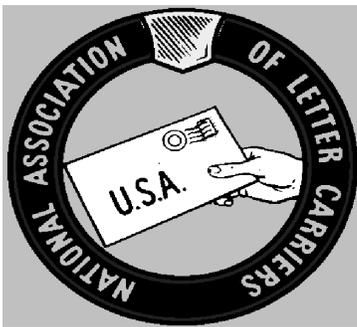


Alta Canyon - Bountiful - Cottonwood - Custer --Downtown - Dugway - Foothill - Heber - Holladay - Kearns



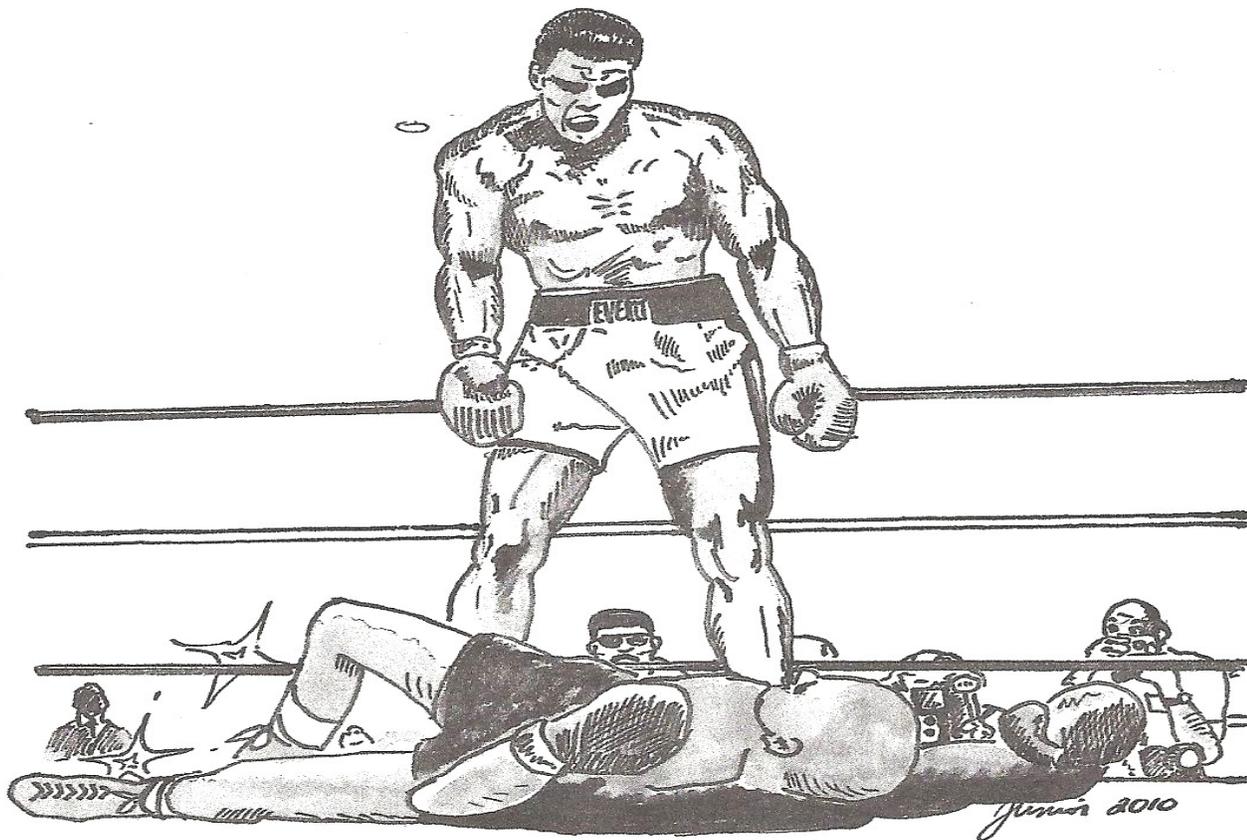
BRANCH 111 N.A.L.C.
"THE WASATCH BRANCH"

The
Pavement Pounder

Lehi - Magna - Millcreek - Murray - Northwest - Sandy - South Salt Lake - Sugarhouse - Tooele - West Jordan - West Valley

March 2010

WHAT'S MY NAME?



COLLEGE

The Wahlquist Report

Mike Wahlquist, President.



Union membership is an insurance policy.

Job

Insurance!!!



Phoney Baloney

In the Murray Post Office, management has begun a new phone policy.

The new policy is this: Carriers are no longer allowed to answer their cell phones during work hours, except for use in conducting "official postal business". They may check their messages and make calls during their lunch and breaks, but during all other hours of the work-day they may only use their phone to receive calls from the Post Office, to call Post Office Management, or to call (or receive calls from) other Carriers for the express purpose of conducting Post Office business. In the event of a "family" emergency, Carriers' families are supposed to call the Post Office, who will then forward the message (presumably under the auspices of "official postal business") to the Carrier. At least that is their plan... in the past I have called in to the Murray Station for hours at a time without receiving an answer.



The Union grieved this new policy because it was not negotiated with the Union, it is a violation of "past practice", Ralph Hamilton had penned a more lenient policy that we have followed during the last decade, and because it is flat out wrong by today's standards. However, the B-Team ruled in favor of Management, and the new phone policy will stand in the Murray Office. This does not mean that we will not grieve any future changes in phone policies in other offices, because we will!

I find the new Murray policy to be offensive, unacceptable, and demeaning to say the least, and I hope that the managers of all other Utah Post



Offices will have better sense than to emulate the Murray Station in trying to change their phone policy. Can management really be so insensitive as to expect

Letter Carriers to provide cell phones (which we pay for) that they then hijack to the extent that we can only use our cell phones to conduct their business from 8 to 12 hours per workday? I find this to be highly offensive! If management wants us to use cell phones to conduct business for the U.S. Postal Service, then they must pay for those cell phones, and they should not try to pass the charge to us.

In fact, if management truly wishes to enforce this policy on carriers in Murray (hopefully this horrible policy will be rescinded!), then my advice to those carriers would be to not use their cell phones to conduct any Postal business at all. There is no provision in the contract that requires you to use your personal cell phone to conduct official Postal business. In fact, you have every right to tell your Supervisor and Station Manager that they are not to call you on your cell phone (In essence, putting them on your own “do not call” list!).

So, what do you do when you are forced to call in? You drive to the nearest pay-phone, and call in “collect”. If management will not accept “collect” calls, then they may provide you with quarters prior to your need to call in, or you may request reimbursement for any money spent making phone calls for “postal business” under article 4.E.3, if indeed it was your instruction to call in. Management must foot the bill if they require you to call in. You may choose to use PS Form 1164 (Claim for Reimbursement for Expenditures on Official Business) to get paid back, or you may choose to simply have your Supervisor pay for your toll, but either way, make sure that you are reimbursed. Have your local Steward file a grievance if you are not. I also find this new policy to be unacceptable because it removes the very purpose for which most of us purchased cell phones to begin with, which is the “family emergency”. In today’s day and age, we take it for granted that

we can get a hold of people at a moment’s notice. How often have we received phone calls from a spouse or child who needs immediate help or instruction? I have heard too many stories about emergency phone calls that were never relayed to Carriers, and the problems resulting from not knowing about a tragedy or some need on the home-front. I find this new policy to be entirely self-serving towards management. They want us to carry and pay for our cell phones so that they can contact us at a moment’s notice, and so that we can call in without any cost or delay, but we cannot take an emergency phone-call from our family? Again, my advice is to not use your cell phone to do any Postal business whatsoever. Take whatever time it takes to find a pay-phone, and hold the Postal Service accountable to pay the business expense of what they are requiring us to do. And I do understand that in some cases, this may require a substantial amount of time, but we are only doing what is necessary to comply with their instructions, and they cannot force us to use our cell phones, especially on these terms!

In the past, management has given some carriers instructions to knock on customers doors and use customer phones to call in. I don’t believe that this is good advice in today’s day and age. Many families now have “latch-key children” who are home without parents. And, with the proliferation of cell phones, customers are no longer comfortable with letting people inside their home to use their phone. If management does give the instruction to knock on customers doors in order to find a phone I believe that this

instruction should be grieved. I believe that it is an acceptable practice to use business phones or pay-phones, but that is the limit. Finally, I believe that this new policy is demeaning. For the last decade, we have worked under a policy created by Ralph Hamilton which made perfect sense. Under that policy, you could always answer your phone, but if it was not an emergency you simply told the caller that you would call them back during your lunch or break. Even if you received multiple calls during the day, the sum total of time necessary to deal with all callers probably took less than a minute or two (after all, we do have 5 minutes every morning for “personal” time!). We are all adults, and this policy worked fine for adults who need to work in a world of rapid communication. It is sad that management has decided to treat us like children in regards to using cell phones. Again, I cannot support the use of cell phones for doing Postal business if management refuses to allow the use of those same cell phones for taking calls from our kids and significant others. Until the Post Office offers to pay your cell phone bill, or once again allows you to use it like we have been allowed to in the past (like responsible adults), stop using it to help them.

Mike Wahlquist
Branch President

Legislative. Denton Taylor

When Utah was awarded a third representative in Congress, the three districts that were drawn made a lot of sense.

The 1st District represented Davis, Weber and all other northern counties. The 2nd District was mainly Salt Lake County. And the 3rd District included Utah and the southern counties. It was a good

solution. Salt Lake County has different concerns from the hard-scrabble communities of Red Rock country or the bucolic farming valleys of northern mountains.

There was a terrible problem with this system. Democrats were able to win the 2nd District. Not all the time, but way too often for the Republican dominated State Legislature. . So after the 2000 Census, the districts were redrawn. This is nothing new in the American political system. Massachusetts Governor Elbridge Gerry directed the first "Gerrymandering" in 1812. Gerrymandering is process of stacking the deck so that there are more of your voters in a district than the other guys. In 2001 Salt Lake County was dissected and parceled out among the three districts. A small chunk went to the north. The west side of the valley was merged into ultra-conservative Utah County in the 3rd District. Salt Lake's eastside and those damn liberals in Park City were joined with the



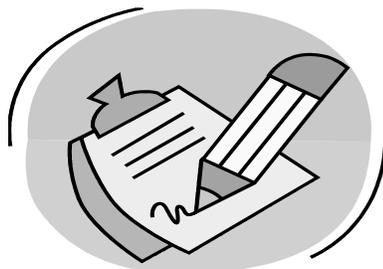
Utah Basin and Southern Utah. It should have worked. That should have been enough to give the Republicans a lock on Utah's Congressional Delegation, but Jim Matheson kept getting elected.

Utah is almost guaranteed to get a fourth seat in Congress after the 2010 Census. The Legislature is preparing to redistrict Matheson and any other Democrats out of office. But this year we have a chance to put an end to their shenanigans. The Fair Boundaries Initiative

is trying to create a bi-partisan citizen commission to redraw the political boundaries. The powers that run the State House are not going to willingly give up any of their power, so a petition is being passed around the state to force a vote on the issue.

If citizens can create a level playing ground, the people can chose between qualified candidates that will represent them instead of being stuck with the political hacks foisted by the party bosses. Sign the Fair Boundaries petition. You can sign in person at the Union Hall or go online to:

<http://www.fairboundaries.org/>



We just might make it after all!

The Office of Inspector General was rummaging through the attic at L'Enfant Plaza the other day and found a dusty old trunk left over from the Old Post Office Department. After fumbling with the rusty lock for awhile, they got the lid open and found a wonderful surprise. Inside was \$75 billion dollars that the Office of Personnel Management had squirreled away from the pensions of CSRS retirees who had worked part of their careers before the creation of the USPS. It looks like all of our troubles are over.

If only it was so easy.

There isn't a trunk of money that we can deposit into the USPS bank account. The overpayment was the result of how the OPM calculated the liabilities for Postal retirees whose careers spanned both the Post Office Department and USPS eras. The current formula is weighted according to the difference in the pay rates before 1971. Imagine an employee with 15 years in the Post Office Department and 15 years in the USPS. Under the current funding formula, the Treasury pays 30% of the pension and the USPS pays 70%. The OIG and Common Sense suggest that the split should be 50/50.

The OIG recommendations would ease much of the burden caused by the economic downturn. Not only would the USPS be relieved from the onerous payments for funding retirement and health benefits, but our obligations to our retirees would be fully funded. Instead of paying \$5 billion a year into the retiree health benefits trust fund, the fund would be able to start meeting current obligations which were \$2 billion in 2009. \$7 billion dollars will go a long way in meeting operating

expenses. The NALC will be proactive in convincing Congress to adopt the OIG report.

Finding an unexpected surplus every few years is not a business plan. (\$78 Billion in 2002 for CSRS pension overfunding and \$27 Billion for CSRSR military benefits in 2006) While the NALC is continuing to work to strengthen the Postal Service, the Postmaster is still looking to slash and burn. Headquarters will be going to the Postal Regulatory Commission on February 17 to present yet another argument for 5 day a week delivery. Since it would require Congressional action and changes to collective bargaining agreements with NALC and other postal unions, a proposed timetable has been developed to make the move by the end of 2011. Management is going all out to shrink the service and their timeline is going to be aggressive.

The NALC will need to be just as dedicated and aggressive to protect the Service and our jobs.



We have the determination and right direction, but we will not be able to do anything with the full support of the membership. Only 7% of carriers are giving \$5 a paycheck to COLCPE through automatic deductions. Branch 111 gives over 12%, which is great, really great. But that still means the most of us would rather buy a happy meal or double latte than preserve our futures.

The time to fight is now! The time to give is now!

The Winners Box

Union Meeting

Drawings

January 14, 2010 & February 11, 2010

2 Door prizes monthly \$25.00 Each

<u>January</u>	<u>February</u>
Alan Nagata	John Groves
Bob Valdez	Ray Lazona

Progressive Retirees

<u>January \$25.00</u>	<u>February \$50.00</u>
Robert Desmond (not present)	Dennis Hansen (not present)
Next month	\$75.00

Progressive Union B

<u>January \$75.00</u>	<u>February \$100.00</u>
Brandon Callahan (not present)	Paul Ren (not present)
Next month	\$125.00

Progressive Union A

<u>January \$50.00</u>	<u>February \$75.00</u>
John Farr (not present)	Randy Colquitt (not present)
Next month	\$100.00

The next drawings will be at the March 11, 2009 Union Meeting

You Must be
present to WIN!!!

The Veep Speaks

Vice President Phillip
Rodriquez

We are in the second month of the New Year and as the previous year, we still are filing numerous amounts of grievances. MIARAP has come and gone and most routes within the SLC installation should have been adjusted to "eight" hours. Although adjusting the routes to eight hours is an average for a whole week, high and low, management has incorrectly assumed that routes should be cased and carried in eight hours every day, no matter what the work load. Somehow, advos newspapers and the many and numerous full coverage ad's we have do not matter.

In numerous zones Station Managers have given stand ups instructing Carriers that they are not making standard (18/8), or their percent to standard is insufficient. Supervisors have told Carriers that if they don't make standard expect a visit on the street to correct their office performance, (only Management would try to correct an office deficiency by following an employee on the street). They, the Carriers, are being told with the declining mail volume that turning letters for parcels, filling out COA, pulling down and banding divisions are time wasting practices. Further, if the Carriers do not make percent to standard expect "extra supervision". Management is right; we do have declining mail volume. However, we still have a Collective Bargaining Agreement that we will enforce via the grievance process.

Let me make something clear, we as Carriers, **DO NOT** have minimum work performance standards!!! We **DO NOT** have to make percent to

standard nor is turning a letter for parcels considered a time wasting practice. What is percent to standard or 18/8? It is a formula used to create minimum office time in the route inspection process. Percent to Standard is not a standard that we Carriers are mandated to make, not even in the route inspection process. We are finished adjusting routes so the 18/8 and percent to standard is irrelevant and not applicable. Do not let your Station Manager or Supervisor try to intimidate or lead you to believe that 18/8 or percent to standard is a mandate for Letter Carriers. Station Managers and Supervisor have been told that their performance standards will require Letter Carriers in their zones to make percent to standard. I as a Letter Carrier could care less what standards or goals Management have set for their own personal needs. Our standard is to give best effort and safely and efficiently deliver our routes. Again, we do not have minimum performance standards as Letter Carriers. Remember that if you need OT please fill out a 3996. Do not get into a debate or argument with your Supervisor about your estimate.

Attendance is another issue that management will test the limits in 2010. With the horrific understaffing, management has drawn the line on enforcing "being regular in attendance." I am sure that most Carriers have been brought in by their Supervisor and asked "do you know that you have to be regular in attendance?" When asked that question ask the Supervisor what regular in attendance is or isn't? Make the Supervisor answer how many days you can take before you violate the rule to be regular in attendance. Further, ask the Supervisor what is their instruction if you, the Carrier, cannot perform your duties because of illness or injury? Will the Supervisor instruct you to come to work sick or injured? I predict they will tell you to call in sick.

I urge everyone to utilize FMLA at all times. FMLA is a law that protects employee's when they or their dependants are ill or injured. And if you turn in a FMLA form to the FMLA coordinator please fax it or send it certified. Somehow, mysteriously, FMLA forms being sent have never been received by the FMLA coordinator delaying or worst, denying the FMLA request.

I realize that most Supervisors' have created an environment that is hostile. They are pushing most employees to the limits both physically and mentally. We all know that Management uses DOIS to intimidate and harass. Recently an arbitration (C-091436) was conducted in Shawnee Oklahoma concerning DOIS. The Union argued that Management created a hostile work environment by using DOIS to set carriers' daily office and street time. Arbitrator Peter J. Clarke sustained the grievance stating "The Postal Service is to cease and desist from primarily utilizing the DOIS numbers to set carriers leave and return times." DOIS is Managements tool not ours. We as Carriers determine (via 3996) our leave and return time, not DOIS!! At our monthly Steward training, your Stewards will be given a copy of this decision to utilize in the grievance procedure. Your Supervisor has been given work performance goals that are unrealistic and beyond expectations. We are seeing situations that are blatantly confrontational and frightening. As a branch officer I assure every member that we will vigorously enforce all provisions of our Collective Bargaining Agreement. We will not let Management use the financial situation of the Postal Service as a means to unilaterally change the terms of our agreement.

Official Notice

Nomination of delegates to Utah State

AFL - CIO Convention

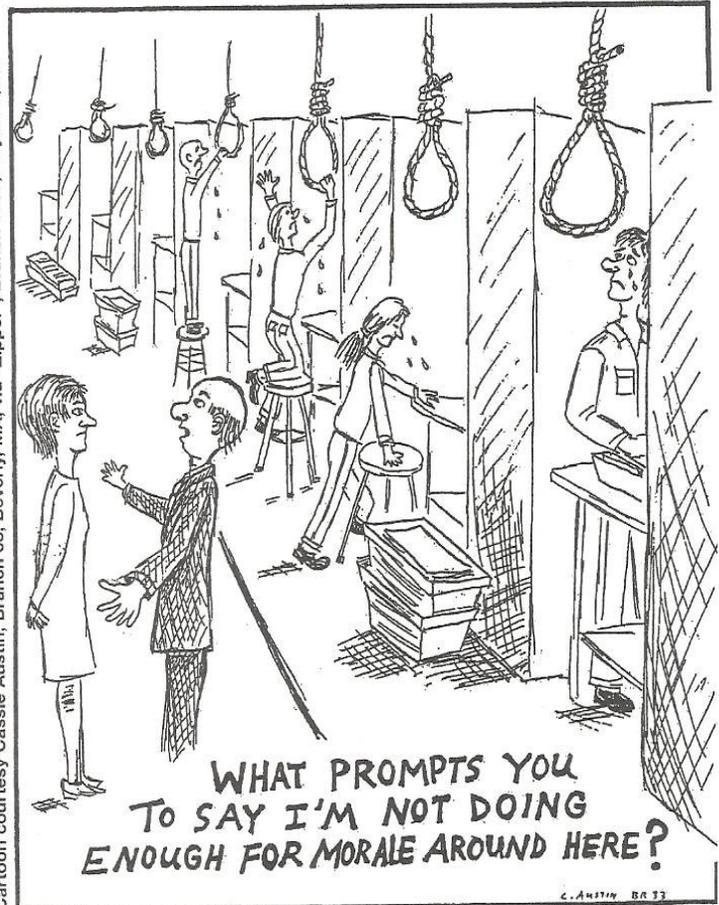
Will be held at the

April 8, 2010

Union Meeting



Cartoon courtesy Cassie Austin, Branch 33, Beverly, MA, via "Zipper", Branch 1707, Hayward, CA



C. Austin BR 33



**NALC HEALTH BENEFIT PLAN
JIMMY KEREEKES
FEB 2009**

I thought I'd share some general information about the Federal Employee Health Benefit Plan (FEHB).

Law and Regulations:

The FEHB is authorized by Public Law 86-382, enacted September 28, 1959, which can be found in Chapter 89 of Title 5, U.S. Codes. The 1959 Act became effective generally on the first day of the pay period that began on or after July 1, 1960. It authorized the Civil Service Commission (now the Office of Personnel Management) to write any regulations necessary to carry out the Act. The regulations are in Part 890 of Title 5 and Chapter 16 of Title 48, Code of Federal Regulations.

OPM Responsibilities:

OPM has the overall responsibility for the administration of the FEHB Program. This includes:

- approving or disapproving carriers for participation in the FEHB program.
- contracting for, and approving or disapproving plans;
- negotiating benefit and rate changes with carriers;
- approving the certified text on benefits for the brochures;

- publishing FEHB regulations, instructions, forms, and documents;
- receiving and depositing premium withholdings and contributions, remitting premiums to carriers, and accounting for the Employees Health Benefits Fund;
- making final determinations of the applicability of the FEHB law to specific employees or groups of employees;
- studying and evaluating the operation and administration of the FEHB law and the plans offered under it, and reporting finding to Congress;
- ordering corrections of administrative errors if it would be against equity and good conscience not to do so;
- providing guidance to agencies;
- auditing carriers' operations under the law;
- resolving disputed health insurance claims between the enrollee and the carrier;
- conducting employing agency FEHB responsibilities for retired employees and survivor annuitants.

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.

**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.

Dealing with Change

It's been said that the only thing constant in life is



change. People change, circumstances change, things change. Change can be big, small, subtle or sudden. Change may be a choice we make, or it may be imposed on us. A new job, getting married, starting a family, moving, new procedures in the workplace – these are examples of life changes. Some people view change as a positive challenge. Others agonize over the consequences of new situations. Few of us deal with change without feeling unruffled, so here are some tips to help deal with it more effectively:

Give yourself time to adjust. Change involves a transition from one set of circumstances to another. Try to take it a day at a time.

Expect a reaction. Emotions will be stirred up. Let yourself laugh, cry or feel moody about it. Change often involves a degree of loss, so it's OK to grieve a little and feel nostalgic.

Don't take it personally. Changes happen. They are a part of life. Don't obsess over who's to blame or why it happened.

Go with the flow. Don't resist or be too rigid. Be flexible, ride out the storm, and see how things turn out.

Don't go it alone. Talk to your family and close friends. Share your problems with people you trust. Others may offer a different angle to the situation. Call EAP for support!

Don't focus on the negative. If you keep looking at the bad side of things, you're only going to feel worse. Remember, attitude is everything!

Avoid unhealthy ways to cope. To avoid change, some people turn to alcohol, drugs, food, or other means to escape change. These only increase the stress associated with a change event and interfere with our natural ability to cope.

Focus on self care. Apart from support from those you love, good health is your best asset when you're under stress. Your body has built in stress fighters that can help you respond positively to change. Try exercise, relaxation techniques, and maybe even get a massage.

Resources Are Available
Additional information, self-help tools and other resources are available online at www.EAP4YOU.com. Or call us for more information, help and support. Counselors are available 24 hours a day, seven days a week to provide confidential assistance at no cost to you.

Make the Call!

1-800-EAP-4-YOU

(1-800-327-4968)

TTY: 1-877-492-7341

www.EAP4YOU.com

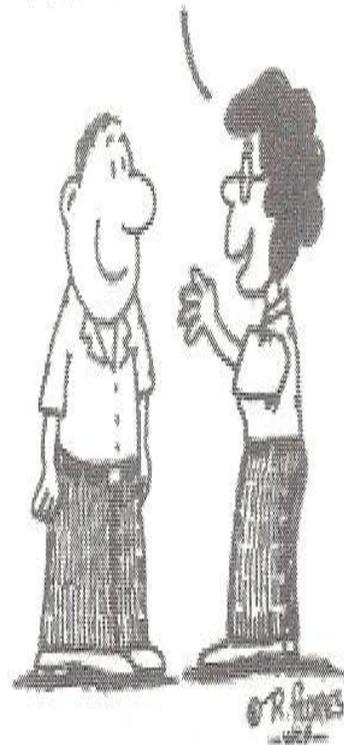


IN MEMORIAM

**NO DEATHS REPORTED
THIS MONTH.**



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 111N.A.L.C.

Union Meetings

Thursday

March 11, 2010

6:30 P.M.

&

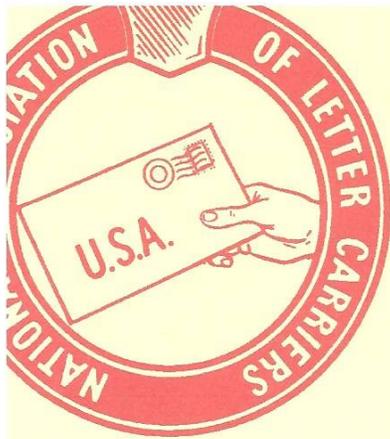
Thursday

April 8, 2010

6:30 P.M.

All meetings held at:

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



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

by phone.....

Letter carriers can contribute directly to COLCPE (NALC's Committee on Letter Carrier Political Education) from their paychecks every pay period using the Postal Service's PostalEASE. 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 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 8-digit 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*.

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

3 Now you are ready to call PostalEASE toll-free at 1-877-4PS-EASE (1-877-477-3273)

- When prompted, select "1" for PostalEASE and then enter your 8-digit Employee ID Number and your USPS PIN
- Select "2" for payroll options
- Select "1" for allotments
- *Disregard* instruction to complete Allotment Worksheet and select "2" to continue
- Select "3" to ADD a new allotment
- Enter the following Financial Institution Routing Number:
0 6 4 0 0 0 1 7
- Select "1" to continue processing allotment
- Select "1" to "enter the allotment now"
- Enter your 17-digit Account Number from above
- Enter "1" for Checking
- Enter amount of allotment: \$_____.00 *per pay period*.
If amount is correct, select "1"

* If you already have three allotments, you must cancel one to contribute to COLCPE through PostalEASE. To do so, follow the instructions at left but instead of selecting "3" to add a new allotment, select "2" to cancel an allotment.

After completing your entry, do not end the call until you hear the following:

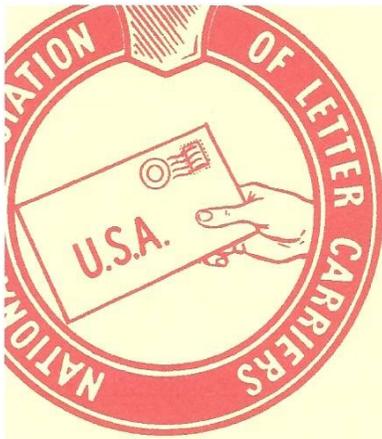
Confirmation Number:

Your allotment will become effective on:

Your allotment will be reflected in paycheck dated:

Keep this information for your records and future reference.

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.



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

online.....

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

1

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

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

2

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

3

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

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

YOUR 17-DIGIT ACCOUNT NUMBER:

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

*****AUTO** 5-DIGIT 54321
XXXXXXXX89 LC 9876 W13 08
JOHN CARRIER
1234 MAIN STREET
ANYWHERE, US 54321-9999

Contribute on the web at
liteblue.usps.gov

By making a COLCPE allotment through PostalEASE, you are doing so voluntarily with the understanding that your monthly contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it a part of union dues. You may refuse to contribute without any reprisal. COLCPE will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled through the PostalEASE system. Only NALC members, NALC executive and administrative staff, and their immediate household family members may contribute to COLCPE. Contributions to COLCPE are not deductible for federal income tax purposes.

March 2010

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4 <i>E-Board</i> 6:30 PM	5 <i>Pay Day</i> 	6
7	8	9	10	11 <i>Branch Meeting</i> 6:30 PM	12	13
14 <i>Daylight Savings Time Begins</i>	15	16	17 <i>St. Parick's Day</i>  <i>Steward's Meeting 6:30 P.M.</i>	18	19 <i>Pay Day</i> 	20
21	22	23	24	25	26	27
28	29	30	31			



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

Visit the Branch 111 Website

<http://branch111.com/index.htm>

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