



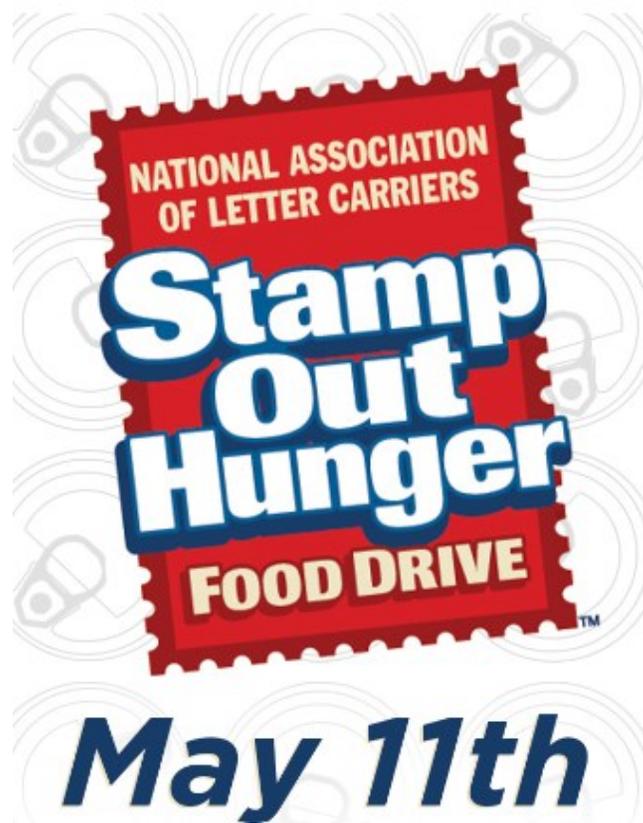
# Pavement Pounder

BRANCH 111 N.A.L.C.

Publication 2024.4 April 2024

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

## Mark Your Calendar



### May

Thursday 2nd	E-Board
Thursday 9th	Branch Meeting
Saturday 11th	Food Drive
Wednesday 15th	Steward Training

### June

Thursday 6th	E-Board
Thursday 13th	Branch Meeting
Saturday 15th	Summer Party
Wednesday 26th	Steward Training

# The President's Report

## Drop and Go???

Have you ever been told, at the end of a tough day, to "drop your mail and go"? Have you ever been told that you only get 10 minutes of PM Office Time? Have you ever been told to do your "Clean-up" in the morning? If so, management has given you an improper instruction. Let me be clear when I say that there is no rule against taking sufficient PM Office Time to complete your required PM Office Duties even if it takes more than 10 minutes!

Managers often claim that they have the right to order us to not process undelivered mail, and sometimes claim that they can limit the amount of time it takes us to perform our PM Office Duties. Article 3 of the National Agreement does give them the right to manage, but this right is limited to acting "in accordance with applicable laws, regulations, contract provisions, arbitration awards, letters of agreement, and memoranda." Thus, the answer is found in our negotiated contract, and in the handbooks and manuals of the United States Postal Service.

The M-41 (carriers instructions), and the M-39 (managers instructions), define what Letter Carriers must do upon returning to the office. And there are a few additional things that we will also discuss. After you clock back in to the office, you must perform the following duties:

Dispose of all collection mail - (M-41, Section 42)

Turn in your Arrow Key - (M-41, Section 431)

Turn in all accountables - (M-41, Section 432-436)

*(You may need to receive change from Postage Due mail, obtain receipts from CODs or Customs Duty mail, or be cleared by a finance clerk for accountables)*

Turn in your vehicle Key

Fill out and turn in a vehicle repair tag, if necessary

Turn in your scanner

Stage all left-notice packages (M-41, Section 441)

Process mail to be forwarded by CFS (M-41, Section 441)

Stage UBBM mail into designated containers (M-41, Section 441)

Process vacation-hold mail found in DPS (M-41, Section 441)

Process undeliverable mail (M-41, Section 441)

*(This includes all: attempted not known, no such number, insufficient address, missorts, missent, missequenced, Loop mail, Box Mail, Endorsed Mail: Deceased, Refused, No Mail Receptacle, Vacant, or mail that cannot be delivered for any other reason)*

Complete form 1571 for any mail not able to be delivered *(Box blocked, mail curtailed, unsafe delivery, dogs out, etc...)*

Perform Wash-up Time if your hands, arms, or face have ink or dirt on them (JCAM Art. 8.9)

Stage any Rain-Gear, Satchel, or other work-related equipment

Maintain that your case and route book are in good condition (M-41, Section 47)

Cont.....

Often, if you do all or even most of the above noted duties (nearly all of which are required) you will take more than 10 minutes of PM Office Time. Management should not instruct you to skip any of the above-noted requirements. If they do, you should immediately notify your Shop Steward so that they can appropriately deal with the situation. The fact is that routes are evaluated to include all of the above-noted PM Office Duties. The M-39, Section 222.214 (b.3.h) states:

*"...Necessary time must be recorded for miscellaneous office activity not included on any of the lines 1 through 20. This would include miscellaneous review or other work that may require the carrier's time relating to handling of undeliverable mail..."*

And Section 222.214(b.2) states:

*"If during the week of count and inspection, the carrier's average actual time for any of those line items exceeds the base minimum for the function, the carrier shall be credited with the average actual time, unless an adjustment to that time can be supported by appropriate comments on Forms 1838 or 1840 or any attachments thereto."*

Thus, management must allow carriers to perform all of the contractually required PM Office Duties upon return to the office. Any instruction stating that "Clean-up" must be done in the morning is against the M-41 and the M-39, as well the JCAM. Just because it is the end of the day, and just because we may be in an overtime status, there is no reason for management to break the contract. Article 34 states: "The principle of a fair day's work for a fair day's pay is recognized by all parties to this Agreement." So, if management is telling you that you only have 10 minutes of PM Office Time, or they instruct you to "Drop and go", they are feeding you fiction, and are breaking the contract. If this happens you should follow the instruction, but please let your Shop Steward know so we can correct the violation.

Michael Wahlquist  
President  
Branch 111 - NALC

## **Are You New to the Route?**

Recently a carrier that was new to a station and had just bid their first route, reached out to me. They were very distraught as management had been hassling them all week about making management estimates. With so many PTF conversions happening I think we all need to be aware that this is not contractual, and management will try to take advantage of our newest City Carriers.

Article 41.3.E.F states, "A newly appointed carrier or a carrier permanently assigned to a route with which the carrier is not familiar will be allowed a reasonable period to become familiar with the route and to become proficient."

Although there is no specific time frame mentioned in this provision, all letter carriers, whether newly appointed or veteran, working on an unfamiliar route, are allowed a reasonable amount of time to learn a route. If management is harassing you when you are starting a new route please immediately let your steward know. Your estimates are your own, not management's. Please work safely, especially since it is warming up.

In solidarity,  
Destiney Carrillo  
Vice President

## It's Heating Up

It's only April but temperatures are already on the rise. Do you know that heat related illness is the second-leading cause of injury to USPS workers (next to slips, trips, and falls)? You need to know how serious this can be and how fast symptoms can become life threatening.

Management is required to provide Heat Illness Prevention Program (HIPP) for all carriers. We are now past the deadline for management to have completed the required training. **If you or your office has not received the training please ask your shop steward why it has not been completed or call the branch.**

Please be careful out there and watch for signs of heat related illness. Heat stroke and heat exhaustion are the most dangerous illnesses and require medical intervention. Heat cramps and heat rash are signs that you may be entering the danger zone when it comes to heat safety. Familiarize yourself with the warning signs and symptoms so if it happens to you, you will know what to do. Management should be providing you with information and talking about heat safety often.

Many offices in the Branch have had success asking management to provide bottled water and freezers to freeze that water. Other offices have had to file grievances to get that seemingly obvious task accomplished and have had great success. I believe every office in Branch 111 should have bottled water available to carriers. Let's make that happen.

Also, there is no limit on the number of heat related comfort stops needed in order to stay safe. Please be aware of the dangers of HEAT and don't let management pressure you into working unsafely. Drink plenty of water and take "shade breaks" often. Check on your fellow carriers and please report any issues you are having with difficult management to the Branch. Your safety is the most important thing.

In Solidarity,  
Mike Hansen  
Executive Vice President  
NALC Branch 111

## Prevent Heat Illnesses. Know the Signs and Act.

The infographic is a vertical split diagram. The left side is yellow and represents Heat Exhaustion, while the right side is red and represents Heat Stroke. At the top, a banner reads "HEAT EXHAUSTION OR HEAT STROKE". Below this, a human figure is shown from the waist up, split vertically. Various symptoms are listed on either side of the figure, connected by lines to the corresponding side of the body. At the bottom, two boxes provide instructions: "CALL 9-1-1" with a list of actions for Heat Exhaustion on the left, and "CALL 9-1-1" with a list of actions for Heat Stroke on the right.

HEAT EXHAUSTION	OR	HEAT STROKE
Faint or dizzy		Throbbing headache
Excessive sweating		No sweating
Cool, pale, clammy skin		Body temperature above 103° Red, hot, dry skin
Nausea or vomiting		Nausea or vomiting
Rapid, weak pulse		Rapid, strong pulse
Muscle cramps		May lose consciousness

**CALL 9-1-1**

- Get to a cooler, air conditioned place
- Drink water if fully conscious
- Take a cool shower or use cold compresses

**CALL 9-1-1**

- Take immediate action to cool the person until help arrives



**Seek Immediate Medical Assistance for Heat Related Illnesses.  
Call 9-1-1.**

**Health Benefits**  
**SEP (Special Enrollment Period)**

Began April 1<sup>st</sup> and ends September 30<sup>th</sup>, 2024.

Those who never signed up should be receiving information how to sign up. If not call the social security office. Make sure your mailing address is correct.

The following is a quote from the congressional law, page 136 Statute 1130:

(e) Requirement of Medicare Enrollment for Certain Annuitants and Their Family Members. —

(1) Medicare covered annuitants—Except as provided under paragraph (3) , ( Note! Right now I insert in this quote that paragraph (3) is the list of exceptions to this quote.) Now to continue the quote., a Postal Service Medicare covered annuitant may not enroll in a Program Plan unless the annuitant is entitled to benefits under Medicare part A and enrolled in Medicare part B.

(2) Medicare covered family members—Except as provided under paragraph (3) ( again I insert that paragraph (3) is the exceptions),in the case of a postal service annuitant who is entitled to benefits under Medicare part A and required under this subsection to enroll in Medicare part B to enroll under the program, if a member of family of such Postal Service annuitant is a covered Medicare individual, that member of family may not enroll under the program as a member of family of the Postal Service annuitant unless that member of family is entitled to benefits under Medicare part A and enrolled in part B.

Here is a list of the exceptions of Paragraph (3). Going to only list them mainly as titles. Too much detail to give their full explanations.

Annuitant as of January 1, 2025 not entitled to Parts A&B.

Current Employees age 64 and over as of January 1,2025.

People residing abroad

Annuitants and Family members enrolled in VA. Note! Too much detail to write a full explanation.

IHS (Indian Health Services ). This too has to much information to write about.

SILVER SCRIPT- Some information

Those who have signed up for this program should be paying somewhere about \$174.70 per month for your Part B Medicare premium. That started January 2024. Some people's monthly amounts may differ based on their income. January through April 30 is four months of those premium payments. That should total about \$698.90. Since everyone who is entitled to the \$600.00 per year re-imbusement, in May you should be able to collect that re-imbusement.

There are different ways to get the money. Two companies involved for this are called HEALTH EQUITY and WAGE WORKS. Call 1-844-768-5644. I believe from my papers it's Health Equity's Number. They should be able to tell you what you need to do. I have a form, I requested to do it through the mail. But there are technological ways to do it too. Remember it is for each eligible member who has part B and signed up for Silver Script.

PS There may be an official list of health plans out now that will be offered this coming open season. I don't want to list any until I'm sure it is a correct list.

You know how to contact me.

Thanks.

Jim Kerekes

**NALC BRANCH 111**  
**Minutes of the Regular Union Meeting**  
**April 11, 2024**

**Convened** at 6:33 pm

The meeting was also broadcast over Zoom for those unable to attend in person.

**Conducting:** Mike Wahlquist, President

**Pledge of Allegiance** conducted by Mike Simonsen

**Special Announcement:** Mike Hansen is having back surgery tonight. Tom LaMont had appendicitis that burst and suffered some brain damage from lack of oxygen. Please keep them in your thoughts and prayers.

**Roll Call** by Steve McNees

**Nathan Chester:** • **MDA bingo night will be held during the meeting.** Buy bingo cards \$5. Numbers drawn will be posted on the board. Each card bought can be used for all games during the evening. Prizes for each game won.

**Minutes** of the March 2024 union meeting were posted. Without objection, they will be filed for future reference.

**Reading of the Communications** by Steve McNees

- The NALC Disaster Relief Foundation has been formed as a 501(c)(3) organization. The foundation aids NALC members who have faced hardship due to a natural disaster. They may apply for assistance. Donations are needed from members and branches. You can get information at [DisasterReliefFoundation@nalc.org](mailto:DisasterReliefFoundation@nalc.org).
- President Wahlquist received a letter from a member who converted to regular during the quarter and wanted to be on the ODL list and a part of the equitability settlement. Any PTF, CCA, or Transfers from another installation have two weeks to add their name to the ODL list (Article 8.5.A).

**Application for Membership** by Mike Hansen

- Bryan Singleton, Malachi Harris, Michael Galvan, Samee Chaudry, Abigail Maughan, Nicholas Gamble, Raul Molina, Cynthia Velasco, Malissa Gonzales, Benjamin Kunz, Tuifua Vaikona, Palmer Campbell, Daniel Eswebdo, Bryan Velasquez, Monique Paiz-Hill, Megan Moore, Salamasina Fifita, Leila Mujic, Rosario Bolotta Jr, Kyle Beers, Maria Campos, Allen Pasela, Dustin Singletary, Samuel Drake, Kurtis Kissell, Zeljko Pasalic, Quinnton Carter, Karlmann Hansen, Yvonne Ponce, Jehrry Urbina, Brent Taylor, Joseph Hastings, Doug Dardon

**LETTER CARRIER POLITICAL FUND (LCPF)** by Josh Thibodeau – no report

**MDA COORDINATOR** by Nathan Chester

- He is conducting the MDA bingo games tonight.

**DIRECTOR OF VETERAN AFFAIRS** by Jimmy Fleming – not present

**LEGISLATIVE** by Chad Mortensen

- He was back in D.C. last month. He was very disappointed in our national officers. The Federal Retirees Fairness Act is our most important issue locally. Our national leaders say it is not their priority. They say it costs too much and that is “just how it is.” Mike Lee’s aide wanted to know why it is so much. She said she would look into it. National’s priority is carrier safety (“Protect Our Letter Carriers”). They want \$7B over many years for this safety program. •NALC’s lobbyist has a lot of pull. Constituents can no longer meet with legislators, only lobbyist. But our lobbyist was able to get a meeting between Phil Rodriguez and Mitt Romney and his committee. •John Curtis’ aide recognized that they would be affected by the Federal Retirement Fairness Act also. The trip was very successful although Chad had some different priorities than national. • HR7829 (Protect our Carriers) - ask your representatives to support carrier protection. We need to be more active in the state of Utah. Show up to town hall meetings or other meetings in your district. • You can find out who your representatives are by going to the national web site (nalc.org). June 21<sup>st</sup> is the State AFL-CIO convention.

**TRUSTEES** by Chad Mortensen

- Trustees didn’t meet this last month. They will meet next month and check two months.

**MBA / COMPENSATION**, by Bob Jewell

- No report (meeting with an injured carrier downstairs). Mike’s comment: Bob is doing a fantastic job and has a great win rate.

**HEALTH BENEFITS** by Jim Kerekes

- Jim found a list of health plans for next year by doing a search on the web. The official list will be out in October. Select Health was not on the list (check if you have this plan). • New premium rates will be out in October • Open season is Nov 11<sup>th</sup> - Dec 9<sup>th</sup>. •April 1<sup>st</sup> was the opening date for those who don’t have part B to enroll. •He has done over 40 orientations in the last month. • The retention rate of new hires is only 54%. • People with questions should call Jim. His number is on the Pavement Pounder.

**ORGANIZER** by Justin Lindquist – not present

**SAFETY AND HEALTH** by Justin Lindquist – not present

**DIRECTOR OF RETIREES** by Jeff Asay • No report

**TREASURER** by Mike Madsen

- \$36,792 income last month. \$8,300 in progressive/permissive remedies. \$13,522 net income last month.
- The LM2 was completed and filed. On March 2<sup>nd</sup>, Quickbooks decided to not support the software we use anymore. All of Mike's software stopped working. •We had ~\$75,000 in the Progress remedies account, \$28,954 was spent on training, leaving \$46,355 in the account.

**VICE PRESIDENT** by Destiney Carrillo

- Next week is Steward College. Steward Training has been moved to April 24<sup>th</sup>.

**EXECUTIVE VICE PRESIDENT** by Mike Hansen - Excused

**PRESIDENT** by Mike Wahlquist

- Recent B Team decisions in Salt Lake installation (set precedent only in the S.L. installation) says any violation of a previous B team decision will necessitate a progressive remedy of \$55 for each violation. •An intervention is coming in the 3 zone. Their problems have been going a couple of years. The intervention will last for 2 days and involve our NBA and the Area office of the USPS. •A national arbitrator has finally been selected but a start date hasn't been selected. It will likely take up to 6 months for a decision. • We want to do a cloud migration of the grievances log and files so the stewards can access the decisions from anywhere. Mike met with 3 companies to discuss their work and costs. • Nominations for AFL-CIO State Convention: Jim Kerekes, Kirk McLaughlin, Chad Mortensen, Mike Simonsen, Phil Rodriguez, Kim Mortenson. Nominations will remain open.

**SPECIAL ORDERS:** none

**UNFINISHED BUSINESS:** none

- Nominations for AFL-CIO convention: Jim Kerekes, Kirk McLaughlin, Chad Mortensen, Mike Simonsen, Phil Rodriguez, Kim Mortenson. Nominations will remain open until next meeting.
- Proposed Bylaws Change: Article 5, Section 10, Current Language: "There shall be four drawings for the amount of twenty-five (\$25.00) dollars at the regular Branch meeting immediately after the adjournment of the Branch meeting." Proposed Change: The amount of each drawing will change to "**fifty (\$50) dollars.**" Amendment: progressive drawings remain at \$25; the two meeting door prizes will be \$50 each. The amendment passed. The amended motion passed.
- Proposed Bylaws Change: Article 5, Section 3, Current Language: "The regular Branch meeting shall start at 6:30 P.M. on the second (2<sup>nd</sup>) Thursday of each month." Proposed Change: Start time will change to "**7:00 pm.**" The motion failed.
- Proposed new standing order: Newly proposed credit cards – "There shall be no more than 2 cards issued. Only the President and Executive Vice President will be authorized to use the cards. The card shall not be used for any personal charges. The card shall not be used to purchase fuel or services for any officer or member's personal vehicle. The card shall not be used as a form of loan to any officer or member. Any mistaken use of the card by an officer must be reimbursed immediately upon discovery of the charge. All charges against the card must be accompanied by a receipt. The balance on the card must be paid in full at the end of each billing period." Proposed Amendment: "Only the president and VP will be authorized to use the cards" – The amendment failed. The original motion passed.

**NEW BUSINESS:**

- Motion to Pass the hat for Tom LaMont. Motion passed. [\$260 was raised for Tom LaMont by the end of the meeting.]
- Motion to "spend \$2,840 initial migration cost and then \$415 Monthly, to Computech, to put grievances on the cloud." Motion passed.

**GOOD OF THE ASSOCIATION:**

Next Wednesday there will be 3 rallies across the country in support of Protection for Letter Carriers. Region 1 will meet next Wednesday at 6pm to rally at the courthouse in Las Vegas. We are invited.

**IMPROVEMENT OF THE ASSOCIATION**

**DRAW AND ADJOURN** – 8:05 pm

- \$25 drawing winners: Gareth Davies and Yvonne Madsen
- RETIREES – \$400 (Donald Day was not present). Next month it will be \$425.
- PROGRESSIVE A - \$800 (Samuel Rohback was not present). Next Meeting it will be \$825.
- PROGRESSIVE B - \$700 (Ronald Wasescha was not present). Next Meeting it will be \$725.

National Association of Letter Carriers  
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## The Pavement Pounder

is the official publication of NALC Branch 111

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The financial records of Branch 111 are available to anyone by appointment and a monthly record is always available at Branch 111 monthly meeting.