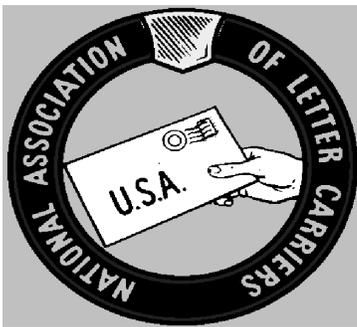


Alta Canyon - Bountiful - Cottonwood - Custer --Downtown - Dugway - Foothill - Heber - Holladay - Kearns



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

**JUNE 2010**



Assignment of New Delivery.

**Why it Matters.**

# The Wahlquist Report

Mike Wahlquist, President.



**Union membership is an insurance policy.**

**Job**

**Insurance!!!**



I'm happy to report that Branch 111 exceeded half a million pounds of food collected during the 2010 Food Drive, with a grand total of 512,160 pounds! That is 18,001 pounds greater than the 494,159 pounds collected in 2009. On a state level, we collected 1,035,787 pounds of food, which makes this the 6<sup>th</sup> year that we have broken the million pound threshold, and we have done it every year since 2005. I want to thank everyone who participated in this event, and I pass along the thanks from all of the food banks and their patrons who rely so much on these contributions. This truly is one of the greatest things that we can do for the underprivileged (and undernourished) people in Utah.

On a slightly different "food" related note: Management in the Murray Station has told Letter Carriers that they could not "congregate" while eating lunch. While most of us, especially those of us that have been around for a while, know what that means, some of us may not. Section 126.5.B.2 of the M-39 (Management of Delivery Services) Manual states:

*"When practical, avoid having groups of carriers congregate at one location."*

As you may have guessed, this oft cited passage of the M-39 is subject to a great deal of interpretation. What does "if practical" really mean? How many carriers make up "groups"? Well, I'm here to help define this passage, so

that we may understand our rights. Two Carriers having lunch together could not be defined as "groups". Two Carriers would be a "pair". I would define three or more carriers having lunch together as a singular group, and thus to have "groups" (the plural of the word group), you would have to have a minimum of two sets of three for a total of 6 Carriers. Of course, this is just my interpretation, and this language has never been defined under the contract, so it will remain completely subjective and likely will be applied differently by management in different cases (big surprise, huh!). Most managers will allow a group to have lunch together, but if half the zone shows up, those carriers are begging for attention.



This leads us to the other conditional element included in the above mentioned passage from Section 126.5.B.2 of the M-39 which is "if practical". Now, the controlling document of a lunch location (and a lunch time) is the form 1564-A (The "Delivery Instructions" form in your route book). I'm going to talk about what is allowed on this form in a moment, but first let's look at what else it says in section 126.5.B.2 of the M-39:

*"The carrier has the option of selecting up to three locations for lunch. When authorizing lunch places, give consideration to reasonableness of location from the standpoint of suitable eating places, and in particular to the reasonableness of the distance from the route to the eating place and back to the route."*

What this means is that you get to

pick three lunch locations, and there is no set limit as to how far away they may be; the distance and location just need to be reasonable.

(In other words, if there is a KFC, a McDonalds, and an Arby's one mile away, you aren't going to be able to prove that a ten-mile drive to Carl's Jr. is reasonable). However, if the closest three eating establishments are five miles away, then that is what is reasonable. Of course, travel time from and back to your route is deducted from your half-hour lunch, so you may not want to drive too far to go to lunch.

Just to illustrate that distance is not a factor I will cite two Arbitration decisions from the MRS (Materials Reference System):

C-03997 The saving of slightly more than one mile of travel cost, and a few minutes of travel time, is not of sufficient magnitude to justify management's denial of [the] grievant's selected locations.

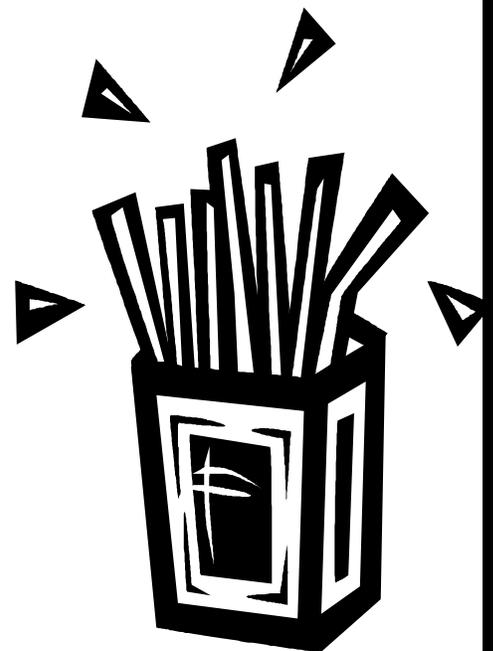
C-03902 Management's cancellation of a previously authorized lunch location was improper, where the location required a 1.4 mile deviation, and where another authorized location required 2.2 miles of travel.



Now there may be some carriers who wonder why they should be tied down to just three locations. In fact, there are some carriers who have no lunch locations selected on their 1564-A. If there are no lunch locations listed on your 1564-A, then management has basically given you permission to go wherever you want for lunch. However, I have a word of caution for you if you choose to do this: You are only covered by OWCP going to, coming back from, and eating at authorized lunch locations. If you decided that you want to go to lunch at a location other than one listed on your 1564-A, you must inform management of the deviation and receive permission for it (informing management of a lunch deviation may occur on a form 3996). Management may not be arbitrary or capricious in determining lunch locations, or in allowing (or disallowing) deviations. So, what does the phrase "if practical" mean? It means that if five Carriers have the same restaurant approved as a lunch

location, and all five happen to show up at the same time, there should not be a problem, because it must have been appropriate for management to approve that lunch location, and management does not have the authority to tell you when you may take your lunch, only in approving your 1564-A. In the end, everyone must decide for himself or herself about lunch locations. My advice is to get your 1564-A filled out with

three reasonable lunch locations, and remember that distance may not be a factor. Have your Supervisor or Manager authorize the locations, and then you will be covered. If you feel that management has not been fair in authorizing your lunch locations, or has discriminated against you by disallowing deviations, ask your local Shop Steward to look into it so that they can determine whether a grievance exists.



## The Veep Speaks

Vice President Phillip  
Rodriquez

As I write this article the USPS has filed a report with the Postal Rate Commission reporting a \$328 million dollar loss for April 2010. The total Fiscal Year loss is \$2.3 billion (\$592 million lost for the month of January, \$179 Million gain the month of December; \$255 million lost for November; \$221 Million lost the month of October).

Also filed is the Monthly and Year To Date Lump Sum Performance Payments, Bonus/Merit Payments (bonus). The Postal Service doesn't call these payments bonuses but rather "performance payments". You know those performance numbers such as office time, street time, MSP scans, sick leave usage. I know we have been told that we need to make the numbers because of customer service, but we all know that the motivating factor is lining their pockets off our hard work. I will list a few numbers of the outrageous "performance payments" made so far:

**LUMP SUM PERM AWARD  
PECS (HQ) \$1,334,422.00**

**MERIT BONUS PAYMENTS-  
EAS (PM) \$17,161,475.00**

**MERIT BONUS PAYMENTS  
(SUPVR) \$5,641,252.00**

**LUMP SUM PERM AWARD-  
PECS (SUPVR) \$1,001,516.00**

**MERIT BONUS PAYMENTS  
(ADM) \$4,256,485.00**

The USPS can lose Billions of dollars, reduce service and potentially collapse our business yet make millions of dollars in bonuses, sorry, performance payments. Our work as Carriers has sustained the USPS yet our Supervisor will harass us daily and try to convince us that we are not "making the numbers". The next time your Supervisor says your street time is off or your office times are down, keep in mind why they need you to make their numbers. It's all about Performance Payments.

One factor in Supervisor's pay for performance is a 6 o'clock window. Managers will do everything to make six o'clock, even at the expense of violating our Collective Bargaining Agreement. Nationwide a troubling pattern of erroneous clock rings is occurring with Letter Carriers being short changed in the hours they work. The rings are not obvious but usually occur with just a few units being changed when they end tour. It's been reported that clock rings have been changed that have Carriers returning from the street before the six o'clock window or being clocked off before going into penalty. Carrier's times have been changed so they appear that they leave to the street earlier, thus making it look like they are making "percent to standard".

In my zone we have a Carrier we call Big Carl. Carl is meticulous with his begin tour and

end tour. Big Carl keeps a notepad in his oversized pocket that records precisely the time he begins tour and what time he ends tour. I would encourage everyone to monitor his or her clock rings and double check on their earning statement making sure what you worked, is what you get paid. If you suspect that your clock rings are erroneous ask your Supervisor to speak with your Steward. Your Steward will investigate any instances where Supervisors manually entered information regarding your clock rings. Also, make sure when you closely monitor any 3971 you submit. Again, sometimes annual is being charged instead of sick leave.

And never sign a computer generated 3971 that your Supervisor has generated for your signature.

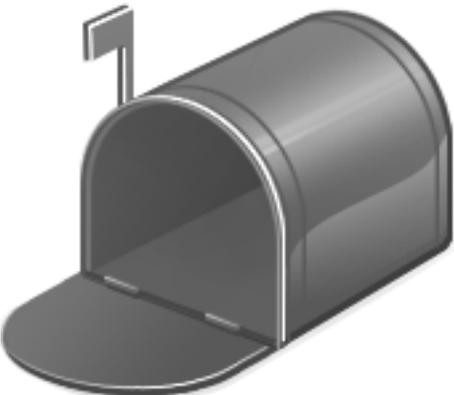
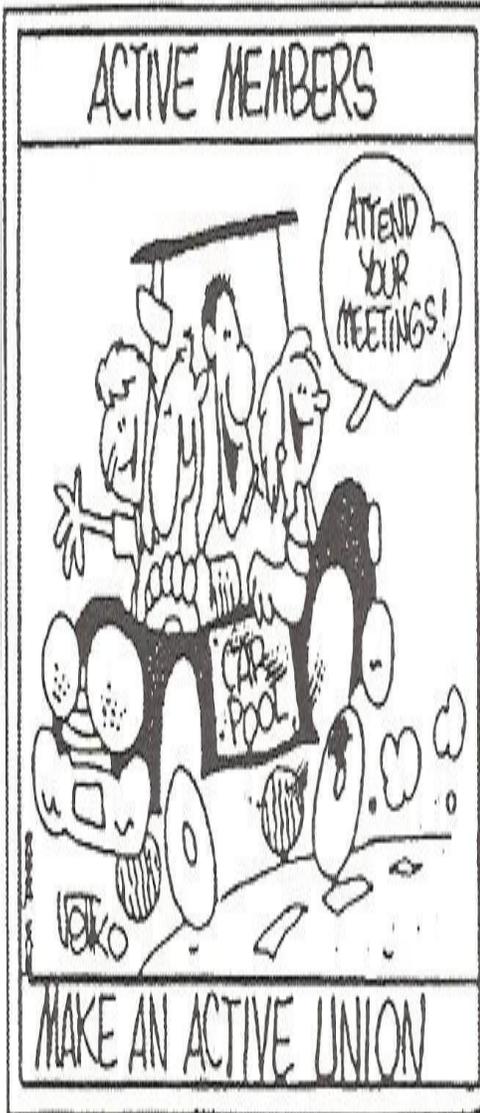
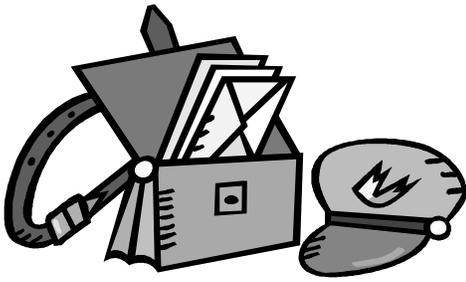


Take the time and fill the form out properly selecting the correct leave.

Another issue going into the summer months will be the lack of help in many zones. Management is and will be pushing attendance related discipline. I have written in the past my problem with the charge of "being regular in attendance". If you're sick or injured use your sick leave. If you have a condition that might be covered under FMLA utilize this right.

Phillip Rodriquez

prodriq@msn.com



# The Winners Box

Union Meeting  
Drawings  
May 13, 2010



2 Door prizes monthly \$25.00 Each

Dayrl Deuel

Ron Hermansen

### Progressive Retirees

\$125.00

Richard Casper

(not present)

Next month

\$150.00

### Progressive Union B

\$175.00

William Craig

Present—Winner

Next month

\$25.00

### Progressive Union A

\$150.00

Steven Gygi

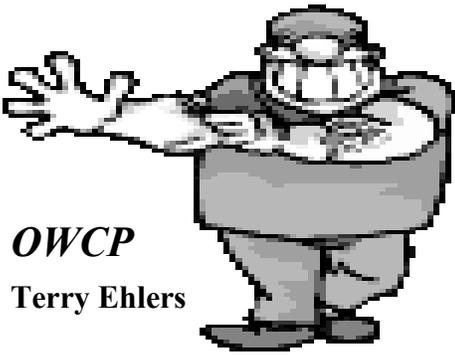
(not present)

Next month

\$175.00

The next drawings will be at the June 10, 2010 Union Meeting

You Must be present to WIN!!!



## OWCP

Terry Ehlers

There is an important new settlement regarding medical records that everyone needs to be aware of, therefore the following is reproduced from the NALC website.



The NALC has entered into [a settlement agreement](#) with the Postal Service and the USPS Office of Inspector General (OIG) that imposes significant new restrictions on OIG agents and postal inspectors when they seek to obtain confidential medical information about employees from the employees' doctors or other personal health care providers.

The settlement follows months of intense negotiations by the parties' attorneys under the supervision of a U.S. magistrate judge.

NALC President Fred Rolando, who participated in the negotiations, said he was extremely pleased with the final outcome.

"The restrictions imposed by this settlement should prevent OIG agents from intimidating and coercing doctors and other providers who would otherwise choose to maintain the confidentiality of sensitive information," Rolando said. "Even more significantly, the settlement will ensure that union advocates can prevent the Postal Service from using improperly obtained information as evidence against employees in arbitration cases."

As previously reported ([NALC Bulletin 08-01](#)), the NALC and APWU filed a joint lawsuit against

the Postal Service and OIG in January 2008 in federal court in New York City, seeking to stop OIG agents from obtaining confidential medical information about employees without their knowledge or consent during the course of investigations of alleged workers compensation or sick leave fraud. NALC had discovered incidents in which health care providers were intimidated by OIG agents into turning over medical information about employees which had no relevance to any legitimate investigation of alleged misconduct.

The settlement agreement, which goes into effect 60 days after execution, recognizes that under federal law, OIG agents and postal inspectors may, under certain circumstances, seek to obtain relevant information from an employee's health care provider without the employee's consent as part of a legitimate investigation of suspected fraud or other misconduct. However, the agreement requires OIG agents and postal inspectors, before interviewing an employee's health care provider, to give the health care provider a form letter, negotiated by the parties, that explicitly states that the health care provider "is not required to speak" about the employee's health information to the agent or inspector.

The letter also tells the health care provider that he or she "may take as much time as necessary" to decide whether to discuss the employee's health information and may consult with whomever he or she chooses (other than the employee) in making that decision. The letter also requires the agent or inspector to identify, in writing, the specific information sought and to provide a written explanation of how that information is relevant and material to a legitimate law enforcement investigation.

The settlement further provides that any information obtained from a health care provider without complying with the stated requirements may not be used by the Postal Service for any purpose, including discipline or discharge of the employee, and will not be admissible as evidence in any arbitration involving the discharge or discipline of the employee.



It is important that you protect your medical records. You should write a notice stating that your medical records should not be released to anyone without your knowledge and your consent (or in the case of an emergency the consent of your legal representative). This should be placed in all medical records, at every physician you see, even if just for an ingrown toenail.

If I can be of assistance, Please contact me.

Terry C Ehlers





## NALC HEALTH BENEFIT PLAN

JIMMY KEREKES

June 2010



### NALC Health Benefit Plan Member Resources

<b>PPO Network Providers / CIGNA Healthcare.</b> To confirm your provider's participation or to locate a hospital, doctor or other provider	1-877-220-NALC (6252)
<b>Preauthorize a Hospital Admission.</b> Prior to your medical hospitalization, preauthorize to avoid a penalty	1-877-220-NALC (6252)
<b>24-Hour Nurse Help Line.</b> To speak with a registered nurse (RN) regarding medical needs	1-877-220-NALC (6252)
<b>Weight Management Program.</b> A voluntary program that helps you manage your weight and change your lifestyle	1-877-220-NALC (6252)
<b>CIGNAPlus? Savings.</b> To join or get additional information on CIGNA's discount dental program	1-877-521-0244
<b>Healthy Rewards® Program.</b> For discounts on weight loss programs, fitness clubs, vision and hearing services and much more	1-800-870-3470
<b>CIGNA LIFESOURCE Transplant Network®.</b> To locate a provider or to speak to a transplant case manager and obtain prior approval	1-800-668-9682
<b>Mental Health / OptumHealth? Behavioral Solutions.</b> To locate mental health and substance abuse providers, to preauthorize treatment or a hospital stay and for Enhanced Eldercare Services	1-877-468-1016
<b>24-Hour Mental Health &amp; Substance Abuse Line.</b> To speak with a Life Resource Counselor on a wide range of issues, 24 hours-a-day, 7 days-a-week	1-877-468-1016
<b>Enhanced Eldercare Services.</b> Provides expert assistance to members and spouses that care for an elderly relative or disabled dependent	1-877-468-1016
<b>QuitPower®.</b> To join our free stop smoking program	1-877-QUIT-PWR (1-877-784-8797)
<b>Prescription Services / CVS Caremark.</b> To locate network retail pharmacies, request mail order refills or to check the status of an order	1-800-933-NALC (6252)
<b>Specialty Pharmacy Services.</b> For prior approval of certain specialty drugs including biotech medications	1-800-237-2767
<b>Disease Management Programs (AccordantCare®).</b> For information and professional guidance to assist with health conditions such as asthma and diabetes	1-800-227-3728
<b>CaremarkDirect Program.</b> You may purchase some non-covered drugs through Caremark mail service pharmacy at competitive prices	1-800-933-NALC (6252)
<b>ExtraCare® Health Card.</b> Order your CVS card today and start receiving a 20% discount on regular/non-sale priced CVS Store Brand health-related items	1-888-543-5938
<b>Prescription Mail Order Service.</b> To switch from the mail service to a pharmacy	1-800-933-NALC (6252)
<b>CVS Caremark MinuteClinics.</b> To locate MinuteClinics inside select stores	1-866-389-2727
<b>Caremark Web Support.</b> If you experience problems with online access to your account	1-800-378-9442
<b>Caremark FastStart Program.</b> If your prescriptions have no refills left and you would like Caremark to contact your physician and obtain a new 90-day mail order script	1-800-875-0867
<b>NALC Health Benefit Plan Member Services.</b> For eligibility, claim, benefit and member services	1-888-636-NALC (6252)
<b>USPS Human Resources Shared Services Center. (USPS HRSSC)</b>	1-877-477-3273 and select "option 5"

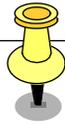


**THE PAVEMENT POUNDER  
POLICY AND NOTICES**

**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.



**Auxiliary  
8**

**Cheeseburgers,  
Macaroni Salad,  
Chips and Drink**

**\$4.00**

**Please come and enjoy a  
delicious meal.**



## A WORD By.....

My fellow carriers we all know that management tends to follow trends. That trend tends to just end up being a flavor of the week. We also know that management ends up focusing on that point to an extent where all other issues become shadowed by ignorance. Recently I have become aware of their most recent flavor. That flavor is MSP and delivery confirmation. Scanning has become a mandatory tool we use in our positions today. Scanning is the one service we provide at the end of the delivery that shows our customers exactly how much we care. Unfortunately for the carriers some management has chosen to punitively discipline us rather than correcting the core of the issue itself. As we all know many of the packages we deliver have multiple bar codes with no designation of delivery confirmation or any other recognizable marking. The suggestion was made that clerks could visually mark the same bar code they had scanned into the database. Management's response was that the clerks did not have that kind of time in their day and that all carriers should write down every bar code from any suspected package so it could be cross checked in the afternoon. You can probably bet as well that writing down these numbers should also in no way affect our street performance.. Management also

stated that the problem was solely the carriers, that we needed to step up and take the responsibility of "our" failure. It seems to me that management has shifted the blame completely on the carriers. Rather than looking for a solution to the inaccuracies that currently exist within our system they would rather just place the blame on us. This has been shown recently as at least one office has begun to issue discipline directly relating to the failure to scan MSP and delivery confirmation. The very management informed me that this was purely as a scare tactic to inspire all the carriers in the office to increase performance. The tactic of threat of discipline worked. Immediately following the issuance of discipline that zone improved its scan numbers to 100%. The real question comes at what cost. Should the post office be using tactics of fear and intimidation to provoke increased performance? Could they look for other ways to inspire and lead us to better performance without the use of threat and discipline? It is my belief that management can use positive reinforcement and rewards to inspire us to achieve goals. We as carriers should be stepping up and insuring all delivery confirmations get scanned purely for the customers we so diligently serve. Management needs to listen to the employees and to work with the craft who have

first hand knowledge to discover a solution, rather than just lumping the blame and issuing discipline. I doubt they will, as they rarely look for solutions to the very problems they create. It is because of this that if any of you find yourselves in trouble for missing a delivery confirmation or a MSP scan please, if you are disciplined bring it to the attention of your shop steward or a union officer. This is a defensible case and we will do our best to protect you from the built in flaws of our system. Don't let management harass you or bully you into believing it is your fault. As a union we can stand together and prove our worth divided we can help no one.

Monte Jones

Concerned Carrier



**IN MEMORIAM**

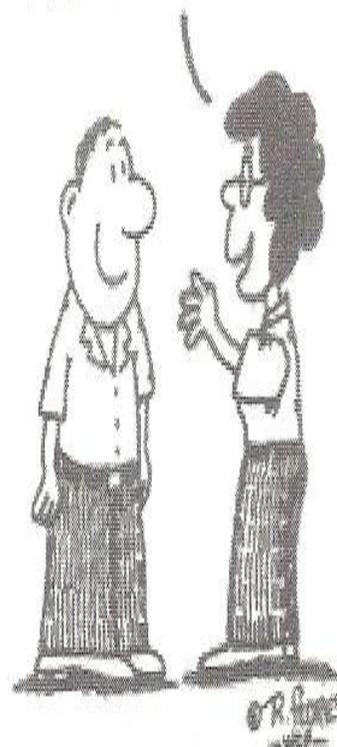
***DEWAINÉ H.  
EWELL***

**RETIRED CARRIER**

**WE EXPRESS OUR  
CONDOLENCES TO THEIR  
FAMILIES.**



PLEASE COME TO  
THE UNION  
MEETINGS...  
REMEMBER: WE  
ARE THE UNION!



**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.



# *Official Notice*



**Branch 111 N.A.L.C.**

## **Union Meetings**

**Thursday**

**June 10, 2010**

**6:30 P.M.**

**&**

**Thursday**

**July 8, 2010**

**6:30 P.M.**

**All meetings held at:**

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

## Legislative

Denton Taylor

### *Glimmers of Hope*

In spite of the doom and gloom that we have been hearing for most of the last few years, there are a few, faint glimmers of hope on the horizon. Good news about the USPS has been hard to find.

The Postal Regulatory Commission is conducting hearings across the country about 5 day delivery and expects to make a recommendation in October. USPS Headquarters in very unhappy about this time line. The PRC process is temporarily putting the brakes on the slash and burn plans from the Postmaster General.

The Federal fiscal year begins on October 1<sup>st</sup> and, if the new budget contains the six day mandate which has been part of the budget every year since 1981, 5- day is going on the back burner for another year.

More good news from the PRC. Chair Ruth Y. Goldway isn't buying the PMG's message of panic and has urged Congress to move cautiously before reducing delivery days. Goldway has also presented a list of 11 specific suggestions for the future of the USPS. (One more suggestion and we can have our own 12-step recovery plan.) Goldway's suggestions properly put the focus on improving service and growing the business to secure our future.

More good news. We lost \$1.9 billion in the first six months of FY 2010. Actually, losing \$1.9 billion isn't good news but it is an improvement from last year. In FY 2009, the first six month loss was \$2.3 billion. The PMG's argues,

that without drastic change, the Service will experience increasing losses every year. A loss is still a loss, but this slight improvement belies the death spiral predictions from L'Enfant Plaza. As the economy improves and Americans go back to work, we can continue to cut costs and grow Postal Revenues.

Really good news. So far, more than 180 Members of Congress have co-sponsored H.R. 173. This non-binding resolution supports continuing 6-day delivery. It will take 218 votes to pass this resolution. A Representative can vote for a measure without co-sponsoring, but a co-sponsor rarely votes against the measure. As I write this, none of the Utah Congressional Delegation has

co-sponsored H.R. 173. The future of the USPS is far from secure.

PMG Potter and his minions have fine tuned their message and tactics. Our jobs and our contract are under attack and we could

lose this battle. The presentation at the Union Hall woke up a few of us. Carriers signed up for COLCPE and E-Activist. But there are still more than 500 members of this branch that don't care enough about their jobs to give 50¢ a day to COLCPE. You can still call your Congressman and ask him to co-sponsor H.R. 173. The numbers are:

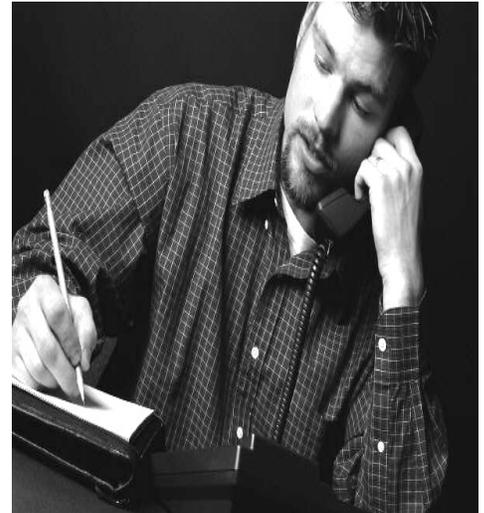
Rep. Rob Bishop (1st Dist)  
Phone: (202) 225-0453

Rep. Jim Matheson (2nd Dist)  
Phone: (202) 225-3011

Rep. Jason Chaffetz (3rd Dist)  
Phone: (202) 225-7751

Sen. Orrin Hatch  
Phone: (202) 224-5251

Sen. Robert Bennett  
Phone: (202) 224-5444

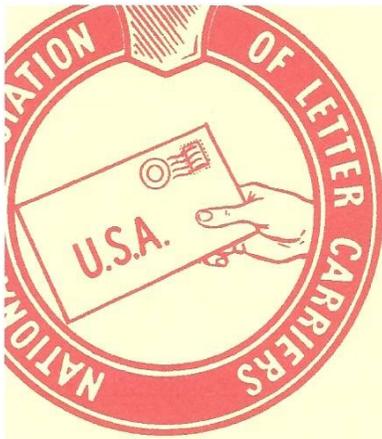


It only takes a minute or two and, unless you have the worst cell phone plan on the planet, the call is free.

If you don't know which Congressional District you live in, you can find out from the NALC.ORG website by following the links: Home, Departments, Legislative and Political, Find Your Elected Officials or contact me. (801.867.2387 or [denton@xmission.com](mailto:denton@xmission.com))

Get Involved now. If you don't act today there might not be a tomorrow for the USPS.





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](http://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  
XXXXXXXX89 LC 9876 W13 08  
JOHN CARRIER  
1234 MAIN STREET  
ANYWHERE, US 54321-9999

Contribute on the web at  
[liteblue.usps.gov](http://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.

# June 2010

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



## The Concerted Action Corner

*Jeff Asay*

I have decided it is time for the return of this column. I think it is important that we all act together on the issues that are important to the NALC, and also those that affect our fellow trade unionists, and society as a whole.

I will begin with a topic that could impact every carrier. The growth of new deliveries.

In October of 2008 as a part of a package of Memorandums of Understanding (MOU's) that brought us MIARAP, another MOU was signed. Titled :

*Re: Assignment of City Delivery*

This agreement states in part; *the city letter carrier craft will be assigned all new growth (i.e., new deliveries that are not In-growth on an existing route assigned to another form of delivery).*

For the first time in many years city letter carriers are the default for assignment of new delivery.

Why is this so important? The U.S adds hundreds of thousands of new deliveries per year. Somebody has to deliver the mail to these new addresses. This is job protection for every NALC member. This is the best no layoff clause we could wish for. Even in an environment of falling mail volumes per delivery more deliveries equals more work.

Are you a carrier with less than six years and want to know about your ongoing prospects to continue being employed as a Letter Carrier? Here is the potential answer. A junior carrier with a bad route or a senior carrier looking for less park and loop and hoping for a route with CBU delivery in a nice new part of town? This could be the answer to this desire.

Want an end to withholding? Here is the answer. Enough new deliveries equals more available positions for Postal Service employees displaced by things like FSS. This could mean that the route or R-Carrier position that has been withheld in your office no longer needs to be withheld. It could mean that a patient and abused PTF gets made regular.

It might even mean that at some point the Postal Service will have to hire some new PTF's, maybe that well deserved TE who wants nothing more than a secure career, with full contractual protection, raises and benefits, as a Letter Carrier.

But our National Officers desperately need our help. They need to know where these new deliveries are. The Postal service isn't in any rush to tell them. They need us to report where the deliveries are, when the delivery started, or will start, and who management assigns these deliveries to.

In the last few issues of the Pavement Pounder, a form has been included to help gather the information that our officers need. In this issue it is on Page 16 . It is a simple form. If you know of some new deliveries, please fill it out and turn it in to your steward or other branch officer, or drop it by the branch office.





**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:**

- |   |  |
|---|--|
| <input type="checkbox"/> In-growth on another form of delivery <i>(include map)</i>                         | <input type="checkbox"/> Assigned pursuant to claim of "inefficiencies" <i>(please explain and provide YOUR opinion)</i> |
| <input type="checkbox"/> Assigned consistent with a written boundary agreement <i>(please include copy)</i> | <input type="checkbox"/> None of the above <i>(please explain the basis used)</i>  |

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



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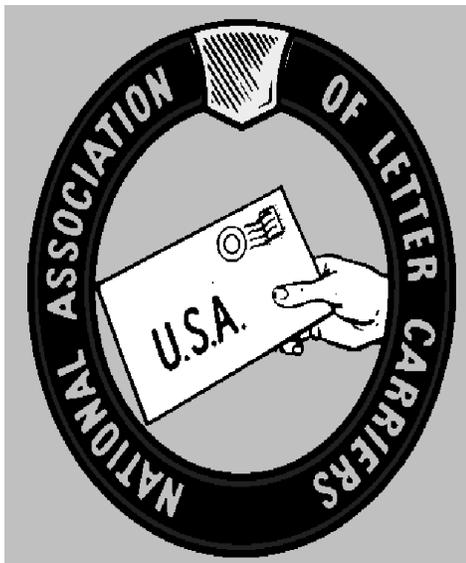
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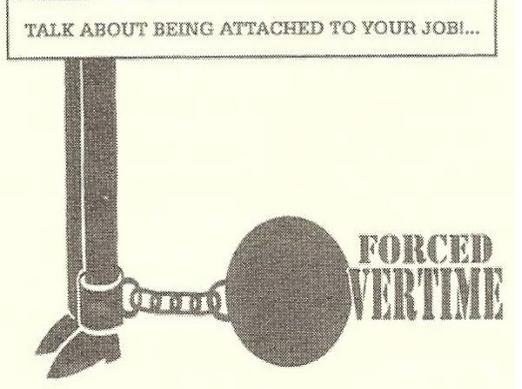
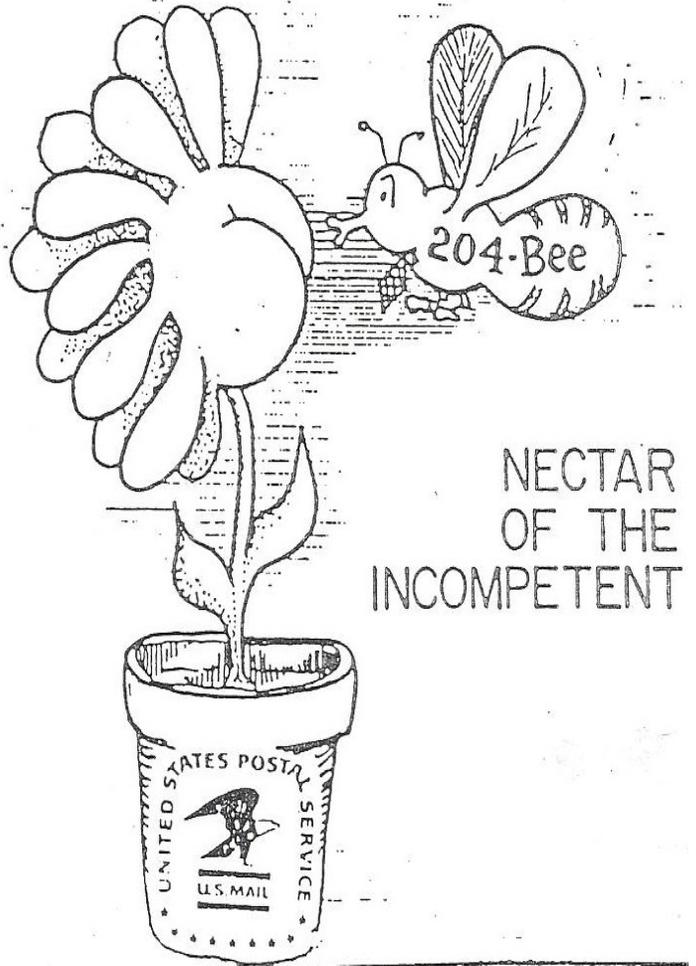
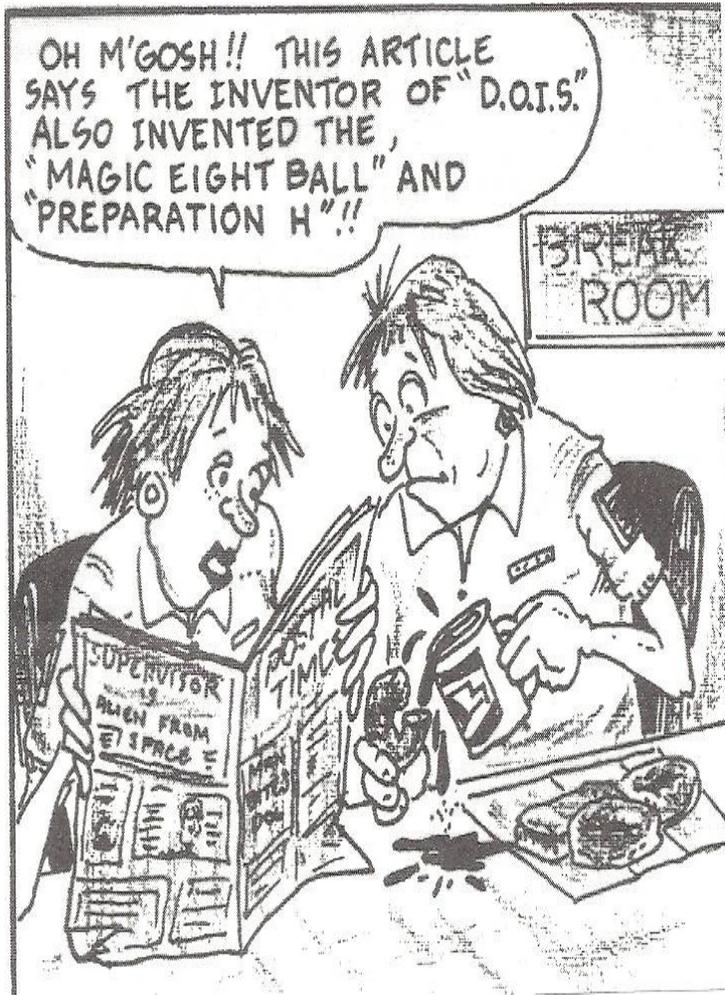
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