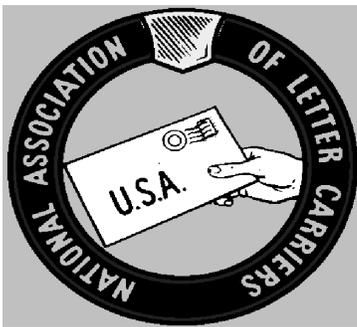


Alta Canyon - Bountiful - Cottonwood - Custer --Downtown - Dugway - Foothill - Heber - Holladay - Kearns



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

January 2010

**Happy
New
Year!**

The Winners Box

Union Meeting
Drawings
December 10, 2009

2 Door prizes
\$25.00 Each

Keith Warner
Jimmy Graham

Progressive Retirees
\$300.00

TJ Larsen
Winner!

Next month
\$25.00

Progressive Union B
\$50.00

Adam Barnes
(not present)

Next month
\$75.00

Progressive Union A
\$25.00

Abraham Sewell
(not present)

Next month
\$50.00

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



Take Time

During the last few months, our local Union has been beset by a rash of removals. I know that this is due in part to the increased amount of stress that management is putting on our Letter Carriers because they (management) are refusing to hire any additional help in most of the installations. If you carry in one of the installations that has added to the rolls, consider yourself lucky!

Remember that the Postal Service pays by the hour, not by the job. Management has the absolute obligation to staff the Postal Service, but that does not

mean that they have to staff it to the level that we would like. In fact, the Union cannot file a grievance to force management to hire until they are violating the 12-hour and 60-hour limits found in article 8 on a regular basis. But, since we do get paid by the hour, we must make sure

that we are taking the time to be safe and smart, and not cutting corners.

Management loves to make their problems become our problems. They do this when they exclaim, "I don't know how we are going to get the mail delivered today." Of course, it wasn't we who decided to lower the staffing ratio. It wasn't we who decided not to schedule the ODL to come in even though it was obvious that they were needed. Is it our problem to get the mail delivered? Please do not buy into this false rationale. When management used to come to me and say, "How are we going to get the

mail delivered today?" I would respond, "Hire some more people." They would usually reply, "I would, but they won't let me have any," to which I would always say, "Well then I guess you're going to earn those 'big bucks' they're paying you by figuring it out on your own and making tough decisions." The problems that result from management's failure to staff appropriately should remain their problems; do not let them pass them off to you.

Too many times I have seen a carrier accept management's burden. I have seen carriers case and carry two routes under the firm belief that it is up to them to save the Postal Service. What usually happens is that the Carrier in question is cutting corners, ignoring safety, and possibly skimming (or unnecessarily delaying) the mail. Then, the Union is asked to try and save said Carrier from discipline, or even removal, and we do our best. But this course of action can easily be avoided if people would just take the

time to do the job right, and quit letting management rush you by making their problems into your problems.

Also, if you are working so hard that you burn yourself out every month and have to call in sick, then you have picked a speed (pace) that is too fast for your body. We need to find a speed that we can go for 30 years, not 30 days. There is a happy medium in regards to pace. Find one that is fast enough to get the mail delivered in a reasonable amount of time, but not so fast that you need a double knee replacement at forty. I promise you (no matter what your supervisor says) that it is better for all concerned if you work for 30 years (or more) and are able to walk off the job with your original body parts, instead of running routes like your pants are on fire, having to file injury claims for the last 10 years, and end up limping off or being wheeled out the door at the end of your career. Just getting to retirement isn't enough; we need to get there healthy enough to enjoy it.

Taking the time to do the job right doesn't

just protect your body; it also protects your route. Under the MIARAP (Modified Interim Alternate Route Adjustment Process), your actual times contribute to what your route will end up being (remember that we own the time and not the territory). Of course, if you are a runner, and should your territory go to someone else, the person you screw over might not even be yourself.

So what can we do to protect ourselves and our jobs? Take the time to do the job right, no matter what your supervisor says. Make sure that you are working safely, without cutting any corners. Remember that this includes finding a speed that you can perform for 30 years, not 30 days. And finally, make sure that you are not bringing back deliverable mail unnecessarily. And, as happened recently, if management orders you to curtail mail (even first class mail), document these instructions by filling out Form 1571 (Undelivered Mail Report), if for no other reason than to cover yourself against any future issue.

Mike Wahlquist
Branch President

The Veep Speaks Vice President Phillip Rodriquez

Finally 2009 has ended! As the Vice President of Branch 111, 2009 was a year like no other. The Branch Stewards had to defend our Contract by filing more than 840 grievances because Management tried to unilaterally change the terms of our Collective Bargaining Agreement. Management unwisely thought with the financial struggles of the USPS, they could violate clauses of our agreement by cowardly hiding behind the deep financial losses occurred in 2009. Many times our Stewards were confronted with blame from Management. Somehow the lack of leadership, the lack of focus, the lack of business savvy and outright mismanagement of a 70 billion dollar institution was the fault of the Letter Carrier or the Union Steward...

At our December meeting Mike Wahlquist was giving a report about arbitration he had done earlier that day. At the end of the arbitration he gave a closing argument to the Arbitrator stating Letter Carriers were the premium service of the Post Office. We Letter Carriers are the core function of the USPS.

The ability of Letter Carrier to deliver a Letter or Parcel to every house in the United States is the product the American public expects from the Postal Service. We as a Company do not make a product; we do not manufacture a good. Our service is the Letter Carrier!! The public places trust that if they mail a letter it will arrive safely to the destination by a Letter Carrier. When a business sends out a mailer advertising their product, they know it will be delivered correctly and accurately by a Letter Carrier. We Letter Carriers are the most trusted and respected government entity by the American public. We are the face of the business!!

In 2009 the NALC had to turn to Congress to save the Postal Service. Our clout in Congress allowed us to function for one more year by passing relief in our retirement fund allowing the USPS to save an estimated 5 billion dollars, thus allowing the USPS to meet its financial obligations. The NALC has the respect of our elected officials. Congress listens to the NALC by passing legislation that will give the USPS temporarily financial relief without having layoffs or cuts in our wages. Congress has recognized our plan to strengthen our product by expanding our business, not cutting our service. We Letter Carriers have made concessions through the MIARAP. Through our Customer Connect we have generated 600 million dollars of revenue introducing our

product to new customers. Our legislative activism will be the driving force in paving the way to a new Postal Reform in 2010. We cannot allow Management to force our product in extinction!! We need to stop the mismanagement!! All Letter Carriers need to be pro active. If all Letter Carriers signed to be an e-activist, became a Carrier Corps volunteer and gave to COLCPE, then we can stop the absurd decisions Management plans to make in 2010.

In 2010 I expect Management to push the limits of our Collective Bargaining Agreement by violating the terms at every level. I expect our Stewards will be filing record number of grievances. I expect Management to be hostile and aggressive trying to capture time. I foresee our Postmaster will continue to avoid meeting with Mike and myself; (Mike hurt his feelings). I expect the NALC to be out-front initiating legislation for a long term plane that will build and strengthen the USPS. And finally, I know that Letter Carriers will continue to provide the American public with a delivery service that is efficient, effective and precise six days a week.

Phillip Rodriquez
prodriq@msn.com



MBA and Compensation
Terry C Ehlers

Office of Workers Compensation (OWCP) decisions are not subject to the grievance procedure by NALC Stewards. OWCP has the exclusive authority (except as otherwise provided by law) for the administration, implementation, and enforcement of Federal Employees Compensation Act (FECA). Their main responsibility is to determine whether the claimant is entitled to benefits under FECA. Claim decisions, determinations, and adjudications are made in the name of, or for, the director of OWCP. This prohibits arbitrators from giving award decisions that attempt to override OWCP decisions. The National Agreement Contract is an agreement by and between the NALC and the USPS. The NALC has grievance and arbitration rights only regarding issues that arise between the NALC, USPS and the contract. OWCP has their own appeals structure that provides due process rights to challenge decisions that an injured worker believes are in error.

OWCP regulations require Federal Employers (USPS) to take certain outlined actions, refrain from hindering actions and must meet time limit restraints when ever an injured worker files for a claim.

When and if, the Postal Service fails to comply with OWCP regulations in an injured workers claim, Stewards have a right and responsibility to grieve the Postal Services failure to comply.

OWCP has scores of provisions that regulate employers. The Postal Service reaffirms many of the provisions in the Employee and Labor Relations Manual (ELM) in section 540 and again in the EL 505 Injury Compensation handbook. Implementing regulation of the FECA (20CFR 10.7) requires employers (USPS) to "maintain an adequate supply of basic OWCP forms for the reporting of injuries." The USPS has requirements in its own manual, the ELM at section 541.3 which requires each installation head (Station Manager) to "maintain an adequate supply of basic OWCP forms which are needed for reporting injuries."

Shop Steward should monitor their local management regarding OWCP obligations and enforce compliance through the grievance process. This is important for we are having too many serious problems with claims and these can be traced directly to the

Postal Service failure to comply with OWCP requirements. Some of the problems in a snapshot are delays in payment of wage loss, non payment of medical bills, denial of claims and failure to provide the necessary basic forms to an injured worker.

Here is a for instance, Local Management failed to maintain or know where to obtain a supply of Form CA-16 (a basic OWCP form listed in both 20 CFR 10.7 and ELM 541.3). A letter carrier was injured on the route and was taken to an emergency room. Management never issued a Form CA-16. This can lead to a denial of the claim by OWCP. The letter carrier is now getting a bill from the ER for payment if a CA-16 had been properly issued, OWCP would be required to pay the bill and the Postal Service would have been required to properly record and report the accident.

The Postal Service in Handbook EL-505 at least one control point person must be designated for each tour of operation. They are to be trained for they will have the authority to authorize medical treatment in accordance with CFR 10.402a.

Here is an example of what a control point should do under the Postal Services

**HBK EL-505, INJURY
COMPENSATION.**

3.2 Initiating Medical Treatment in an Emergency --- supervisor

Medical Emergency

A medical emergency is an injury or sudden and unexpected onset of a condition requiring immediate medical

care. Some problems are considered emergencies because, if not treated promptly, they might become more serious (for example, animal bites, eye injuries, deep cuts, broken bones). Others are emergencies because they are potentially life-threatening (for example, heart attacks, strokes, weapon wounds, sudden inability to breathe). In the event that there is a doubt as to the emergent nature of the emergency, it should be handled as an emergency (ELM 543.14).

- If emergency treatment is essential and securing authorization would be impractical, an employee may obtain emergency treatment without prior authorization.
- Immediately ensure that appropriate medical care is provided:
- Advise the employee of his or her right to treatment by a USPS contract medical provider or by a private physician or hospital of his or her choice.
- Arrange for the employee to go to the nearest available physician or hospital or to a physician or hospital chosen by the employee or by the employee's representative.
- In emergency situations, you must accompany the employee to the doctor's office or hospital, or arrange for another supervisor to do so, to ensure that the employee receives

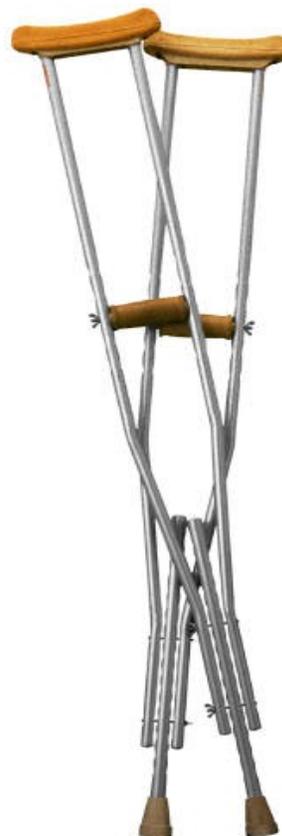
prompt medical treatment.

- If there is not sufficient time to advise the employee of all rights and responsibilities, advise the employee that he or she must do at least the following, if medically able to do so:
- Submit CA-17, Duty Status Report, and other medical evidence to the supervisor or control point within FECA requirements after the examination (or at the start of the employee's next scheduled work shift), so that the employee's duty status may be determined.
- Let the treating physician know of the availability of limited duty and request the physician to provide any limitations imposed by the injury.
- Return Form 2491, Medical Report — First-Aid Injuries.
- If there is not sufficient time to complete appropriate paperwork (see "When a non-emergency job-related accident or illness occurs..."), arrange to do it after medical care has been provided. Note that:
- Verbal authorization may be given for medical treatment initially and the CA-16 issued within 4 hours (see 3.3, Authorizing Medical Treatment in an Emergency).

- CA-1, Federal Employee's Notice of Traumatic Injury and Claim for Continuation of Pay/ Compensation, should be submitted within 48 hours, if possible.

Now back to the real world, all stewards should investigate who their control person is in each and every station along with are all the basic forms easily accessible to the control person. Now if your station is not up to standards grieve it immediately.

If I can be of assistance please contact me, you may have to try several times and my deepest apologies in advance but, I too am a full time carrier and must handle OWCP concerns off the Postal Services time.



Union membership is an insurance policy.
Job
Insurance!!



JIM KEREKES

This article is the first of the next year. Hope I can write an article every time the Pavement Pounder is sent out. I hope the articles will be beneficial for all who read them and those who have NALC Health Benefits Plan as their medical coverage. Open season ended last week. We won't know how many signed up until early March, or could be sooner. There are a lot of things Cigna, our PPO, offers in addition to Health Coverage. The Caremark Prescription Plan has a few additional things, also. In the back of the official NALC Health Plan Book it tells of these additional special features. It's on page 66 – 69. For example, there is a 24 Hour Nurse Line. Look these features over. Please look over in detail the Prescription Benefits on pages 61 – 63. Now that I'm retired you can call me best on my Cell # 801-557-6033. The other contact numbers are still good to use, too.

Home # 801-254-2860.

Legislative.

Denton Taylor



Get ready for a fight.

The Postmaster General and the bureaucrats at L'Enfant Plaza are gearing up for Postal Reform 2.0. They are placing all their hopes on two big ticket items. Prefunding Retiree Health Benefits and cutting Saturday delivery. The NALC supported restructuring the benefits trust fund. Our lobbying efforts saved the USPS from a \$4.8 billion that the Service just couldn't afford. But the relief was only for one year and we will back in the fray before the next payment is due at the end of September. Cutting Saturday delivery is going to be the real battle. The PMG and his henchmen are ready to bombard Congress with doom and gloom about the survival of the Service. Even though the idea fell flat when it was floated, it is the only idea they seem to have. Responsible cost cutting measures are being replaced with ill-conceived slash and burn tactics.

And they aren't even trying to stick to the facts or even a single story. Last year, there was talk that Tuesday might be the best day to eliminate. They claimed that mailers targeted delivery for Friday and Saturday so customers would be home when and could take the ads with them when they went shopping. Now, in a Federal News Radio interview, Deputy PMG Donohoe claims that mailers target delivery early in the week because busy Americans don't have time to read mail on Saturdays. Did the facts change or just the stories? They also don't really have a clue about how much this would save. It might save \$1.8 billion or maybe \$3.5 billion. They don't seem to know. With all the DOIS, TACS and other reports they generate each day, I would think that might have a handle on things. It seems odd that cutting one out of six delivery days might only save less than 5% of our total expenses. That is a lot of sacrifice for such a little reward. These guys don't have a business plan. There is an old saying, when all you have is a hammer, everything looks like a nail. They don't know how to grow the business only just make cuts. And they are on a course to cut the Service right out of existence. There is good news. The NALC has been working to come up with new ideas. After more than a century of working to save

Letter Carriers jobs, our Union is still strong and able to make plans to keep building a solid future. As these plans are formulated, the NALC is going to need you active support to present our ideas to Congress. Join e-Activist and increase your support of COLCPE. We need to build not cut.

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.



GEORGE C. MIGNOSI

VICE PRESIDENT

Capturing all new deliveries

Letter carriers have worked with the Modified Interim Alternate Route Adjustment Process as the USPS attempts to “right size” assignments while facing a draconian loss of volume. The byproduct of the adjustments is a downsizing of our craft and our union. Branches surely feel the pinch, as representation expenses have not reduced, while dues revenue has.

It’s important to remember that the negotiation of MIARAP was not intended to be a one-way street. The parties recognized that even though volume is falling, delivery points are growing. On October 22, 2008, NALC and USPS entered into an agreement that would award the city letter carrier craft a significant share of those new delivery points (M-01694). Absent that agreement, new deliveries almost certainly would have been assigned to private contractors or to rural carriers. The memo reads in pertinent part that:

In city only offices with highway contract delivery, **all** new growth will be assigned to the city carrier craft, except for in-growth on existing highway contract delivery routes.

In offices with both city and rural delivery, new deliveries will be assigned...in accordance with boundaries that have been established by agreement...absent such agreement, the city letter craft will be assigned **all** new growth, excluding in-growth on an existing route assigned to another form of delivery, or if assigning the new growth would result in inefficiencies. (*Emphasis added.*)

In February, then-NALC President William Young wrote to each branch president, calling for their help in capturing the new growth for our craft. This article is a call for immediate action. To ensure that *all* new growth is properly assigned, carriers and shop stewards need to communicate with the branch president, who will then turn the information over to the national business agent for entry into our national database. The information needed:

- **Branch**
- **Branch contact person and phone number**
- **The installation**
- **The office/station name and ZIP code**
- **The district**
- **Type of office—city delivery only or city and rural delivery?**
- **How many new deliveries?**
- **An address or series of addresses**
- **Is there potential of additional growth in that imme-**

diated area? How many more deliveries possible?

- **Was the new delivery assigned to city, rural, existing highway contract route or contract delivery route?**
- **Did management assign the new delivery to another craft because it is considered in-growth to another delivery form, there’s an existing written boundary agreement, a claim of inefficiency, or another reason?**
- **Has delivery already begun? If so, when?**

In cases where management claims it would be inefficient to assign the new growth to the city carrier craft, USPS is responsible for notifying the NBA directly, who will analyze the data and determine whether to refer the matter to the national level task force. In such cases, color-coded maps of the ZIP code would be extremely helpful, highlighting city routes in green, rural routes in red and disputed new territory in yellow. Other helpful resources include:

- **New Delivery Point Report (Report LFA225P6)—**Branch leaders can request this from the District Address Management Systems office or local management. Management may contend that this is not an “off the shelf” report and ask what specific data you’re looking for. Ask for new deliveries in a particular ZIP code from 10/22/08 to current. This report will list streets that have new deliveries, the range of deliveries, and where they have been assigned.
- **Delivery determination/efficiency analysis—**Signed by the local postmaster or designee, this packet contains the data USPS relied upon to determine assignment of the delivery.
- **Online maps—**Google, Yahoo, Bing and MapQuest offer free online maps in road, aerial or satellite format.
- **Route schemes—**When considering in-growth, the scheme as it existed prior to the new delivery could be key. For example, if an existing rural route had 9800-9899 Main St. assigned to it, and a new home was built at 9818 Main St., the delivery would be considered in-growth to the existing route. If a new home was built at 9915 Main St., it would not be considered in-growth.

The same effort that goes into preparing a solid grievance must now be exerted to make certain that we secure all of the work that we are entitled to. ☐



NALC ASSIGNMENT OF NEW DELIVERIES ALERT
Immediately report all new deliveries assigned to your National Business Agent!

Reported By: _____ Branch# _____ Date _____

Contact Person: _____

Contact Day Phone #: _____

Location of new deliveries: Installation _____ Station _____ Zip Code _____

Circle ONE — STATION IS: City Delivery ONLY City & Rural

Number of new deliveries assigned _____ Location (address/subdivision) _____

Number of potential deliveries with future growth related to assigned deliveries _____

IF new deliveries NOT assigned to city delivery circle the form of delivery that will be used

Rural Existing highway contract route Contract delivery route

Check the reason deliveries were not assigned to city delivery:

- In-growth on another form of delivery (*include map*)
- Assigned pursuant to claim of "inefficiencies" (*please explain and provide YOUR opinion*)
- Assigned consistent with a written boundary agreement (*please include copy*)
- None of the above (*please explain the basis used*)

All new delivery assignments should be reported to the National Business Agent in addition to those which occurred since October 22, 2008

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.

IN MEMORIAM

Paul E. Pearson

1920-2009

Letter Carrier

**BRANCH 111 EXPRESSES
 OUR CONDOLENCES.**



December 2009

Sun	Mon	Tue	Wed	Thu	Fri	Sat
http://branch111.com/index.htm					1 	2
3	4	5	6	7 <i>E-Board</i> 6:30 PM	8 Pay Day 	9
10	11	12	13	14 <i>Branch Meeting</i> 6:30 PM	15	16
17	18 M.L.K. Holiday 	19	20 <i>Steward's Meeting</i> 6:30 PM	21	22 Pay Day 	23
24	25	26	27	28	29	30
31						

LETTER CARRIER PAY SCHEDULE

City Carrier Wage Schedule: Effective November 21, 2009

The following salary and rate schedule for all NALC-represented employees includes the 1.9 percent general wage increase on November 21, 2009—the fourth of five such increases provided by the 2006-2011 National Agreement.

2006-2011 National Agreement

Date	Type of Increase*	Amount
Nov. 25, 2006	General wage increase	1.4%
Sept. 21, 2007	COLA**	\$0
Oct. 19, 2007	Lump-sum COLA***	\$686
Nov. 24, 2007	General wage increase	1.8%
March 2008	COLA	\$458
Sept. 2008	COLA	\$1,497
Nov. 22, 2008	General wage increase	1.9%
March 2009	COLA	\$0
Sept. 2009	COLA	\$0
Nov. 21, 2009	General wage increase	1.9%
March 2010	COLA	tba
Sept. 2010	COLA	tba
Nov. 20, 2010	General wage increase	1.85%
March 2011	COLA	tba
Sept. 2011	COLA	tba

* Value of COLAs depends on changes in the level of the Consumer Price Index.

** Two-month COLA; CPI had not increased over this timespan.

*** Lump-sum COLA covering November 2005-May 2007; was not added to basic pay.

CITY CARRIER GRADE 1

Step	Waiting period to next step (in weeks)	Yearly	Hourly	Bi-Weekly ¹	Regular overtime ²	Hourly Rate for Part-time Flexibles
A	96	\$42,610	\$20.4856	\$1,638.85	\$30.73	\$21.31
B	96	46,300	22.2596	1,780.77	33.39	23.15
C	44	47,732	22.9481	1,835.85	34.42	23.87
D	44	50,474	24.2663	1,941.30	36.40	25.24
E	44	50,852	24.4481	1,955.85	36.67	25.43
F	44	51,231	24.6303	1,970.42	36.95	25.62
G	44	51,604	24.8096	1,984.77	37.21	25.80
H	44	51,981	24.9909	1,999.27	37.49	25.99
I	44	52,359	25.1726	2,013.81	37.76	26.18
J	34	52,732	25.3519	2,028.15	38.03	26.37
K	34	53,110	25.5337	2,042.70	38.30	26.56
L	26	53,486	25.7144	2,057.15	38.57	26.74
M	26	53,865	25.8966	2,071.73	38.84	26.93
N	24	54,243	26.0784	2,086.27	38.12	27.12
O	--	54,618	26.2587	2,100.70	39.39	27.31

CITY CARRIER GRADE 2³

Step	Waiting period to next step (in weeks)	Yearly	Hourly	Bi-Weekly ¹	Regular overtime ²	Hourly Rate for Part-time Flexibles
A	96	\$44,496	\$21.3923	1,711.38	32.09	\$22.25
B	96	48,421	23.2793	1,862.34	34.92	24.21
C	44	48,511	23.3226	1,865.81	34.98	24.26
D	44	51,319	24.6726	1,973.81	37.01	25.66
E	44	51,726	24.8683	1,989.46	37.30	25.86
F	44	52,136	25.0654	2,005.23	37.60	26.07
G	44	52,539	25.2591	2,020.73	37.89	26.27
H	44	52,944	25.4538	2,036.30	38.18	26.47
I	44	53,356	25.6519	2,052.15	38.48	26.68
J	34	53,752	25.8423	2,067.38	38.76	26.88
K	34	54,162	26.0394	2,083.15	39.06	27.08
L	26	54,570	26.2356	2,098.85	39.35	27.29
M	26	54,973	26.4293	2,114.34	39.64	27.49
N	24	55,389	26.6293	2,130.34	39.94	27.69
O	--	55,794	26.8240	2,145.92	40.24	27.90

1. Due to differences in rounding because of the impact of annual leave, sick leave, etc., these figures may vary slightly from the figures in any given paycheck.

2. Calculations are for regular overtime rate (1.5 times the base hourly straight-time rate) as provided for in Article 8.4A of the 2006 National Agreement.

3. Carriers bidding to a CC Grade 2 position must begin a new waiting period for their next step increase. Those bidding from steps A, B and C are subject to the promotion pay anomaly, which results in the payment of so-called 'ABC' lump-sum payments. Such payments offset any wage losses that would otherwise occur due to the anomaly. However, they do not compensate carriers for reduced Thrift Savings Plan contributions, earnings and tax savings. The timing of ABC promotions can greatly affect total earnings—carriers should exercise great caution when bidding to carrier-technician positions.

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
January 14, 2010
6:30 P.M.

**Proposal and Discussion
Of Budget.**

Will be held at this meeting.

National Association of Letter Carriers
2261 South Redwood Road, Suite 14
Salt Lake City, Utah 84119

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MBA & OWCP

Terry C Ehlers

TRUSTEES

Joan Larsen
Kim Mortensen
Rick Watson

The

***“Pavement
Pounder”***

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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