

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

The  
**Pavement Pounder**

MAY 2010

**5**-day **WRONG**  
is the **WAY**  
**wrong way**  
to **save** the  
**Postal Service**

# The Wahlquist Report

Mike Wahlquist, President.



**Union membership is an insurance policy.**

**Job**

**Insurance!!!**



Deputy Postmaster General Patrick Donahoe visited Salt Lake City during the first part of April. Through local news sources, the NALC heard that he was in town (I'm not sure why the Postal Service did not tell me or any other Letter Carriers in the NALC that he was coming). Coincidentally the Republican National Committee was also in town to meet local officials vying to host the Republican National Convention in 2012. Anyway, knowing Donahoe was in town, knowing that the big dinner for the GOP bigwigs was Monday night, knowing that the Downtown Station is close to the airport, and figuring that he (Donahoe) would likely visit a station while he was out here, I strategically visited the Downtown Station the morning of April 6<sup>th</sup>.

Thus, I "happened" to be present during the Deputy Postmaster General's speech to the employees in the Downtown Station. I can sum his speech up in one sentence: Postal employees in Salt Lake City are doing a great job, and we (the Postal Service) are going out of business. During the rest of his speech, he spoke of planning to "soften" the landing from the death spiral that we find ourselves in. To say the least, I was extremely disappointed with his attitude. What are our plans for the future? What is our business strategy for success? If our only plan is to close our doors, then we are in deep, deep trouble. Instead of talking about things that are working (I.E. Customer Connect and Flat Rate Ship-

ping), he merely spoke about reducing our workforce and reducing service to our loyal customers. I had secretly been hoping for a bright vision of the future that I, and all other Letter Carriers, could work towards. Instead, I was left with the too-familiar feeling that once again, it is up to the Letter Carriers to save the Postal Service.

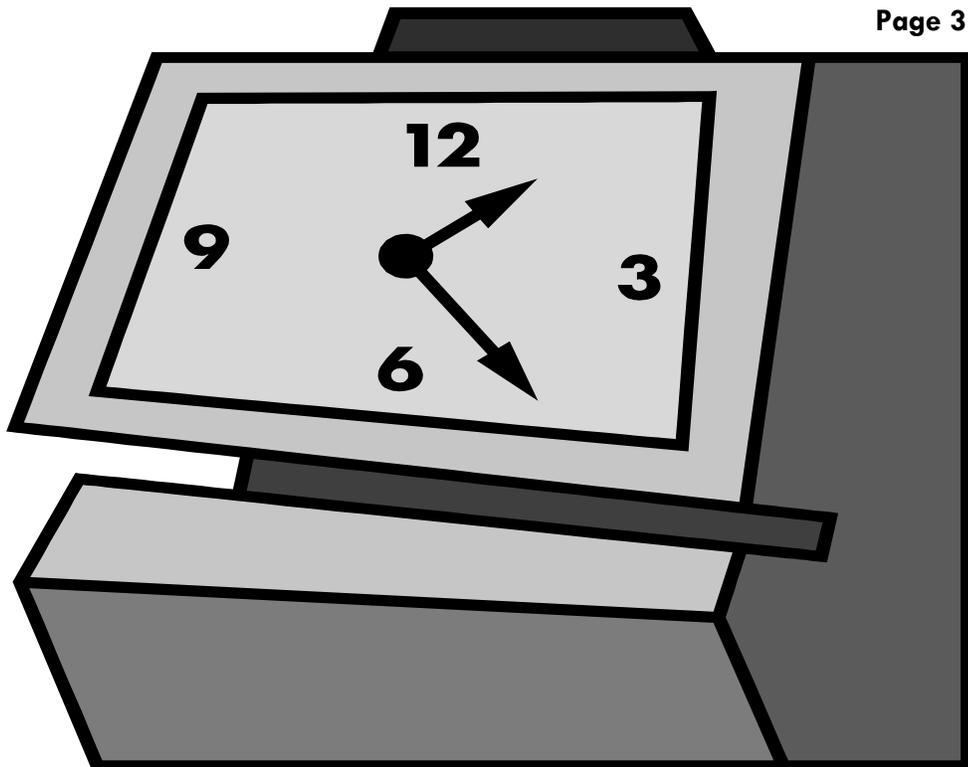
How can we do this? How can a few overworked Carriers have any impact on what goes on in our nation? Well, many times before, including the 1970 wildcat (and illegal) strike, we have changed the minds of our national leaders and have affected legislation. Write and call your senator and Congressman and tell them that "Six day delivery is essential for the survival of the Postal Service, and the citizens of the U.S. deserve this service". There is no way that our Senators and Congressman will know this unless we tell them, because right now they are only hearing what "management" is telling them. Of course, as Postmaster Potter admitted, the Postal Service does not need to reduce days of delivery if Congress will simply allow us to fix the accounting error that resulted in overpaying the CSRS Retiree fund by 75 billion dollars. It's embarrassing when you make a hundred dollar accounting error and perhaps end up bouncing a check. I don't know what it feels like to make a 75 billion dollar mistake, but someone should be really embarrassed.

Ok, I've said enough on that subject. I need to speak now about tracking overtime.

Apparently, there have been some disagreements on how we do this in Branch 111. I want to set the record straight at this time, so I am putting it out there for everyone to see. We all know that overtime “opportunities” must be distributed “equitably” (i.e., fairly). We know that management must make “every effort” to accomplish this. Traditionally, in Branch 111, Shop Stewards have used the ODL Tracking Program created by Steve McNees to help management to equalize the overtime. Basically, this program puts carriers in the proper order for the distribution of overtime. However, management doesn’t always use the list that we give them, or sometimes they do not give the local Steward time to provide the list, thus there are occasionally grievances at the end of the quarter regarding the inequitable distribution of overtime.

One question that has come up recently is how to equalize a T-6 Carrier (also known as a Carrier Technician) who has routes in more than one zone. The answer is that the T-6 Carrier is to be equalized in each zone but only for the equitable hours that they actually work in that zone, but factored to make them equal to carriers who work 100% of their assignment in the zone. I will explain.

A T-6 Carrier who only has 2 routes in the zone is working 40% of their assignment in that zone (To simplify, each of the 5 routes on a string would be worth 20%, thus if you have 3 routes in a zone you are



working 60% of your whole assignment in that zone). To equalize overtime fairly, you must factor the hours that a T-6 works at the following rates prior to entering the hours in the ODL Tracking Program:

# of Routes in a Zone	Factor by which hours will be multiplied
1.....	5
2.....	2.5
3.....	1.67
4.....	1.25
5.....	1

that zone. Once it is multiplied by the factor listed above, according to how many routes are worked in the zone, the hours are then valued as if the T-6 had 100% of their assignment in the zone, which places them in the proper order to receive overtime in the future.

Thus, by way of explanation, if a T-6 Carrier who has 4 routes in one zone works 8 hours of equitable overtime in that zone, those hours would actually be worth 10 hours (8 x 1.25 = 10) for equity purposes in that zone alone.

The process is supposed to be very transparent. All Carriers should understand how overtime is assigned. All Carriers should be able to understand where they stand in the ODL pecking order every week and every day. If you have any questions regarding any of this please give me a call at

**(801) 973-6705.**

The key is to remember that equitable overtime is only being tracked that is actually worked in

# The Veep Speaks Vice President Phillip Rodriquez

This article is going to be short and sweet, hopefully. I have been on the road for the last month and I am glad to be home. With the five-day work-week looming over everyone's head, we as a Union still have to train our Stewards. Being a Steward is a no win situation. Stewards deal with Management consistently violating our Collective Bargaining Agreement and, sadly, all too often, fellow Letter Carriers often criticize them.

Last week a select few Stewards in Branch 111 took a week of their annual leave to attend Steward College. Steward College is an intense week of training that prepares our Stewards in how to investigate, process and eventually file grievances in the protection of Collective Bargaining Agreement. This years subject was Arbitration. The Stewards were given an actual grievance file as if they were going to argue an actual Arbitration. At the end of the week your Branch Stewards did an actual mock Arbitration. They were in business clothes and conducted the Arbitration as if it was real and I can attest, they all did a remarkable job in front of our Business Agent. This years graduates were:

*Amie Gallo, Monte Jones, Bill Michels, Robert Burson, Cassandra Last, Chad Mortensen, Brian Gonzales, Lance Henry, Denton Taylor, Dave Hilton, Laura Colling, Kim Mortensen.*

Congratulations to those listed above. Taking time to educate themselves in our Collective Bargaining agreement to better represent our members is an accomplishment that deserves gratitude from everyone in Branch 111.

In a past Pavement Pounder I wrote about the subject of performance standards. It is the NALC position the Carriers do not have set performance standards or cannot be disciplined for not meeting performance standards. The article was questioned and I was asked repeatedly "where in our contract does it say that".

*M-39, "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." Furthermore, the pre-arbitration settlement H1N-1N-D 31781, dated October 22, 1985, provides that "there is no set pace at which a carrier must walk and no street standard for walking."*

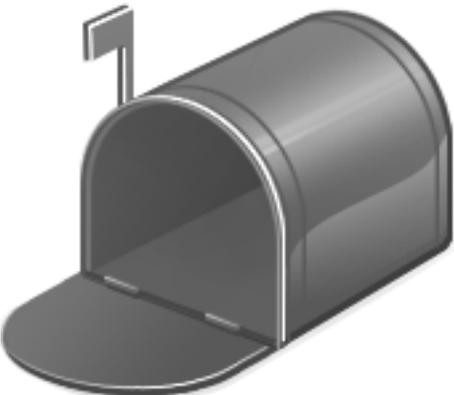
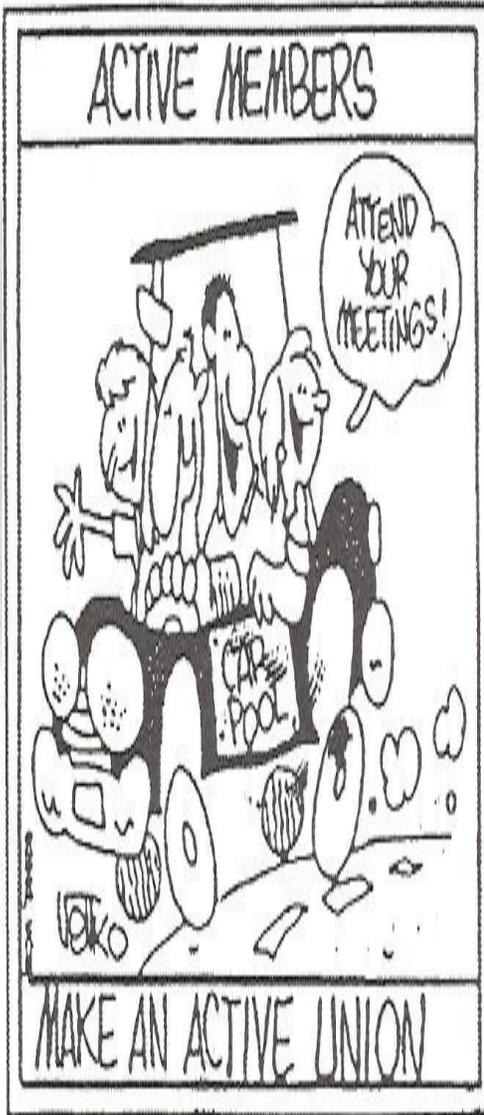
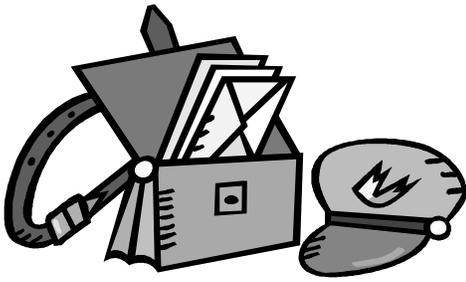
Don't drink the Kool-Aid that your Supervisor is trying to serve. DOIS is their tool, not ours. Give an honest estimate

and if you need auxiliary assistance, please submit a Form 3996 to your Supervisor. Finally, our next Union meeting (May) an updated briefing will be given from me to our members concerning the 5 day delivery. Please make time in your busy schedule to attend. Hopefully, all questions will be answered. Sorry this article is so short, hopefully all of our members will attend our next Union meeting for the latest information regarding the future of the USPS.

**Phillip Rodriquez**  
Vice President  
prodriq@msn.com

Postal Vehicles of the Past





# The Winners Box

Union Meeting

Drawings

April 8, 2010



2 Door prizes monthly \$25.00 Each

Joan Larsen

Mike Wahlquist

### Progressive Retirees

\$100.00

Stewart Claus

(not present)

Next month

\$125.00

### Progressive Union B

\$150.00

Matt Earwine

(not present)

Next month

\$175.00

### Progressive Union A

\$125.00

Richard Syversen

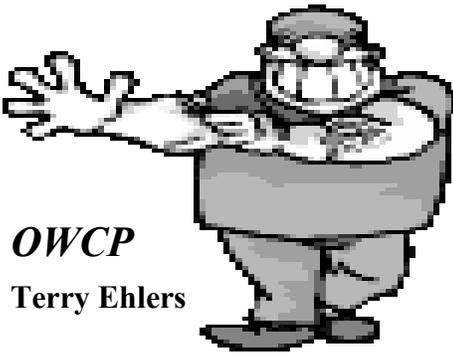
(not present)

Next month

\$150.00

The next drawings will be at the May 13, 2010 Union Meeting

**You Must be present to WIN!!!**



**OWCP**

Terry Ehlers

### Federal Workers Compensation Causation; Not a Guessing Game

Most workers understand that when they are making a federal workers compensation claim, it has to be supported by the professional opinion of a medical practitioner. What is meant by that is it doesn't matter what you say, if the medical evidence does not have the foundation of support from a qualified person in the practice of medicine you will not be successful in getting your claim approved. The Postal Service rightfully has an obligation to controvert the claim where there is a dispute as to the stated facts.

The employee has the right to select a physician of their choice and because the willingness of the physician to connect the injury to work activity is critical to entitlement to benefits, this selection may be one of the most important decisions an injured employee can make.

It is not only necessary but crucial, that the medical care provider state that it is their opinion that an incident at work, and/or the work conditions themselves caused your medical conditions (diagnosis) and the need for your various medical treatments, because as you may soon learn, your medical evidence will be called "insufficient" if not expressed correctly.

The doctor should conduct a thorough examination, including diagnostic testing, for the OWCP and the ECAB have continually stressed the need for medical reasons.

Example:

"A physician's opinion supporting causal relationship between a claimant's disability and a specific employment incident or factors of employment is not dispositive on the issue of causal relationship simply because it is rendered by a physician. To be probative value to an employee's claim, the physician must provide rationale for the opinion reached. Where no such medical rationale is present the medical opinion is of diminished probative value."

The concept of medical causation is often misunderstood; The law requires that an expert opinion from a medical care provider must be expressed by him/her with certainty with regard to two basic issues:

1. Does this person have an injury?
2. What incident caused the injury?

It's not really that difficult a concept, but many doctors are unaware of how simple it is. Does your doctor have any reason to believe that anything but your report of the injury is true? How closely connected in time are your symptoms to the incident? Are your symptoms the type that the doctor would expect to see in a person that has had the type of trauma that you describe? Does the examination and testing indicate to the doctor that you really have the problem you complain of? If your doctor doesn't believe you, or won't put it in writing, the claim for compensation is not due.

Your doctor only needs to say that:

- a. the work incident (or work conditions) caused your injury, and
  - b. the medical treatment is both reasonable and due to the injury
- b. Simply put, if the only medical evidence from your doctor is no more than guessing ("it might have caused it", "it could have caused it", "it is a possibility that it caused it", or "it was a factor that contributed to it"), the OWCP may very well decide that the doctor's opinion is of little importance

The vagueness and uncertainty may destroy your chances of successfully having your claim approved. The second opinion doctor hired by the OWCP to review your medical records may decide that your problems are deemed to be of unknown origin. Most often, the doctor's notes in your file aren't sufficient to deal with these issues, and may therefore be essentially useless in terms of winning your case or convincing the OWCP they are legally liable for the condition your doctor treated.

This issue is what we call causation. The doctor should provide an affirmative casual link between your symptoms, his diagnosis, and the injury.

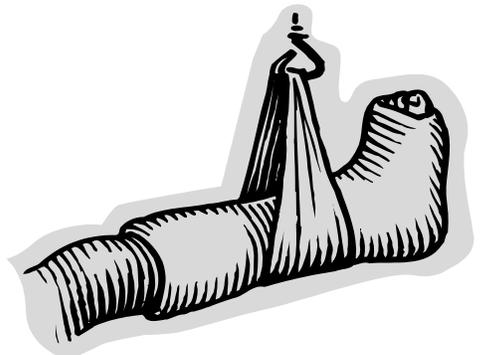
It is not be asked that the doctor say they know this with 100% certainty, nor that they know it beyond a reasonable doubt, but that it is their opinion that the incident caused the injury. If not, there won't be sufficient evidence to establish your claim.

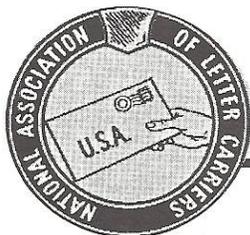
If the doctor's opinion is that they do not have the opinion on this vital issue, then I would not recommend pursuing the case, because there would be insufficient medical evidence and you would probably be unsuccessful. Don't make it a guessing game; get causation in writing to increase the likelihood of being successful.

If I can be of assistance, Please contact me.

Terry C Ehlers

Article written by Brad Harris Attorney, with changes made to fit our circumstances.





# NALC FACT SHEET

Department of Legislative and Political Affairs — National Association of Letter Carriers, AFL-CIO

100 Indiana Ave. NW — Washington, DC 20001-2144 — 202-393-4695 — www.nalc.org © NALC

January 29, 2010

## Eliminating Saturday delivery is not the answer

**T**he U.S. Postal Service faces the worst crisis in its history.

It expects to lose \$6-\$7 billion in 2009. Although the collapse of the housing and financial sectors in late 2008 is responsible for the largest decline in mail volume since the Great Depression in the 1930s, the main cause of the financial crisis is the decision advanced by the Bush administration in the postal reform law of 2006 to require the USPS to prefund its future retiree health benefits, a 75-year liability, in just 10 years. The cost of this unaffordable prefunding payment, \$5.4 billion in 2009, accounts for most of the projected loss this year. The annual cost will rise to \$5.8 billion by 2016. While the NALC is working with postal management to address the crisis with the Interim Route Adjustment Process, Congress must take action to relieve this prefunding burden to preserve affordable, universal service. See the NALC Fact Sheets on H.R. 22 and S. 1507.

**Postal management's proposal to deal with the crisis—eliminating Saturday mail delivery—is not a sensible solution to the USPS's financial crisis.**

The Postal Service estimates that by eliminating one-sixth of its delivery service, it can cut operating expenses by \$3.4 billion or 4.6 percent—not the 16.6 percent you might expect. The model it used to estimate potential savings is based on many unproven assumptions and did not specifically study the elimination of Saturday delivery, the day most Americans are home to receive packages.

To date, no study has been conducted to estimate how a reduction in delivery days would affect mail volume and delivery costs in the remaining five days or how different types of mailers would be affected.

A study conducted on behalf of the Postal Regulatory Commission suggests that total cost savings by eliminating one of delivery could be as low as \$1.9 billion or just 2.5 percent of total postal expenses.

**The Postal Service is rushing to judgment.**

In letters to employee groups dated June 11, 2009, USPS management requested input on a study of the feasibility of weekday-only delivery with replies due back by June 19, 2009. In July it informed the unions that it planned to finish its review in three weeks. The USPS appeared to be recycling an old IBM study it used for the PRC Universal Service investigation. A more thoughtful and serious study is needed.

The proposed reduction in delivery services would be the most radical change to postal operations in the 230-plus year history of the U.S. Mail. No such policy decision should be made after just a few weeks consideration, much less without a comprehensive study of its effects.

**Six-day delivery makes the Postal Service unique.**

One of the defining characteristics of the U.S. Postal Service is its policy of nation-wide uniform pricing with six-day delivery. Competitors charge don't deliver or charge high premiums for Saturday delivery while the USPS provides affordable universal as mandated by the Constitution.

**American businesses value six-day delivery.**

Business in the United States is conducted six days—and in many sectors seven days—per week. Small and large businesses alike, from individual entrepreneurs to large-scale financial firms, rely on the delivery of the mail six days per week to operate successfully. Saturday delivery is especially important to growing companies like eBay, Netflix and Caremark, and has long been vital for news magazines. The elimination of Saturday delivery will make the USPS less valuable to business and accelerate electronic substitution.

**American citizens value Saturday delivery too.**

Billions of prescriptions are delivered through the mail each year—a two-day delay in their delivery would seriously inconvenience senior citizens and others. Delayed delivery of payments, subscriptions and food products would adversely affect millions of households.

**Rural communities would be disproportionately affected.**

Americans living in rural areas where the Postal Service's competitors do not deliver or where broadband connectivity is not available rely especially on six-day USPS delivery and would be adversely affected by any service cuts. Farmers rely on the delivery of seeds and other products through the mail and citizens who live far from retail outlets need the USPS for mail-order delivery.

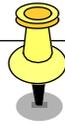
**Broad coalition of stakeholders favors six-day delivery.**

According to the PRC's 2008 study of universal service, parcel shippers, direct marketer, magazine publishers and other major mailers along with consumer advocacy groups and the seven postal employee groups agreed: The elimination of six-day delivery would hurt business and consumer interests while costing thousands of jobs.



**NALC HEALTH BENEFIT  
PLAN  
JIMMY KEREKES  
MAY 2010**

I just received in the mail today some information about the new law President Obama signed into law. The “Patient Protection and Affordable Care Act,” Public Law 111-148. The bill kept the Federal Employee’s Health Benefit Program ( FEHB) intact. Some aspects of the law will not take effect until 2014. One of these is the coverage of a dependent child until age 26. The effective date of this provision is the first day of the plan year; that is six months following enactment of the law. For the Federal Employees Health Benefits Program, that means January 1, 2011. The Office of Personnel Management (OPM) will take the necessary actions to comply with the new law by this effective date. The health plan will provide additional information as it becomes available. The health plan says it will monitor any debates and any legal actions that are still taking place about this new law.



**Auxiliary  
8**

**Sloppy Joe, Pasta Salad,  
Chips and drink .**

**\$4.00**

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



## Strategies for Mental Fitness

By now you probably know the importance of staying physically fit. You may even be watching your diet, exercising regularly, or cutting back on cigarettes. But what are you doing to stay mentally fit? Mental health experts believe there are ways you can better prepare yourself for both the stresses of everyday life and the greater stressors such as divorce or a death in the family.

The following mental health exercises can help keep you at your best.

**Don't compare yourself to others.** Each of us is unique and one-of-a-kind. Perhaps your friend just got a better position at work or your neighbor bought a new vehicle. Don't make an unreal comparison. Instead of expecting too much from yourself, channel your energy into improving your life as it now stands.

**Set realistic goals.** Setting goals and accepting challenges stimulates us to be our best. But goals must be realistic. Overachieving invites stress and other complications into your life. Be certain that personal fulfillment and happiness are the end result of each goal.

**Schedule time for yourself.** You make time for work and for everyone else, but do you make enough time for yourself? Find activities that give you pleasure, such as a sport or craft. Refreshing activities help you to make it through the activities you don't enjoy as much.

**Keep Things in Perspective.** It's easy to focus so much on your own problems that you lose track of the big picture. Just remember: Everyone is

subject to life's hills, valleys and curves. It's normal to experience day - to - day changes in your self esteem.

**Have a sense of humor.** Humor releases tension and relieves stress. It lightens the load of tough times, brightens the ordinary, and accents the routine. Humor also binds us to others, helping us to feel less alone in the world.

**See things for what they really are.** People sometimes focus on perceptions rather than facts.

**Some examples are:**

**All-or-Nothing Thinking** — Seeing things in black-and-white; if you fall short of perfect, you consider yourself a failure. **Over-generalization** — Seeing a single negative event as an ongoing pattern of defeat. **Mental Filter** — Picking out a single negative detail and dwelling on it. **Rejecting the Positive** — Rejecting positive experiences by saying that they "don't count." **Jumping to Conclusions** — Thinking negative things even though there are no facts to support them. **Magnification or Minimization** — Blowing out of proportion your own mistakes, or someone else's achievements. **Emotional Reasoning** — Assuming that your negative emotions reflect the way things really are. **Personalization** — Seeing yourself as the cause of a negative event that you're not actually responsible for.

**Cultivate personal friendships.** Loneliness is a chief obstacle to good mental health. Make your family and friends a priority, and take time to build long-term relationships with those whom you can trust and confide in. Know, too, that such relationships require patience and understanding.

**If you would like to explore these suggestions more thoroughly, consider contacting your USPS EAP-4-YOU Service Center at 1-800-EAP-4-YOU (1-800-327-4968).** Counselors are available 24 hours a day, seven days a week to provide confidential assistance at no cost to you. Additional information, self-help tools, and other resources are available online at [www.EAP4YOU.com](http://www.EAP4YOU.com).

Living  
Healthy  
Working  
Well™

### 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.

**Make the Call!**

**IN MEMORIAM**

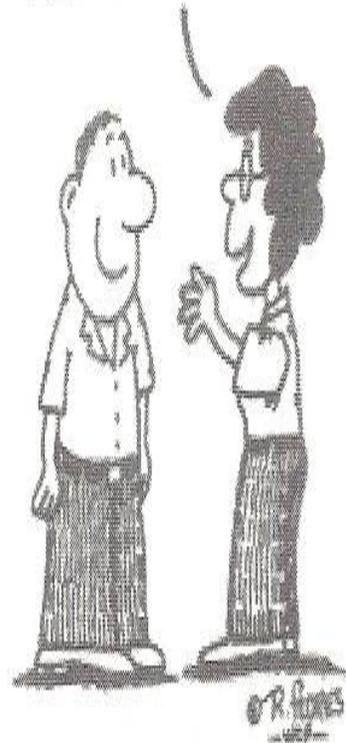
***KAY ROBERTS***

**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**

**May 13, 2010**

**6:30 P.M.**

**&**

**Thursday**

**June 10, 2010**

**6:30 P.M.**

**All meetings held at:**

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

## Legislative

Denton Taylor

### Death Spiral

When PMG Potter appeared before the Senate committee that oversees the Postal Service, Sen. Susan Collins (R-MA) expressed concern that 5-day delivery would signal the beginning of a death spiral for the Service.

Deputy Postmaster General and Chief Financial Officer, Patrick Donahoe, brought Headquarters' message of doom and gloom to Salt Lake last month. He took time out from his press junket to hold a standup meeting in the Downtown Station.

The message he gave us could be summarized as: Thanks for all your hard work, you're doing well and the Postal Service is done for. In fact, when I asked him about Sen. Collins comment, he replied that the death spiral is unavoidable and HQ is just trying to soften the landing. It seems our top leadership has lost hope and is bracing for an inevitable crash.

Other surprising revelations included that IRAP and MIRAP will save the Service 6 Billion Dollars, double the savings from eliminating Saturday delivery. By the way, Management Speak for cutting Saturdays is apparently "6 to 5". He also predicted that the workforce will be reduced to 500,000 employees. The current PR campaign is that there would be reductions of 40,000 workers, but that wouldn't even get close to the 500K goal.

I asked him about the 75 Billion Dollar overpayment for CRS retirees. In an era of economic crisis and huge deficits, getting that money back from the Office of Personnel Management would take hard work and political courage from Congress and the Administration. What Washington

calls a "heavy lift". From his answer, it seems that L'Enfant Plaza isn't even going try.

If Headquarters is resigned to lose or maybe even throw the fight, it is time for you to pick up the slack. In addition to the usual mantra of COLCPE, Carrier Corps, E-Activist, you need to call both Senators and your Congressman. Actually, you need to call their offices. When you call, a pleasant receptionist will answer and ask why you are calling. If you are talking to a Senate Office, you say: I'm a Letter Carrier from Utah and would like to encourage the Senator to continue to support the Postal Service, especially Six Day a Week delivery.

When you call your Representative, it is just as easy. You say: "I'm a Letter Carrier and I live in your District. I want to thank the Congressman for his support of the Postal Service and ask him to co-sponsor HR 173. Six Day Delivery is essential to the survival of the USPS.

Every Carrier needs to get involved. This is a heavy lift and your Union Officers can't do it with your support. If we don't fight today, there will not be a tomorrow.

Sen. Orrin Hatch

Phone: (202) 224-5251

Sen. Robert Bennett

Phone: (202) 224-5444

Rep. Rob Bishop (1<sup>st</sup> Dist)

Phone: (202) 225-0453

Rep. Jim Matheson (2<sup>nd</sup> Dist)

Phone: (202) 225-3011

Rep. Jason Chaffetz (3<sup>rd</sup> Dist)

Phone: (202) 225-7751

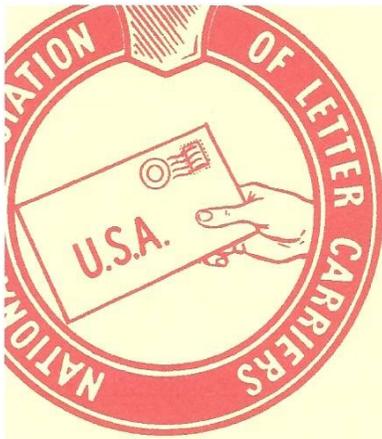
### A Comment by Amie Gallo.

United we stand, divided we fall. Sounds like a message to be heard by us all. In the last few months, there has been a division becoming more and more apparent in our Union.

The way I see it, this should be the last thing we let happen to us. We are facing a difficult battle in our future, and if we fight it divided, our chances of coming out ahead are less favorable.

Now we all know that we should be donating to COLCPE, standing our ground with management and reaching out to our local government to support our causes, but what about our core? Isn't it just as important to maintain our united front for our own brothers and sisters as it is for our outsiders? Shouldn't we be supporting, helping and guiding each other rather than drawing a line in the sand and rallying to get people to choose one side or another? I know I didn't sign up in this union or to be a steward or to be a trustee just to have to defend myself against a fellow brother/sister's words. The truth of the matter is that despite what personal feelings we may have about each other, they have no merit or room in our branch. We battle enough with Management and outside politics that there should be no energy, time or room to enable politics to survive amongst ourselves. We are all separate people and handle our grievances and Union work differently than the next- likewise we all are grown adults and handle our personal lives accordingly. We should not pass judgement upon each other, rather we should work hard to train those less educated/experienced and give praise for jobs well done.

I seriously encourage you all to take these words into consideration. Let's stop the division before it becomes an impossible repair. Let's be a completely united Branch and Union to be reckoned with. Let's put our heads together rather than tear each other down. United we stand, divided we fall- let's work together to answer the call.



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.

# May 2010

Sun	Mon	Tue	Wed	Thu	Fri	Sat
<p><b>Visit the Branch 111 Website</b>  <a href="http://branch111.com/index.htm">http://branch111.com/index.htm</a></p>					<p><i>Pay Day</i></p> 	1
2	3	4	5	6	7	8
				<p><i>E-Board</i> 6:30 PM</p>		
9	10	11	12	13	14	15
<p><i>Mother's Day</i></p>				<p><i>Branch Meeting</i> 6:30 PM</p>	<p><i>Pay Day</i></p> 	
16	17	18	19	20	21	22
			<p><i>Steward's Meeting</i> 6:30 PM</p>			
23	24	25	26	27	28	29
					<p><i>Pay Day</i></p> 	
30	31					
	<p><i>Memorial Day</i></p>					

## The Hatch Act And Federal Employees

### Permitted and Prohibited Activities for Employees Who May Engage in Partisan Activity

- May be candidates for public office in nonpartisan elections
- May register and vote as they choose
- May assist in voter registration drives
- May express opinions about candidates and issues
- May contribute money to political organizations
- May attend political fundraising functions
- May attend and be active at political rallies and meetings
- May join and be an active member of a political party or club
- May sign nominating petitions
- May campaign for or against referendum questions, constitutional amendments, municipal ordinances
- May campaign for or against candidates in partisan elections
- May make campaign speeches for candidates in partisan elections
- May distribute campaign literature in partisan elections
- May hold office in political clubs or parties including serving as a delegate to a convention

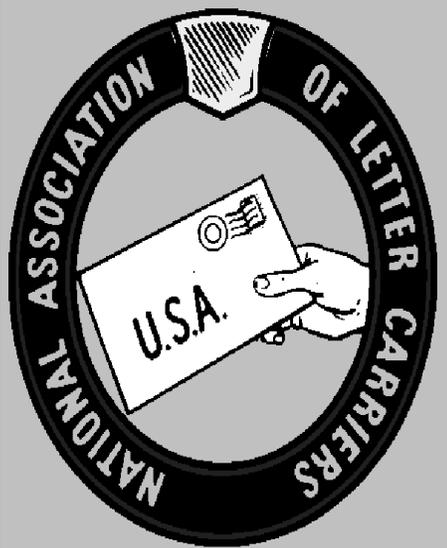
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- May not use their official authority or influence to interfere with an election
- May not solicit, accept or receive political contributions unless both individuals are members of the same federal labor organization or employee organization and the one solicited is not a subordinate employee
- May not knowingly solicit or discourage the political activity of any person who has business before the agency
- May not engage in political activity while on duty
- May not engage in political activity in any government office
- May not engage in political activity while wearing an official uniform
- May not engage in political activity while using a government vehicle
- May not be candidates for public office in partisan elections
- May not wear political buttons on duty

For additional questions, contact:

U.S. Office of Special Counsel 1730 M Street N.W. Suite 201 · Washington DC 20036-4505 Phone: 1-800-85-HATCH · Web Site: [www.osc.gov](http://www.osc.gov)

# Letter Carrier Food Drive Volunteer



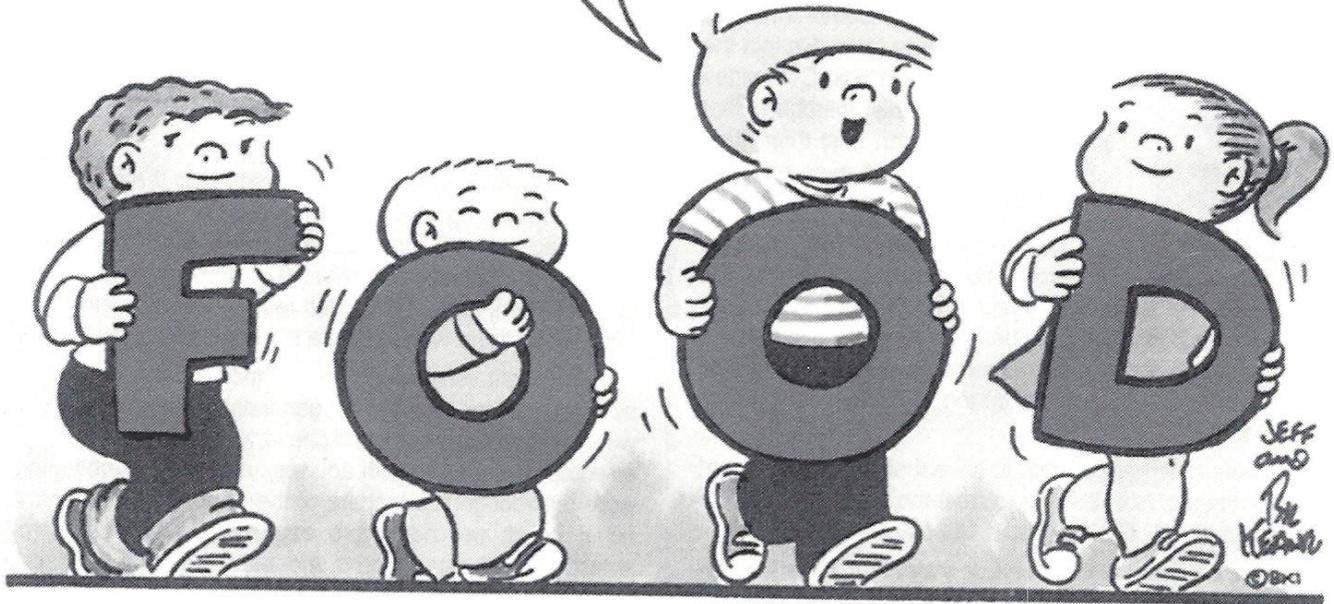
UTAH FOOD BANK  
S E R V I C E S

**AFL-CIO**  
*America's Union Movement*



Place in Vehicle Window

THIS SPELLS  
HELP FOR LOTS OF  
FAMILIES THIS  
YEAR!



# LETTER CARRIERS' FOOD DRIVE SAT. MAY 8, '10



PUT YOUR NON-PERISHABLE DONATION  
IN A BAG BY YOUR MAILBOX.  
WE'LL DELIVER IT TO A LOCAL FOOD BANK.



NATIONAL PARTNERS



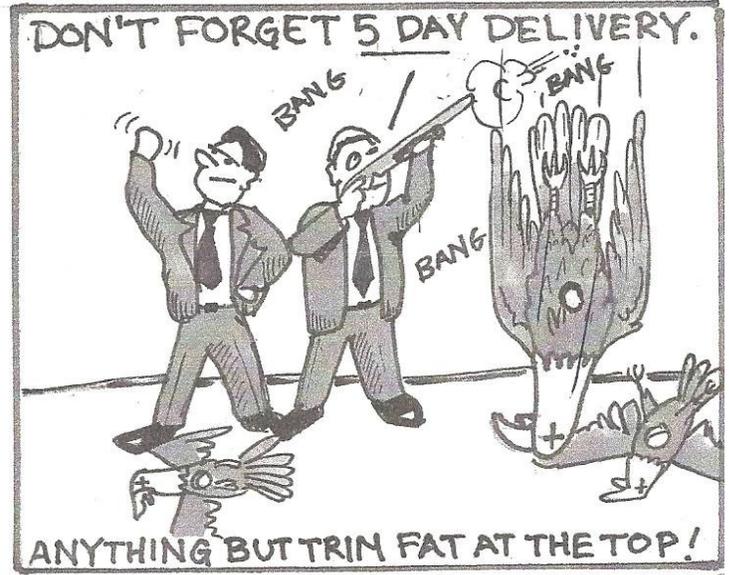
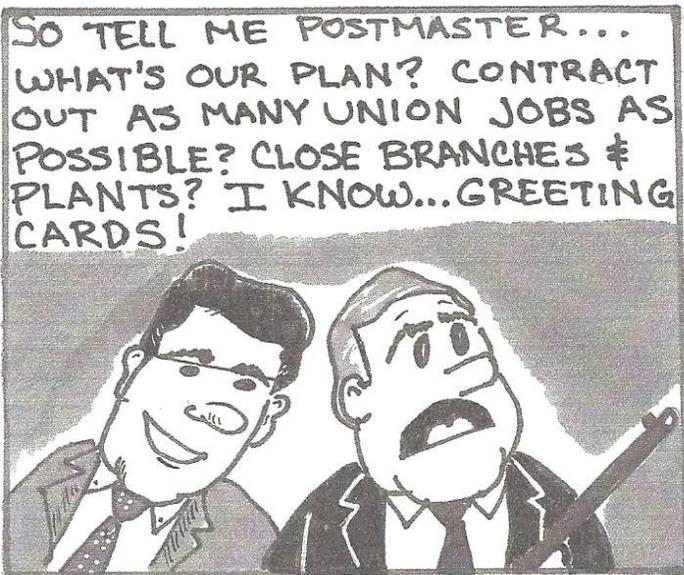
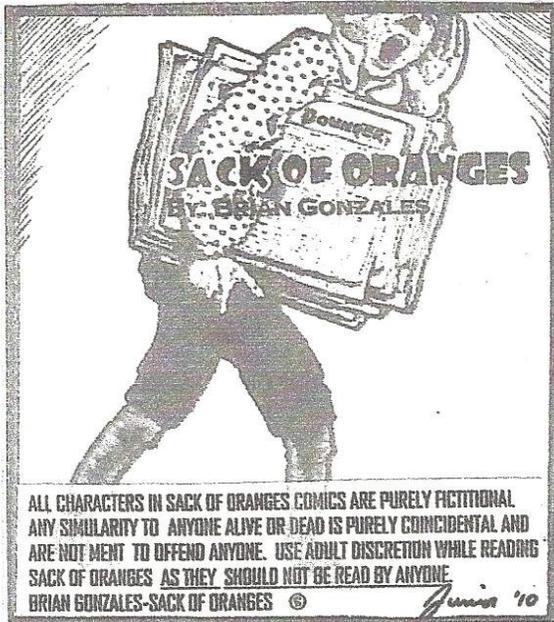
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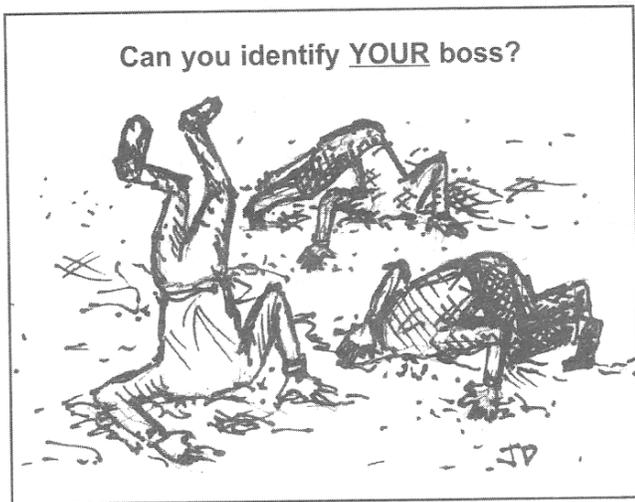
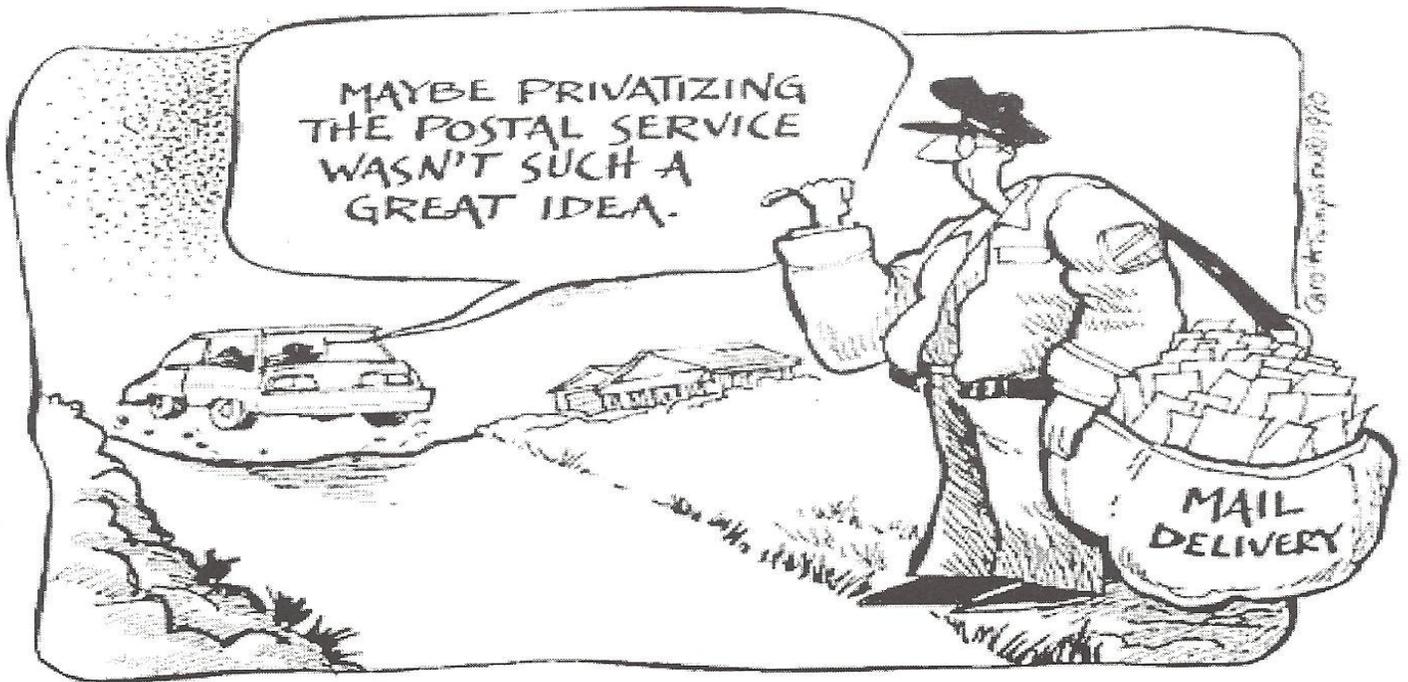
United Way 

**AFL-CIO** FEEDING AMERICA 



**PMG at \$265,000; Judicial Officer at \$163,000 ; VP Government Relations & Public Safety at \$175,000; Senior VP Customer Relations at \$191,000; Senior VP Strategy & Transitions at \$187,000; President Mailing & Shipping Services at \$232,500; Chief Human Resources Officer & Exec at \$230,000; Senior VP Operations at \$186,500; VP & Managing Director Global Business at \$164,312; VP Delivery & Post Office Operations at \$165,235; VP Facilities at \$181,400; VP Network Operations at \$175,000; VP Engineering at \$163,446; VP Area Operations at \$189,500; VP Corporate Communications at \$170,000; VP Consumer Advocate at \$173,000; VP Pricing at \$170,000; VP Ground Shopping at \$170,000; VP Retail Products & Services at \$164,312; VP Sales at \$180,400; VP Expedited Shipping at \$170,000; International Postal Affairs Specialist at \$107,190; Speech Writer at \$107,190; Capital Investment Specialist at \$97,296; VP Employee Resource Management at \$179,000; VP Employee Development & Diversity at \$176,300; VP Labor Relations at \$177,000; VP Supply Management at \$181,000; VP Controller at \$174,250; VP Sustainability at \$175,000; Deputy PMG at \$240,000. THESE ARE ACTUAL WAGES**

**COLOM**



That's  
All  
Folks

National Association of Letter Carriers  
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Salt Lake City, Utah 84119

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