-offs in the future. Only time will prove them wrong (or right) and I desperately hope they are wrong. But in the meantime, if we buy into their baloney that “the reason I’m denying your leave is because I

have to give so and so Union time”, then the wool has been pulled, and we have accepted the lies. The work of the Union is to enforce our negotiated contract and ensure a fair shake for everyone. This doesn’t come without a fight, or without a whole lot of work. If we “eat our own”, or in other words resent and speak out against those that are our elected representatives, we are hurting our Union, and weakening our bargaining power. Please support the men and women who are working for us all with everything they do while on Union time, and may our Union remain strong, may our wages remain good, and may we continue the fight for fairness.

Michael J. Wahlquist -President,
NALC Branch 111



The Veep Speaks

Vice President Phillip Rodriquez

It is the end of the year and as usual, grievances, and time spent grieving Management's violations of our Collective Bargaining Agreement, will be at a level that is close to 800. Why Management continually violates our Agreement at a time when manpower, money and valuable resources are limited is mind boggling. Letter Carriers are strictly observed and monitored and punished for breaking the simplest rules yet Management can violate the same rules and regulations and, with a straight face and disingenuous attitude state, “I didn’t know I was violating the contract” is beyond stupid.

Management’s current tool they are utilizing throughout our Branch is monitoring MSP scans. Another fancy program has been developed that take the times of our MSP scan points, computes an average of our MSP scan points, is put into a fancy bar graph which will then show how much time it takes from one scan point to another. After Management has spent hours upon hours going through the data, they then determine if a deviation or an anomaly has occurred in the Carriers weekly MSP scan’s. The Carrier is then brought in the Supervisors office and questioned as to why “it took so long on one day but took less on another day”. Of course the tone of our Supervisor is derogatory and demeaning and often

threats of discipline are made by our Supervisors. The employee is then intimidated enough with all the threats, they leave the office with their heads bowed in disgrace after being told they are not performing up to par with the Supervisors standards. Often, the Supervisor monitors the Carrier with repeated office and street observations or threats of being followed. In my office we even had our new Postmaster spend a morning monitoring a Carrier who was off his time over a period of two weeks. The Postmaster, (with a salary that is in the six figures and has an hourly rate that is two fold that of the Carrier who he was monitoring), was utilizing his time and effort trying to recover five or ten minutes from a Carrier who he perceived was not making his times. Is it no wonder why our business is being mis-managed to the point of bankruptcy???

Whenever I have conversations with our Managers concerning Carriers not making their “times” I ask them a series of questions. What happens if we don’t make those times? How much time are we allotted in the office? How much time are we allotted on the street? Will you be specific on how much time a Carrier can use before violating rules of their Standards? I ask these questions and Management has never once answered these questions with a specific or direct answer. Why don’t they answer or at least give us Carriers a glimpse of what they expect? The answer is: Management is well aware we

don't have any expectations, set performance standards, time restrictions or any other universal DOIS projections to follow. Management will spend thousands of dollars monitoring us trying to implement rules or standards that they know they can't enforce. Further, why are we paying so much money in salary and bonuses to Managers who at a moments notice can leave their daily assignment and follow a Carrier a full day? Who is doing their job while they follow us? Isn't that in itself time wasting?

Again, we are governed by rules and below are several rules regarding performance standards:

M-01664 Interpretive Step Settlement July 7, 2007 Q01N-4Q-C 05022610:....The use of DOIS does not change the letter carrier's reporting requirements outlined in section 131.4 of Handbook M-41, the supervisor's scheduling responsibilities outlined in section 122 of Handbook M-39, or the letter carrier's and supervisor's responsibilities contained in Section 28 of Handbook M-41, DOIS projections are not the sole determinant of a carrier's leaving or return time, or daily workload. As such, the projections cannot be used as the sole basis for corrective action..

M-01459 Step 4 Settlement March 13, 2002, Q98N-4Q-C 01045840: ...MSP (Managed Service Points)

does not set performance standards, either in the office or on the street. With current technology, MSP records of scan times are not to be used as timecard data for pay purposes. MSP data may not constitute the sole basis for disciplinary action...

M-01444 Pre-arb July 30, 2001, Q94N-4Q-C 99022154:..No carrier shall be disciplined for failure to meet standards, except in cases of unsatisfactory effort which must be based on documented, unacceptable conduct that led to the carrier's failure to meet office standards.

Management cannot use DOIS to predict leaving time, return time, workload or to support discipline.

Management cannot use MSP to set performance standards or as the sole basis for discipline.

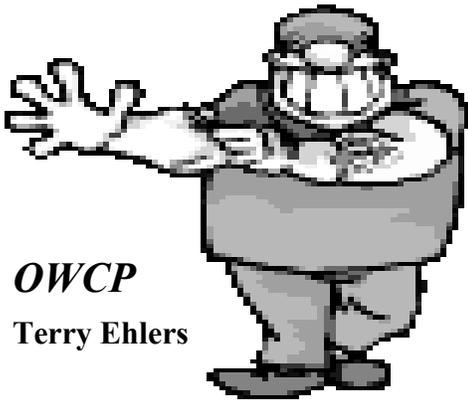
Management cannot unilaterally develop work and time standards beyond that which is negotiated with the NALC without violating the NALC and USPS Collective Bargaining Agreement.

Management is hoping through false threats and intimidation they can get the Carrier to drink their poisoned Kool Aide with false expectations and made up rules. If you or your co-workers are brought in to your Supervisors office for an explanation of performance or MSP standards,

just give one response: I try to do my best everyday. Don't get into a debate back and forth. All that is expected of us is best effort. However, gone are the days where we run our routes and relax at the end of our shift. With JARAP and MSP, Carriers will have to develop a steady and consistent work method for delivering their routes. Consistency is the key!!!

I am elated to announce that Branch 111 2010 Steward of the Year is Jeff Nelson from the Cottonwood Station. Jeff's fellow Stewards voted him to be our Steward of the Year, electing Jeff because of his excellence, dedication and willingness to protect the rights of Letter Carriers in our Branch. Jeff can't play dodge ball worth a crap but he sure can file grievances.

Finally, as all of us are aware the outlook and the future of the USPS is grim, with bankruptcy looming. The USPS has reported a net loss of \$8.5 Billion dollars in 2010. Our Collective Bargaining Agreement expires next year and for the first time since Postal Reform in 1970, there is a good chance we will have to significantly give back wages and benefits. With Congress the key to giving us financial relief from unwarranted obligations, the solution to our future is with Congress and giving contributions to Politicians who control and monitor the USPS. I need everyone to contribute to COLCPE, \$2.50 per week. Not a lot of money but at this point it's a necessity!!! Please call me or Jeff Asay and we can have you signed up in minutes.



OWCP

Terry Ehlers

INFORMATION TO ASSIST DOCTOR IN DETERMINING CAUSAL RELATIONSHIP FOR AN OWCP CLAIM:

To a physician, "cause" may refer only to direct or principal cause, but for the law of Workers' Compensation, a variety of contributing causes must be considered. Under the Federal Employees Compensation Act (FECA), any disease or disability is compensable when it is proximately caused (That which produces the injury in a natural and continuous sequence, unbroken by an efficient and intervening cause and without which the result would not have occurred) or materially aggravated by an employment-related injury or condition of employment. Proximate cause is that which, in a natural and continuing sequence, produces the disability. However, natural progression of a disease while a person is working does not constitute cause or aggravation. For conditions of employment to bring about aggravation of any underlying disease, the employment factors must be capable of aggravating or accelerating the disease.

There are two kinds of aggravation:

TEMPORARY AGGRAVATION:

The pre-existing condition is worsened or made more severe for a time with no residual alteration of the underlying condition and without leaving any continuing impairment beyond that time.

PERMANENT AGGRAVATION:

There is a continuing and irreversible change in the underlying condition, thus adversely altering the course of the condition or disease process.

FECA DEFINITION OF MEDICAL RATIONALE:

A logical explanation for the physician's underlying opinions, fundamental reasons and beliefs concerning causal relationship.

AGGRAVATION:

A documented physiological process by which a single occupational act or series of acts over a period of time intensify's the severity of a physical or mental problem which pre-existed the occupational disease.

ACCELERATION:

A documented physiological process by which a single occupational act, or series of acts, can be shown to have increased the expected speed of progression in a pre-existing condition documented to be progressive in nature.

PRECIPITATION:

Hastening the occurrence of an event or causing to happen or come to crisis suddenly, unexpectedly, or too soon.

Terry C Ehlers

I walk the wicked winter wind.

*I walk the wicked winter wind
That dances up like nightlife
And almost am turned as snow
is*

*To hibernate
Just one last time within your
arms*



The Winter Heart

Wish but one wish when winter comes,
Dream but one dream of the past.
The light from a fire is in all our homes
But the flames from the hearth won't last.

For faint and few are the embers,
Snuggle up and keep on your gloves;
What the Winter Heart always remembers
Is the warmth of a heart that loves.





Have you ever found yourself in any of the following situations?

- LOW ON SICK LEAVE
- UNABLE TO AFFORD LWOP ON YOUR PAYCHECK
- IN NEED OF CASH TO HELP YOU GET THROUGH DEALING WITH AN OFF-THE-JOB ACCIDENT
- NEED HELP WITH BILLS WHILE YOU CAN'T WORK BECAUSE OF AN ILLNESS OR INJURY
- WHAT ABOUT THE MORTGAGE, CAR PAYMENT OR UTILITIES? WHO WILL HELP YOU WITH THOSE IF YOU ARE MEDICALLY UNABLE TO WORK?

ASK ILENE ABOUT AFLAC! AFLAC PAYS YOU CASH TO HELP YOU DEAL WITH LIFE IF YOU ARE SICK OR INJURED AND CAN'T WORK. IT IS INSURANCE FOR EVERYDAY LIVING!

FOR MORE INFORMATION CALL YOUR AFLAC AGENT:
ILENE McCLELLAN
Ph: 801-819-3010 – email: ilene_mcclellan@us.aflac.com

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Call Toll Free 800-825-3339
or @ www.skaggspostal.com



N.A.L.C. AUXILIARY 8

Upcoming Dinner Menus!

December 9, 2010

Chili

Corn Bread

Toppings- Onions and cheese

Drinks- Pepsi, Diet Pepsi, Diet Coke, Coke, Sprite, Dr.Pepper, and water

All this for the LOW cost of \$4.00!

January 13, 2010

Spagetti

Green Salad

Yummy Garlic Bread

Drinks- Pepsi, Diet Pepsi, Diet Coke, Coke, Sprite, Dr.Pepper, and water

Come hungry and the Auxiliary can't wait to see everyone at Union meeting!

**If there are any special meals that you would like the Auxiliary to make for Union meeting, please let me know! Send an email to rwvp@comcast.net or call me at 801-278-8108.*



N.A.L.C. AUXILIARY 8

A letter from the President:

The NALC Auxiliary's mission is to support and promote the objectives, the political activities, and the charities of the National Association of Letter Carriers, AFL-CIO.

This next coming year is going to be extremely busy for the Auxiliary. Therefore, we need the support of our Union members, spouses, dependants (over the age of 16), significant others, and of course of Retirees.

At the end of the year our annual membership is coming due. Please support the Auxiliary by signing up! There are many ways one can support the Auxiliary by signing up and become an active member or by making a monetary yearly donation.

You can pick up an Auxiliary membership form from any Auxiliary member or in the bi-monthly Pavement Pounder (Branch 111). Yearly dues are \$26.50 for active Letter Carriers and \$22.50 for Retirees. This breaks down to

How does the Auxiliary support your Union?

Contacting Legislators, support Carriers issues- 5 Day Wrong Way

Supporting all NALC family members

Supporting NALC events- training classes, union meetings, etc...

Annual Food Drive- helping in sorting, and picking up the food

Making donations to MDA and C.O.L.C.P.E.

If you would like to Join Auxiliary 8, please complete the membership form and either give to Vickie at the next Union meeting or mail back to Vickie Payne, 4290 South Olive Drive, Salt Lake City, Utah 84124. You can also reach me at 801-278-8108 or by email at rwvp@comcast.net .

Thank you for your support!

Vickie Payne

Join the NALC Auxiliary



Partners *for* Progress Into The New Millennium

WHY ALL ELIGIBLE FAMILY MEMBERS SHOULD JOIN THE AUXILIARY

- ★ Members exemplify the theory that "In Union and In Members There Is Strength."
- ★ Members have a better opportunity to learn more about and to understand the work of the Letter Carrier.
- ★ We can create valuable public relations through contacts in Service Clubs, Churches, Schools, and local newspapers.
- ★ Realizing that the money we spend is the most powerful weapon in the market place, we encourage spending it for Union made goods and services.
- ★ We can muster allies in the economic, educational, legislative, and political fields, since we are totally UNHATCHED.
- ★ We are assistants to the NALC giving added strength in their legislative endeavors.
- ★ We are politically involved in the election process, working in campaigns and being delegates to Democratic and Republican Conventions.

Members join the ranks of other organizations, serving in the community, seeking better public education, hospitals, service facilities, and many other vital objectives.

Since 1905 the NALCA has helped fight battles in Congress, and other areas, for the betterment of Letter Carrier families, and the U.S. Postal Service. Our continued success is enhanced by your support as a member of the Auxiliary.

ELIGIBILITY FOR AUXILIARY MEMBERSHIP

Members consist of spouses, "significant others" and family members over the age of 16, of regular, retired, or deceased members of the National Association of Letter Carriers, provided that the deceased member was in good standing at the time of death. Definitely includes male spouses, family members, and loved ones of female letter carriers.



INCLUDE ME AS A PARTNER FOR PROGRESS
BY ADDING MY MEMBERSHIP TO THE
NATIONAL ASSOCIATION OF LETTER CARRIERS AUXILIARY

I am the _____ of the NALC member: _____
relation

Branch No. _____ Branch City _____ Auxiliary # _____

My Name: _____ Phone No. (____) _____

Address: _____

City: _____ State: _____ Zip: _____

Return to the person giving you the application, a local Auxiliary member, or mail to:
NALC Auxiliary, Joan Spero, Vice President, 5017 Crest Dr., Kansas City, KS 66106-3442

OBJECT OF THE AUXILIARY

To unite the Family Members of regular, retired or deceased members of the National Association of Letter Carriers. Assist in any honorable manner possible in bettering the conditions of Letter Carriers and their families. To encourage families of Letter Carriers throughout the United States to exercise their rights of franchise vote. To promote solidarity between the families of the members of the different Branches of the National Association of Letter Carriers.

CURRENT GOALS AND ACTIVITIES OF THE N.A.L.C. AUXILIARY IN SUPPORT OF THE GOALS OF THE NATIONAL ASSOCIATION OF LETTER CARRIERS, AND IMAGE OF THE LETTER CARRIERS.

- ★ Actively support and encourage legislative and political activities, including C.O.L.C.P.E.
- ★ Encourage, promote, and educate political delegates among NALC, and NALC Auxiliary members.
- ★ Support the Muscular Dystrophy Association and Make-A-Wish Foundation.
- ★ Increase membership to become stronger.
- ★ Driving force for the NALC.

IT'S NEARLY CHRISTMAS

I write this in September
And I can already see my breath
Because the temperature is falling
To fifty degrees or less;
There are frosted mornings
And skies are turning gray;
Next thing, there'll be snowdrifts
Fit for a sleigh.

In stores, they're gearing for Hal-
loween
With pumpkins on display;
After October 31, we'll count the
days
To shop til Kris Kringle Day;
Just when I thought the craze was
over
And the presents were put away,
Alas! I hear Santa "ho-hoing",
It's nearly Christmas Day.

Christmas is a magical time,
Is there any doubt?
But I'm going to need a psycho-
therapist
To get my anxieties out!
The sugarplums might be dancing,
But they're messing up my mind;
The silver bells aren't doing much
To help me unwind.

September comes and October
goes,
November is just a glance;
Once again, there'll be invitations
To another holiday dance;
I'll decorate the Christmas tree
With icicles, stars, and lights,
But I'll need a ton of eggnog
To get me through this night!



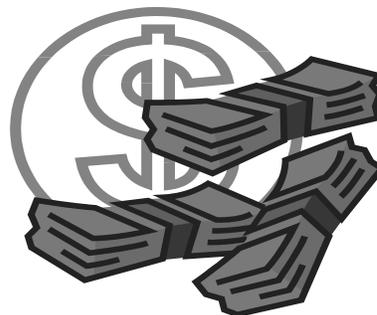
--Joel
Bjorling

The Winners Box

Union Meeting

Drawings

November 11, 2010



2 Door prizes monthly \$25.00 Each

Ryan Glead

Randy Brush

Progressive Retirees

\$275.00

Anna Davis

(not present)

December

\$300.00

Progressive Union B

\$100.00

Tommy Weyarts

(not present)

December

\$125.00

Progressive Union A

\$50.00

Gary Chatwin

(not present)

December

\$75.00

The next drawings will be at the December 9, 2010 Union Meeting

You Must be present to WIN!!!

**Visit the
Branch 111
Website**

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

**THE PAVEMENT POUNDER
POLICY AND NOTICES**

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 members.

Pavement Pounder Staff

Editor - Jeff Asay

Associate Editor - Amie Gallo

**Graphic Artist - Brian "Junior"
Gonzales**

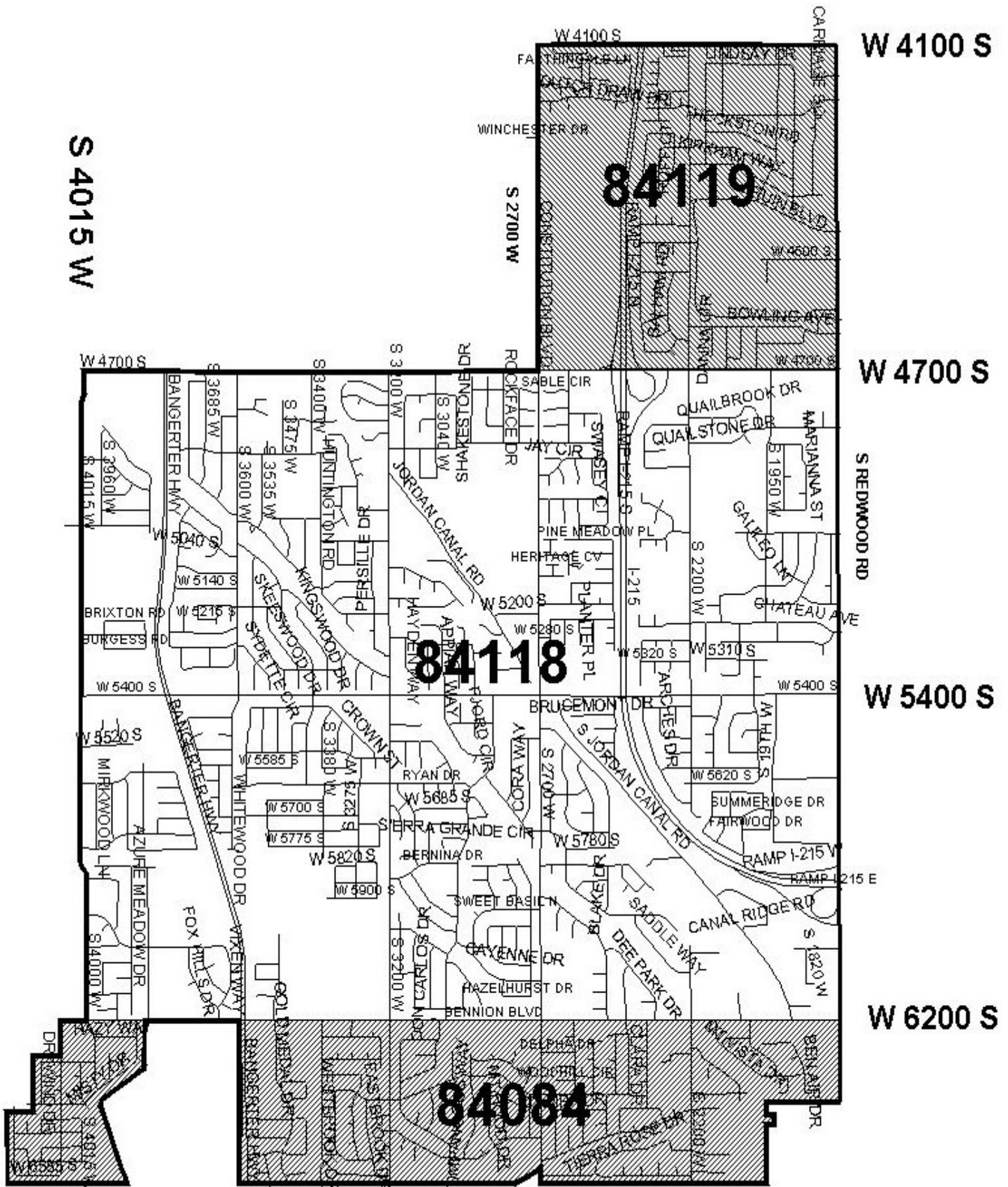
**NALC Branch #111
2261 S Redwood Rd #14
Salt Lake City UT 84119**

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 ensure someone is there.



Numerous carriers have asked to see the new TAYLORSVILLE ZIP CODE which will be implemented on JULY 1, 2011. This zip code will operate out of the Kearns Branch. This combines parts of three existing zip codes, 84118, 84119, 84084 to make this zip code, tentatively 841—. This change was forced upon the Postal Service by the Taylorsville City Council and a certain Congressman.



Official Notice



Branch 111 N.A.L.C.

Union Meetings

Thursday

December 9, 2010

6:30 P.M.

&

Thursday

January 13, 2011

6:30 P.M.

***Election of Delegates to State convention will
be at December Meeting.***

All meetings held at:

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



**NALC HEALTH
BENEFIT PLAN
JIMMY KEREKES**

The last article I wrote had a few errors in it that I need to correct. I wrote - "During open season you must sign up any children that are 26 years and younger and are not married." That is not correct. If any of your children are off the plan you can add them back on if they are 26 and younger. Any married children, only the spouse can be added. If you change plans you can add them to that plan. OPM has prepared a form for you to fill out. This form comes with your packet or you can get it from www.opm.gov/insure . The form # is 250 9/10. In the NALC health brochure on page 90 is also instructions. If you need assistance call me.

The other error I made was open season was only till DEC. 13. IT is till DEC. 14 for postal employees.

At the last two meetings I went over health benefit information, by request about the National Health Care passed by Congress as relating to Domestic Partnerships. All the information I received was from Congressman Chaffetz 's staff assistant. I will in this article provide the three web sites that they shared with me.

<http://www.opm.gov/news/opm-director-john-berry-lauds-signing-of-presidential-memorandum-on-the-extension-of-benefits-to-Same-sex-domestic-partners-of-federal-employees,1564.aspx>.

<http://www.choc.gov/transmittals/transmittal-details.aspx?transmittalid=2982>

www.thomas.gov

This is about HR2517. After I read all this information, I was told by the staff assistant, that it would take a bill to pass in congress to get health coverage for Domestic Partnerships as we now have for opposite sex marriages. Some things may have been granted but not full health coverage as we know have it.

For OPEN SEASON information, there are pages in this issue to help you.

Remember, you don't have to rush your decision.

NALC Plan is very good this year.

Contact me through the union office or my phone numbers.

I hope we will get a lot of new members because, the more members the better the next coverage and cost will be.

Union member-ship

is an

insurance policy.

Job

Insurance!!!

How to Join the Plan

Current Active Letter Carriers

There are four (4) ways you can sign-up.

- Internet – from home (<https://liteblue.usps.gov>) must have EID and PIN
- Intranet – at work (from the Blue page)
- Employee Self-Service Kiosk located at some USPS facilities
- Phone – PostalEASE 1-877-4PS-EASE (1-877-477-3273, option 1)

**Enrollment codes
for our Plan are:**

**321 Self Only
322 Self and Family**

Instructions

If you have access to the Internet, Intranet or an Employee Self-Service Kiosk, using one of these options may be simpler than using the telephone. Just follow the instructions. Otherwise, call PostalEASE toll-free at 1-877-4PS-EASE (1-877-477-3273, option 1) or 1-866-260-7507 for TTY.

- When prompted, select Federal Employees Health Benefits.
- Follow the script and prompts to enter your Employee ID, your USPS PIN, and information from your completed PostalEASE FEHB Worksheet. Information needed: daytime phone number, the name of the health benefit plan (NALC Health Benefit Plan) in which you wish to enroll, enter the code number (321 Self Only or 322 Self and Family) of the plan, the names, addresses and date of birth for all eligible family members covered under your enrollment. The name and policy number of any other group insurance you or any of your eligible family members may have (including Tricare, Medicare, etc). If you are changing plans or canceling coverage, enter the code of the health benefit plan in which you are currently enrolled.
- After completing your entries you should note the following information:
Record the Confirmation Number you receive from PostalEASE: _____.
Your enrollment will be processed on this date, record this information: _____.
Your enrollment will be reflected in your paycheck that is dated, record this information: _____.
You should keep all this information for your records.

Retirees or Annuitants will receive annual FEHB Open Season Information in the mail. To enroll or to change their enrollment, they can visit the Office of Personnel Management's (OPM) Open Season online website at www.opm.gov/retire/fehb or call Open Season Express 1-800-332-9798. Or they may get additional information at retireefehb.opm.gov.

By mail, the address is:

Office of Personnel Management
Open Season Processing Center
P.O. Box 5000
Lawrence, Kansas 66046-0500

Retirees or Annuitants who are eligible in the FEHB Program may call the Retirement Information Center 1-888-767-6738 (TTY: 1-800-878-5707) for instructions on enrolling. Annuitants in the Washington, DC local calling area should dial 202-606-0500 (TTY: 202-606-0551).

Current Federal Employees of agencies that participate in Employee Express may enroll during the annual Open Season using the website www.employeeexpress.gov or enroll by calling 1-478-757-3030. Employees of non-participating agencies should contact their employing office for instructions on enrolling.



Branch 283

Medicare Enrollees

If you are retired, enrolled in any of the Medicare programs, and are looking for “peace of mind” for your secondary health insurance needs, then the NALC Health Benefit Plan is here for you!

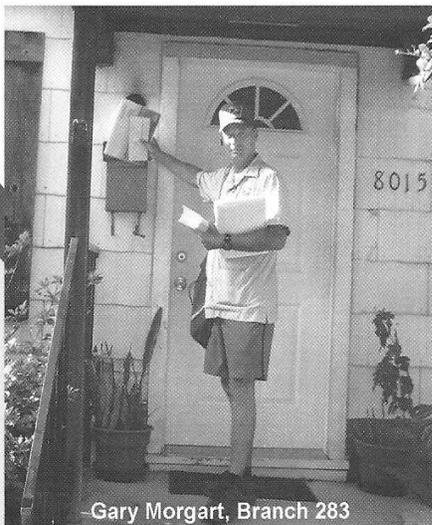
Many retirees and those approaching age 65 don't fully understand how enrolling in Medicare as well as having a secondary health insurance plan can benefit them. As secondary payor, the NALC Health Benefit Plan will coordinate and supplement benefits with Medicare.

So what does this mean for you? **NO OUT-OF-POCKET COSTS** on covered services and supplies. When Medicare is the primary payor, NALC will pay the balance of all Medicare covered charges, that is, the deductibles and any coinsurance that Medicare applies. It also means lower prescription costs. Medicare enrollees pay **LOWER Prescription Drug coinsurance and copayments!**

Medicare Part A - Hospital Insurance – is generally cost-free. Part A benefits help to pay for inpatient hospital care, inpatient skilled nursing facility care, home health care and hospice care. The deductibles and coinsurance amounts that Medicare applies to these charges are your responsibility. The NALC Health Benefit Plan will pay for Part A coinsurances and any deductible which Medicare requires you to pay. The claims will automatically come to us to pay! No paperwork on your part! Your claim is filed to Medicare by the facility and then directly to us.

Medicare Part B - Medical Insurance – is not cost-free. Anyone eligible for cost-free Part A can also enroll in Medicare Part B. If you receive Social Security benefits, the premium is withheld from your benefit check. Part B benefits help pay for doctor's charges, diagnostic services, ambulance charges, surgeries, hospital services, equipment, medical supplies and supplies not covered by Medicare Part A. If you are covered by Medicare Part B and it is the primary payor, the NALC Health Benefit Plan pays the Medicare Part B deductible and the balance of covered Part B expenses not paid by Medicare. You do not have any out-of-pocket expenses as NALC supplements Medicare's payment up to 100% of the covered charge. Members whose primary payor is Medicare Part B will pay nothing for up to a 30-day supply of NALCSenior Antibiotic generic drugs purchased at an NALC CareSelect or NALC Preferred pharmacy.

Medicare Part C - (Medicare Advantage Plans) are health plan options that are part of the Medicare program. If you join one of these plans, you generally get all of your Medicare-covered health care through that plan. This coverage can include prescription drug coverage. Medicare Advantage Plans include Medicare Health Maintenance Organization (HMOs), Preferred Provider Organizations (PPO), Private Fee-for-Service Plans, and Medicare Special Needs Plans. When you join a Medicare Advantage Plan, you use the health insurance card that you get from the plan for your health care. In most of these plans, there are extra benefits and lower copayments than in the Original Medicare Plan. However, you may have to see doctors that belong to the plan or go to certain hospitals to get services.



—Gary Morgart, Branch 283

Medicare Part D - Prescription Drug Plan – Everyone enrolled in Medicare is eligible to enroll in a Medicare Prescription Drug Plan. There are many plans to choose from, and each has a separate premium. When Medicare Part D is the primary payor for your prescription drugs, the NALC Health Benefit Plan will waive your retail fill limitations and retail days' supply limitations. We will coordinate benefits as secondary payor and pay the balance after Medicare's payment or our drug benefit.

You can get more information about Medicare plan choices by calling 1-800-633-4227 or at www.medicare.gov.

The NALC Health Benefit Plan

2011 Benefits At-A-Glance - Certain deductibles, copayments and coinsurance amounts do not apply if Medicare is your primary coverage (pays first) for medical services.

BENEFIT	YOU PAY	
	PPO	Non-PPO
Preventive Care		
Annual Routine Physical Exam, age 3 or older	Nothing	30% after \$300 deductible
Adult Routine Immunizations & Tests	Nothing	30% after \$300 deductible
Well Child Care (up to age 2)	Nothing	Any amount over Plan allowance
Routine Immunizations (up to age 21)	Nothing	Any amount over Plan allowance
Inpatient Hospital Care (precertification required)		
Maternity	Nothing	30% after \$350 per admission copay
Medical/Surgery		
Room, Board & Other Services & Supplies	\$200 copayment per admission	30% after \$350 per admission copay
Mental Health/Substance Abuse		
Room, Board & Other Services & Supplies	\$200 copayment per admission	30% after \$350 per admission copay
Outpatient Hospital		
Medical/Surgical	15% after \$300 deductible	35% after \$300 deductible
Emergency Medical	15% after \$300 deductible	15% after \$300 deductible
Chiropractic Care		
Initial office visit	\$20 copayment	30% after \$300 deductible
Initial set of spinal x-rays	15% after \$300 deductible	30% after \$300 deductible
Spinal manipulations (12 per calendar year)	15% after \$300 deductible	30% after \$300 deductible
Physician Care		
Office visits	\$20 copayment per visit	30% after \$300 deductible
X-rays, other diagnostic services	15% after \$300 deductible	30% after \$300 deductible
Laboratory Services		
LabCorp or Quest Diagnostics	Nothing	
Other lab facility	15% after \$300 deductible	30% after \$300 deductible
Maternity Care (complete)	Nothing	30% after \$300 deductible
Accidental Injury	Nothing within 72 hours	Any amount over the Plan allowance within 72 hours
Surgery	15%	30% after \$300 deductible
Mental Health and Substance Abuse		
Office visit	\$20 copayment per visit	30% after \$300 deductible
Other diagnostic services	15% after \$300 deductible	30% after \$300 deductible
Dental		
Accidental dental injury (to a sound natural tooth)	15% within 72 hours	30% within 72 hours after \$300 deductible
	Network	Non-Network
Prescription Drugs		
<i>This is a mandatory generic program with a 30-day limit at local retail</i>		
Retail Pharmacy	1st and 2nd fill 20% of cost for generic / 30% of cost for brand	Full cost at time of purchase - 45%
Mail Order Program		
60-day supply	\$8 generic/\$43 brand name	
90-day supply	\$5 NALCSelect generic/\$12 generic/\$65 brand name \$7.99 NALCPreferred generic	
Specialty Drugs		
Mail Order	\$150 30-day supply / \$250 60-day supply / \$350 90-day supply	
Note: You may purchase up to a 90-day supply (84-day minimum) of covered drugs and supplies at a CVS Caremark Pharmacy through our Maintenance Choice Program. You will pay the applicable mail order copayment for each prescription purchased.		
Catastrophic Limits		
Medical/Surgical/Mental Health & Substance Abuse	You pay nothing after coinsurance expenses total: \$5,000 per person or family for services of PPO providers/facilities \$7,000 per person or family PPO/non-PPO providers/facilities combined	
Prescription	You pay nothing for covered prescription drugs after coinsurance amounts for prescription drugs purchased at a network retail pharmacy and mail order copayment amounts for specialty drugs (only) total \$4,000 per person or family.	

Coverage Extension for Dependents up to Age 26 Requirements

On March 23, 2010 the Affordable Care Act, Public Law 111-148 was signed into law. As a result of this law, children will be eligible for health coverage under their parent's Self and Family enrollment up to age 26. This law allows married children to be covered, removes dependency requirements, removes residency requirements, and does not require a child to be a student or have prior or current insurance coverage to be placed on their parent's Self and Family enrollment. For the FEHB Program, this provision is effective January 1, 2011.

The following are the changes to FEHB dependent requirements:

Children	Effect on Affordable Care Act
Between ages 22 and 26	Children between the ages of 22 and 26 are eligible for coverage under their parent's Self and Family enrollment up to age 26.
Married Children	Married children (but NOT their spouse or their own children) are eligible for coverage up to age 26. This is true even if the child is currently under age 22.
Children with, or eligible for, Employer-Provided Health Insurance	Children who are eligible for, or who have their own employer-provided health insurance are eligible for coverage up to age 26.
Stepchildren	Stepchildren do not need to live with the enrollee in a parent-child relationship to be eligible for coverage up to age 26.
Children Incapable of Self-Support	Children who are incapable of self-support because of a mental or physical disability that began before age 26 are eligible to continue coverage.
Foster Children	Foster children are eligible for coverage up to age 26.

NALC Health Benefit Plan will be notifying current enrollees by way of a letter included in our Open Season materials.

So, what does a member need to do to enroll a newly eligible child? The NALC Health Benefit Plan will be notifying enrollees by way of a letter included as part of our Open Season materials. Anyone that is currently enrolled in a Self and Family policy will need to send their request to us by completing the form they receive in their Open Season kit. If the dependent was never listed on our enrollment, a copy of the birth certificate must be included with the form. We will update the newly eligible child(ren) upon receipt of the requested information.

If the member is currently enrolled in a Self Only policy, they must change to a Self and Family enrollment through their human resources or retirement system. Postal employees may access PostalEASE through the Employee Web on the Intranet or through an Employee Self-Service Kiosk to make the change by following the screen instructions. Or, call PostalEASE at 1-877-4PS-EASE (1-877-477-3273, option 1). This is considered a "Change in Family Status" Qualifying Life Event (QLE). The child will not be covered until their Self and Family enrollment takes effect. The enrollee has 31 days prior to January 1, 2011 (December 1, 2010) to 60 days after January 1, 2011 (March 3, 2011) to make the QLE change. The newly eligible child's effective date of coverage will be January 1, 2011 for Postal employees and January 2, 2011 for most Federal employees.

Enrollees may also make this change during Open Season between November 8 and December 13, 2010 (for Postal employees through December 14). If the change is made during Open Season, coverage for the child will not begin until the effective date of the Open Season change. This is January 1, 2011 for Postal employees and January 2, 2011 for most Federal employees.

For additional information, please visit www.opm.gov/insure.



Sub for Santa

A family needs our help this Christmas!
If you would like to make a donation, please
contact:

Amie Gallo

(801) 699-3177

FYI

The **2010** leave year **ends** on **Friday, December 31st 2010**.

Reminder:

Annual leave cannot be used on a Holiday, designated Holiday or a non-scheduled (NS) day. Depending on the employee's NS days, the last day employees may be able to use excess AL could be as **early as Tuesday, December 28th, 2010** and as **late as Friday, December 31st, 2010**.

Maximum carryover limits:

Letter Carriers 440.00 hours

Examples:

1 - *Employee is NS on Sat/Sun.*

In this case the employee's designated holiday is Friday, December 31st, 2010.

The last day to use excess AL would be Thursday, December 30th, 2010.

2 - *Employee is NS on Fri/Sat.*

In this case the employee's designated holiday is Thursday, December 30th, 2010.

The last day to use excess AL would be Wednesday, December 29th, 2010.

As an FYI, there are 27 Pay Periods in the 2011 leave year. The **2011** leave year **begins** on **Saturday, January 1st, 2011** and **ends** on **Friday, January 13th, 2012**.



Active letter carriers:
Contribute
to **COLCPE**
using PostalEASE

online.....

Carriers can also go online to use PostalEASE. With PostalEASE, carriers can contribute directly from their paychecks every pay period. Through PostalEASE you can designate COLCPE as one of your three payroll "allotments."

1

Be sure you know your 8-digit Employee ID Number (on your paystub) and your 4-digit USPS Personal Identification Number (PIN).

If you cannot remember your PIN, call PostalEASE at 1-877-4PS-EASE (1-877-477-3273), select "1", enter your Employee ID Number, and select "2" to have your PIN mailed to you.

2

Create your own *Account Number* by inserting in the spaces at right the first seven digits of the ID number that appears above your name on the back cover of your *Postal Record*.

3

Now you are ready to go online to liteblue.usps.gov

- Enter Employee ID and PIN and click "log on"
- Click on "Postal Ease"
- Click on "I agree"
- Enter Employee ID and PIN again and log in
- Click on "Allotments/Payroll NTB"
- Click on "Continue"
- Click on "Allotments"
- Enter the 9-digit Financial Institution Routing Number: **0 6 4 0 0 0 1 7**
- Enter your 17-digit Account Number from above
- Enter Account type as "checking"
- Enter amount of your contribution
- Click on "validate"
- Click on "submit"
- Click "print page" to see and print your confirmation number for your records

YOUR 17-DIGIT ACCOUNT NUMBER:

----- 0 0 3 4 9 5 2 5 3 5
(First 7 digits of ID number on Postal Record label)

*****AUTO** 5-DIGIT 54321
XXXXXXXXXX89 LC 9876 W13 08
JOHN CARRIER
1234 MAIN STREET
ANYWHERE, US 54321-9999

Contribute on the web at
liteblue.usps.gov

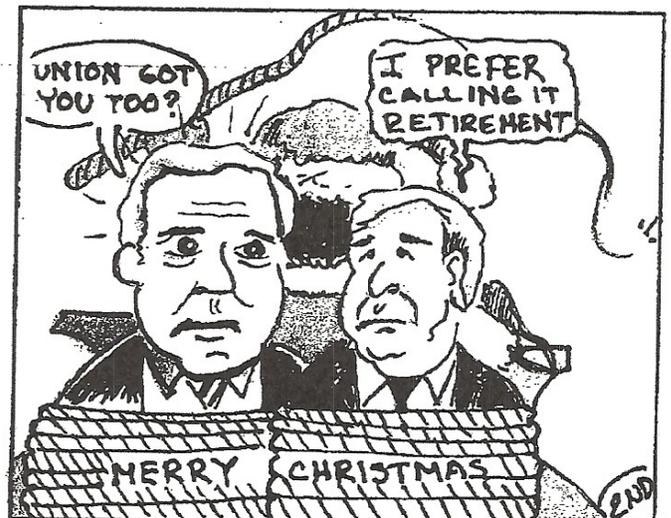
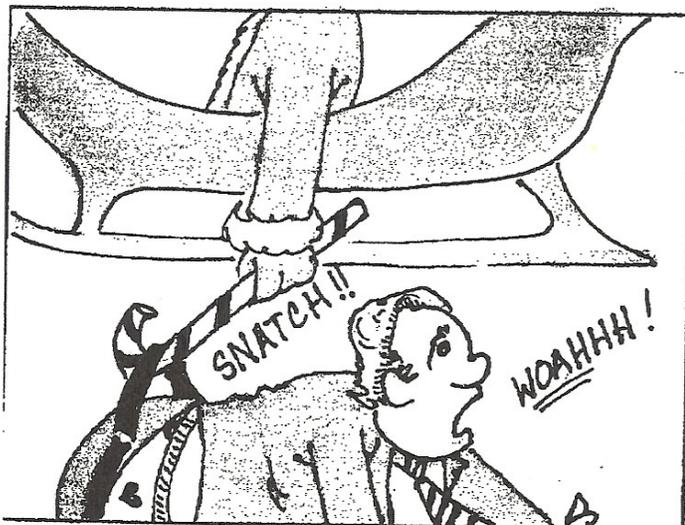
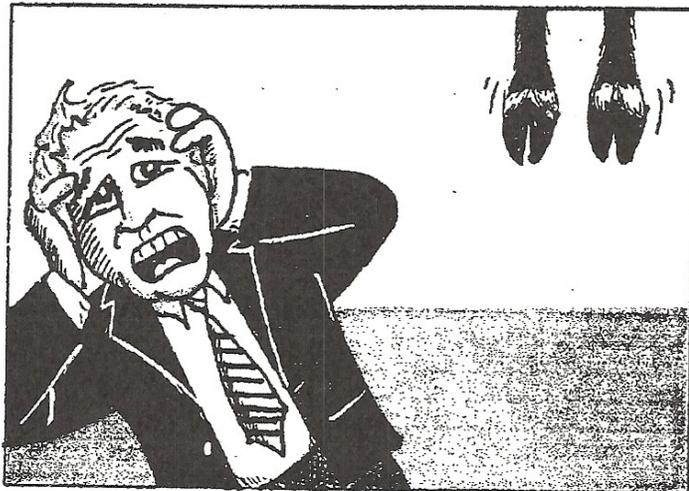
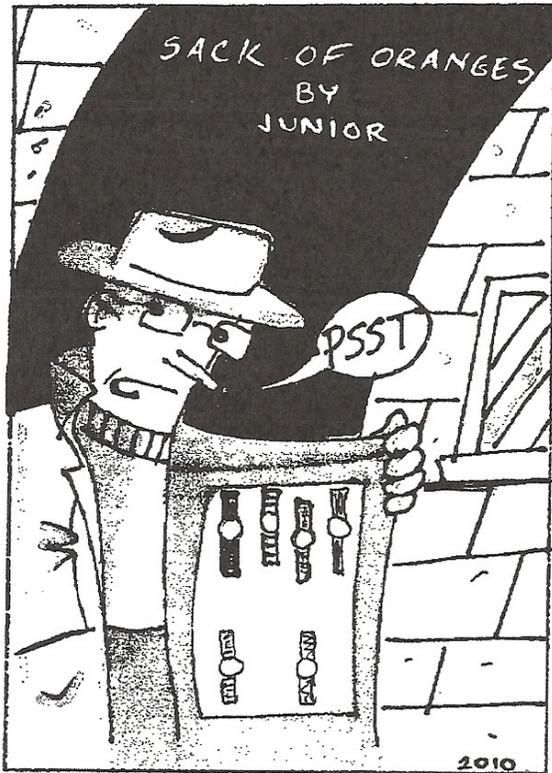
By making a COLCPE allotment through PostalEASE, you are doing so voluntarily with the understanding that your monthly contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it a part of union dues. You may refuse to contribute without any reprisal. COLCPE 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 through the PostalEASE system. Only NALC members, NALC executive and administrative staff, and their immediate household family members may contribute to COLCPE. Contributions to COLCPE are not deductible for federal income tax purposes.

December 2010

SUN	MON	TUE	WED	THU	FRI	SAT
			1	2 E-Board 6:30 pm	3	4
5	6	7	8	9 Branch Meeting. 6:30 pm	10 PAYDAY	11
12	13	14	15 Steward Meeting. 6:30 pm	16	17	18
19	20	21	22	23	24 PAYDAY	25 
26	27	28	29	30	31	

January 2011

SUN	MON	TUE	WED	THU	FRI	SAT
						1 
2	3	4	5	6 E-Board 6:30 pm 7	7 PAYDAY	8
9	10	11	12	13 Branch Mtg. 6:30 pm	14	15
16	17 	18	19 Steward Mtg. 6:30 pm	20	21 PAYDAY	22
23	24	25	26	27	28	29
30	31					



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