

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

The
Pavement Pounder

May - June 2011

COMMON COLCPE MYTHS

MYTH: The NALC uses dues money to support political endeavors and candidates.

FACT: The NALC has never used dues money to support their political agenda.

MYTH: The NALC only supports Democratic candidates.

FACT: The NALC supports Democrats, Republicans and Independents.

I WANT



YOU!

FOR COLCPE

MYTH: COLCPE supports social issues like gun control and abortion.

FACT: COLCPE supports *candidates* on both sides of the aisle on social issues.

MYTH: We don't need COLCPE we have collective bargaining.

FACT: Collective bargaining can be taken away with the stroke of a pen by Congress

The Wahlquist Report

Mike Wahlquist, President.

Congratulations to all of the carriers who participated in the 2011 Letter Carriers Food Drive! We set a branch record this year collecting 580,310 pounds of food. That topped the previous record of 565,501 pounds which was set back in 2008. I want to thank every Letter Carrier and every volunteer (including management) who participated and worked to make this year the best year ever for collecting food for the hungry. I want to give credit to the Utah Food Bank, and the other Pantries and organizations that helped to coordinate the event. And, finally, I want to thank Ray Kosierowski for once again serving as the Branch 111 Food Drive Coordinator. Some people do not realize that Ray works all year long to make our food drive a success, but I can testify that Ray goes the extra mile to make sure that the hungry are fed in Utah. Thank you for "Stamping Out Hunger" this year!

While May was a good month for the food drive, it was a sad month for our branch because we lost our Union brother Denton Taylor. Denton served the branch as the Legislative Liaison, as a Steward, and as a Formal A Representative. He worked tirelessly to further the welfare of the Letter Carrier. There wouldn't be a Scab left in Utah if they could have seen Denton fighting for their rights. I have a great deal of respect for his character, his intelligence, and his ability. He will be sorely missed by the

members of this branch who knew him.

I would like to congratulate the graduates of the 2011 Steward's College that was held in Midway, Utah from May 16th through the 19th. I went up during the week and watched the attendees in action, and I can tell you that they worked very hard. They attended class up to 10 hours each day, and were given homework to do every night. I watched them participate in mock grievance meetings, where they sought to perfect negotiating techniques. Mary Martinez, one of the NBA's Regional Administrative Assistants, and Julie Todich, the State Vice President, put on the training, and had nothing but good things to say about the students. If you happen to see one of the following people in your office, please congratulate them on a job well done:

Amie Gallo
Kim Mortensen
Chad Mortensen
Jennifer Ogden
Sean Dahl
Tom Lamont
Monte Jones
Brian Gonzales
Travis Langpap
Laura Collings
Bill Michel
Chris Zambos
Lela Gardner
Ryan Gleed
Stormy Blood
Dave Farr

On a different note, the branch recently won a grievance that is one of the most important

that we have ever done. The issue arose when management changed the final dispatch in the Cottonwood Station. This created a situation wherein management was only having the ODL carry 9.5 hours prior to mandating non-ODL carriers (so that the whole office could make the final dispatch). Lance Henrie filed a grievance in which he argued that management could not contractually change the dispatch because it caused improper mandating and violated Article 8 of the National Agreement. I was assigned to be the advocate on the case, and on March 17, 2011, Lance and I argued the case before Arbitrator Monat of the Western Area Arbitration Panel.

The result of the arbitration was that the grievance was sustained. The arbitrator stated: *"...non-ODL carriers may be mandated only if all available employees on the ODL have worked up to 12/60 in a service week. These conditions clearly have not been met here. The only apparent reason for the inability to use full-time ODL carriers at Cottonwood was the change in shifts [sic] times and last DOV time. The circumstances of the changes, even if applied to several other facilities which did have immediate circumstances impacting the DOV, led to the insufficiency of auxiliary assistance and a violation of the NA [National Agreement] at Cottonwood. There was no showing of exceptional circumstances as required proof in Article 8.G.E.*

In summary, the Arbitrator concludes that management vio-

the National Agreement when it changed the schedule for the final Dispatch of Value (DOV) at the Cottonwood Station. There is a constant tension in any collective bargaining agreement between the rights of management and other articles and sections of the agreement which to varying degrees truncate these rights. Particularly in difficult economic times facing the Postal Service, management has followed an aggressive path of efficiency. But these management rights are not unfettered. The history of such tension between the drive for efficiency and the scheduling of letter carriers is well-documented in arbitral decisions and arbitral decisions and arbitral history of Article 3 and 8 of the NA. In all cases, whatever the outcome of a particular case, it is clearly recognized that Article 8 trumps Article 3 and management must give careful consideration to the impact of Article 8, particularly 8.5.G in this case on its decisions in each circumstance and situation. The grievance is sustained and the remedy is as stated below.”

The Arbitrator concluded by awarding the hours to the ODL that they should have worked (up to 10 hours per day), and ordering a permissive remedy (\$50 each) to the Carriers who had been improperly mandated. While the arbitrator did not force management to change the DOV back to what it had been before, he did make it clear that Article 3 cannot trump article 8, and that mandating outside of the parameters of Article 8 should result in make whole remedies to the Union. Arbitration decisions are applicable to the entire region, not just to the zone in which they originated, so this decision applies throughout Region 2.

The Veep Speaks

Pg . 3

Vice President Phillip Rodriguez

I would like to devote this column to a colleague, friend and fellow Union Brother, Denton Taylor. Branch 111 Legislative Liaison, Denton Taylor, after battling a long illness, passed away at his home. As it appears, Denton passed shortly after attending and sharing his Union report at our last Union meeting in May. All those who attended our May meeting watched as Denton gave his report, visibly ill and struggling with his health, yet he felt it necessary to report on the legislative issues to his brothers and sisters of Branch 111.

Denton Taylor worked and retired in the 3 Zone, Downtown Station. Denton was Branch 111 Legislative Liaison, Formal A representative, Executive Board member as well as a trusted advisor to myself and our President, Michael Wahlquist.

Denton also served a term as a Trustee for the Utah State Association, traveling the State on behalf of Letter Carriers in other Branches, defending their rights with his contractual and legislative knowledge.

Denton was valuable in strengthening the Branches in Helper and Price Utah, working with both Branch Presidents leading to the merger of both Branches, strengthening the Union membership in Carbon County. For the last five years Denton served on the Utah Afl/Cio labor caucus, lobbying Utah legislators for worker rights as well as monitoring any State Legislation that might have a negative impact on Letter Carriers. Shortly after Denton's passing, Jim Judd, President of Utah Afl/Cio spoke with me about the positive impact Denton had with his staff in the "We Are One" rallies and the labor caucus meetings. Jim and his staff were stunned and shocked on learning of

Denton's passing and wanted to let me know of the hard work and devotion Denton had for labor issues. That didn't surprise me because anyone who knew Denton was well aware of his passion for workers rights.

Over the years as legislation became more important, and a necessity for the NALC, I relied on Denton on the many lobby trips I would take to Washington DC. Denton was a master of convincing our Legislators to look past the partisan politics and examine Letter Carriers issues based what is best for the NALC and the USPS, not on partisan rhetoric. Denton and I spent days, year after year, roaming the halls of Congress taking our Letter Carrier issues to individuals that ultimately decide our fate. I will miss Denton's advice and knowledge.

Shortly after Denton's death Utah State Association had their biannual convention in Salt Lake City Utah. We had presentations from our National Officers regarding the status and dire consequences of the USPS. Their goal and theme was to relay the message that we, Letter Carriers, decide our fate. Letter Carriers have a lot to lose and unless Letter Carriers become pro active with COLCPE, Carrier Corps and legislative activism, we will look back at what we had and what we lost. It's a message that no one wants to hear and I believe most ignore. It's easier to think we can't or will not lose our wages and benefits, someone, like Denton, will be there to fight for them. The message from our leaders was not encouraging. Yet, there is hope if Letter Carriers realize that we have some sort of control of our future. I, as our fellow Union Officers can only do so

VEEP Speaks (cont.)

much. Without your involvement I fear that we will look back with regrets. If only I had given to COLCPE or called my Senator or Congressman? What a difference one would make if they only attended a Union meeting or decided to go to a rally?

Recently I had a conversation with a Letter Carrier who stated "I pay my Union dues, that's enough". Let me tell you and everyone, that is not enough. We have all become comfortable with the high wages, annual leave, sick leave, guaranteed retirement, and right to file a grievance, that some think are permanent and will never go away. I pay my dues and it's the Union Officers problem to fix, not mine.

Union Leaders are Letter Carriers who have decided to step up and represent those who won't. I and many of your Union Officers have sacrificed our home life to protect our jobs and wages for those who again, won't. We vigorously argue with Management to protect your rights. We use our annual leave to attend training session to further protect our Collective Bargaining Agreement. We devote late nights helping those who don't have the strength to stand up to their bully bosses. We attend rallies, give to COLCPE and pursue activities that protect Letter Carrier rights and yet we still have those who cannot give \$2.50 to COLCPE. We all can learn from Denton Taylor. If Denton can attend Union meetings, file grievances, attend labor caucus meetings, attend Steward Training and actively pursue Letter Carrier issues while he was terminally ill, then surely the Branch 111 members can give to COLCPE or become active with our Branch. Our future depends on you!!

Phillip Rodriguez
Vice President
Prodriq@msn.com



Legislative

Guest Columnist

Amie Gallo

As some are already aware, and as every union member should know, many of the nation's states are in the fight of their lives; the battle to maintain their collective bargaining rights. Alaska, Hawaii, Indiana, Michigan, Minnesota, Missouri, Montana, New Hampshire, New Mexico, Ohio, Pennsylvania, Virginia, Washington, West Virginia and Wisconsin, the most publicized state, are all faced with politicians who are trying to strip those rights away from them. Nurses, teachers, police officers, fire fighters and many other public service employees are all standing united and rallying for the rights of working families.

On April 2, 2011, Utah held a "We Are One" rally on the steps of the state capitol in Salt lake City. The main points discussed at the rally were Martin Luther King Jr's stand with sanitation workers for the right to collective bargaining on April 4, 1968 and the same, current, demands facing America's working families.

Many of Branch 111's union officers and members stood along side the various unions affiliated with the AFL-CIO of Utah, including the Iron Workers, Painters and Steel Workers, to show their support. The members of branch 111 were lead by our own President,

Mike Wahlquist and our Vice President and State Association President, Phil Rodriguez, who spoke to the people. There were more supporters from Branch 111 on April 2 than there were for the first rally held on February 26, but our work is not done and we still need more support.

You may ask what difference those states, listed above, make to you or why it matters what goes on outside of your city and/or state—that's the first mistake. The fact of the matter is, every little bit, every person, can make a difference. How much do you like and appreciate having a secure job that pays well, good benefits, retirement, equality and so on? How much are you willing to fight for those things?

How many of you knew that a union officer's responsibilities don't just end at protecting your rights on the workroom floor? Unions are responsible for fair and equal wages, despite sex and/or race. Unions are responsible for negotiating medical benefits, vacation, sick leave, the eight hour day, conditions in the workplace and, among other things, what goes on at the higher levels of the company. If it weren't for unions, women would be getting paid less in their line of work than their male coworkers and employees would be paying more for their medical benefits, which wouldn't even be comparable to what we have now. In right to work states, without being unionized, employees have no line of defense for termination- they can be fired at the drop of a hat, even without merit. Not only are unions a benefit to the employees, but they actually benefit the employers as well by creating less of a turn over in the workforce. They also create more loyal employees because they become involved in the decisions and plans for the future and have a vested interest in seeing the company succeed.

If you're still wondering

what those states have to do with you or Utah, ask yourself this- what would happen if the politicians in those states were successful at stripping working families of their collective bargaining rights? Do you think it would end there? Do you think that we could just crawl into our postal holes and not have to worry about any of this affecting us? **THINK AGAIN.** If the politicians, such as Walker from Wisconsin, are able to take those rights away from the people in their states, why would they stop there? Those politicians are trying to hide their strategies to take out unions behind a muddy veil of financial struggles. People, we are in a recession! Everyone is facing difficulties and taking out unions would only make matters worse.

Now, ask yourself this, are you willing to donate a little bit of yourself to help protect our jobs? If Utah were faced with the same demons as the 28% of the states mentioned above are, wouldn't you rather be able to say you were part of the fight to protect your job, your welfare and the welfare of your family? Would you feel much better to know that you were at least pulling your weight within the battle? Well, you can and I challenge you to do so.

We are in the fight of our careers, more than likely, with the new contract negotiations coming up at the end of this year. With the current fights going on around the country and the Post Office's own financial situation, we are going to need your help- all of you! Here's how you can join in the fight;

- Sign up for e-activist
- Sign up for carrier corps
- Join in on the rallies

- Spread the word about the benefit of unions

Write and/or call the Utah political officers

And most importantly,

Sign up for COLCPE

COLCPE money is used to support the politicians, of any party, who agree to support our (carrier) issues. The donations give the NALC the opportunity to get a foot in the door and speak with the politicians and get them on board with our causes, such as keeping the six day delivery or refunding the USPS the billions of dollars overpaid into the prefunded retirement fund. With COLCPE donations, we can and will be heard. Remember, the money does not go to one political party or another, it goes to who supports our causes. Branch 111 kicked off a COLCPE drive on May 1, 2011. Each steward in each Zone is being pitted against one another to see who can get the greatest percentage increase in COLCPE donations. The winners will be rewarded and thanked by branch 111 with a breakfast cooked by some of the officers and served to the carriers in the winning zone. The contest will run until the beginning of September, so please speak with your Stewards about signing up. It doesn't take much. If every one of our members donated even just \$2.50 per pay period, it would make a world of a difference. If you can donate more, then you're encouraged to do so and it is greatly appreciated.

In addition to the Branch 111 COLCPE contest, there's also a branch by branch contest. Branches of similar size are pitted against each other to see who can get the best COLCPE organization. Branch 111 is competing against Austin, Texas and Baton Rouge, Louisiana.

Remember, united we stand and prevail, divided we fall and beg for our rights. Challenge yourself and your members, push on and make a difference!

NALC

Health

Benefit

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Jimmy

Kerekes



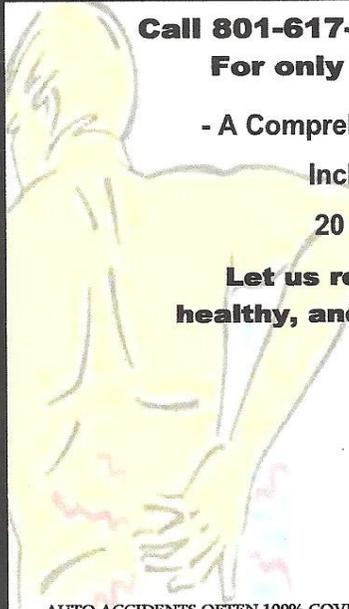
Congratulations to all of those who are now our Utah State Association and State Auxiliary leaders. We had a very good and well organized convention. We had some honored guests who addressed us and gave us some good information. Most of all, we greatly and deeply heart-felt-missed the presence of Denton Taylor. But I'm sure we felt him there spiritually.

Our National Business Agent, Paul Price mentioned "That the NALC HBP is number one in the FEHBP. Also our health plan switched to CIGNA's Open Access Plus (OAP) network from CIGNA Healthcare Shared Administration PPO. This was done to cut our out of pocket expenses by an average of 3 to 5 percent over our previous PPO discount amounts. This change doesn't affect our network doctors or medical facilities. This change begins July 1st, 2011. You can read the full details in the May issue of our National Postal Record magazine on page 45. Also at State Convention, I said I would be willing to help anyone, in the state if they have NALC Health Plan questions. You can call our Salt Lake Branch office for my phone #'s if you don't already have them.



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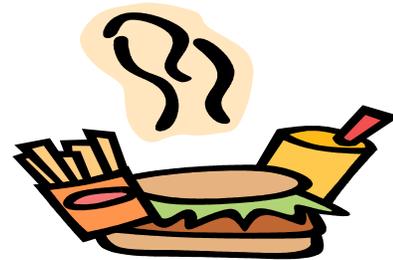
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1

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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

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3

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- Click on "Postal Ease"
- Click on "I agree"
- Enter Employee ID and PIN again and log in
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- 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

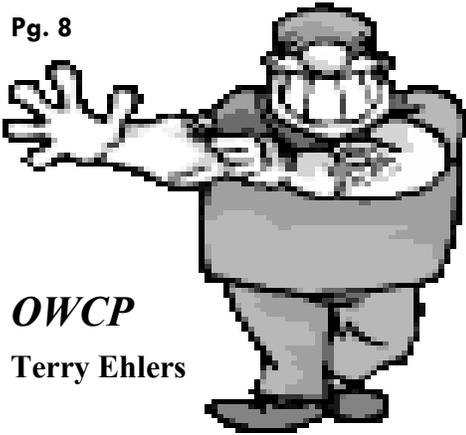
YOUR 17-DIGIT ACCOUNT NUMBER:

----- 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
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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.



OWCP

Terry Ehlers

If you are filing a CA-2 Claim here is information that will prove helpful in getting your claim accepted quicker. This information should be discussed with your medical provider at great length prior to filing your injury claim.

..... causal relationship involves establishment of a connection between the injury and the condition found. This factor is based entirely on medical evidence provided by physicians who have examined and treated the employee. Opinions of the employee, supervisor or witness are not considered, nor is general medical information contained in published articles.

Kinds of Causal Relationship. An injury or disease may be related to employment factors in any one of four ways:

- (1) **Direct Causation.** This term refers to situations where the injury or factors of employment result in the condition claimed through a natural and unbroken sequence.
- (2) **Aggravation.** If a pre-existing condition is worsened, either temporarily or permanently, by a work-related injury, that condition is said to be aggravated.
 - (a) Temporary aggravation involves a limited period of medical treatment and/or disability, after which the employee returns to his or her previous physical status. Compensation is payable only for the period of aggravation established by the medical evidence, and not for any disability caused by the underlying disease. This is true even if the employee cannot return to the job held at time of injury because the pre-existing condition may be aggravated again. For example, if exposure to dust at work temporarily aggravates an employee's pre-existing allergy, compensation will be payable for the period of work-related disability but not for any subsequent period, even though further exposure in the work place may cause another aggravation.
 - (b) Permanent aggravation occurs when a condition will persist indefinitely due to the effects of the work-related injury or when a condition is materially worsened by a factor of employment such that it will not return to the pre-injury state.
- (3) **Acceleration.** A work-related injury or disease may hasten the development of an underlying condition, and acceleration is said to occur when the ordinary course of the disease does not account for the speed with which a condition develops.
- (4) **Precipitation.** This term refers to a latent condition which would not have manifested itself on this occasion but for the employment. For example, an employee's latent tuberculosis may be precipitated by work-related exposure.

Medical Evidence. The issue of causal relationship almost always requires reasoned medical opinion for resolution. This opinion must be obtained from a physician who has examined or treated the employee for the condition claimed. In any case where a pre-existing condition involving the same part of the body is present, the physician must provide rationalized medical opinion which differentiates between the effects of the employment-related injury or disease and the pre-existing condition. Such evidence will permit the proper kind of acceptance (temporary vs. permanent aggravation, for instance).

To establish causal relationship, additional medical opinion may be requested of OWCP's District Medical Director/Adviser or from a specialist in the medical field pertinent to the injury or disease. In a claim for a psychiatric condition, a report from a psychiatrist or licensed clinical psychologist will be required to meet this criterion. In claims for occupational hearing loss and pulmonary disease, the OWCP will refer the employee for examination by an appropriate specialist after exposure to the hazardous substance or condition has been established. Chapter 6 may be consulted for further information concerning medical examinations.

c. **Consequential and Intervening Injuries.** Sometimes an injury occurring outside performance of duty may affect the compensability of a work-related injury.

- (1) A consequential injury is a new injury which occurs as the result of a work-related injury; for example, it occurs because of weakness or impairment caused by a work-related injury. Included in this definition are injuries sustained while obtaining medical care for a work-related injury. Consequential injuries are compensable.
- (2) An intervening injury is one which occurs outside the performance of duty to the same part of the body

originally injured. The resulting condition will be considered related to the original injury unless the second *injury* alone is established as its cause.

Mistake. not explaining red tape to the doctor .

This includes the need for rationalized medical opinion (how the condition was caused by specific work activity -- see [medical rationale](#) below), based on proper medical evidence to support the kind of claim, a thorough list of all medical restrictions for light duty work, and written verification that the doctor has read your description of work activities in the file that his opinion is based on. Also advise doctors that if disability continues, they should include that fact in all reports to OWCP, and those reports should be kept current. Further, all communications from your agency to the doctor must be in writing.

Many times in the written reports to OWCP, the doctor is not specific enough about HOW the exact activities caused the medical condition. This work connection statement can be especially critical in occupational illness cases, and in cases where your condition becomes worse unexpectedly, or you have a secondary condition as a result of the first.

You can't assume your doctor knows how to handle OWCP paperwork. Explain IN ADVANCE about the paperwork needed from the doctor (including medical rationale for causal relationship), and their other duties to respond to OWCP. Tell the doctor you want to pick up copies of all correspondence between them and OWCP, and be notified of all other contacts with your agency, OWCP, or an "intervention nurse"

Your doctor's statement of your [medical limitations](#) on CA-17 must cover ALL limitations. This is what you have to refer to when you tell OWCP that a job offer is not within your limitations and therefore unsuitable. Don't even think about arguing a limitation that your own doctor did not include on CA-17 or other current report.

They will argue that pain per se is not a disabling condition. Make sure your doctor cites the condition causing the pain, rather than the pain itself, as a limiting factor on your activities.

Q: Does your job have to be the sole cause or main cause of compensable injury? **A:** Causation. . . is the gravest error of the OWCP. The case law makes it clear that to prove causation , the medical opinion need only indicate that on a "more probable than not basis" (that a 51/49% balancing of the evidence in favor of the worker) that the on the job injury contributed "in any way" to the disabling condition.

Q: So just how much does the job have to contribute to the injury? **A:** Note in Rudy C. Sixta, Jr., 44 ECAB 727, 731 at n. 3, ECAB restated the standard for aggravation. When the Board pointed out that the Office did not address the issue of whether a delay in treatment of appellant's condition hastened the progression of his condition materially affected appellant's condition or aggravated it in any way, ECAB reemphasized its previous decisions noting that it is not necessary to prove a "significant contribution" to a condition for the purpose of establishing causal relationship.(emphasis added) citing John a Lattany. Also look at Arnold Gustafson, 41 ECAB 131,133-34 (1989) quoting with approval from Henry Klaus, 9 ECAB 333(1957) , that " '[w]here a person has a preexisting condition which is not disabling but which became disabling because of aggravation causally related to employment, then regardless of the degree of such aggravation, the resulting disability is compensable. . . the employee's disability is compensable regardless of the precise quantum of such aggravation directly attributable to work.' "Arnold Gustafson, supra at 41 ECAB 133-34; John A. Lattany, 37 ECAB 129, 141 (1985) (stating that to hasten disability or death is to cause it, as far as the right to compensation is concerned). See also Arnold Gustafson, 41 ECAB 133 (1989) (noting that it is not necessary to prove a significant contribution to a condition for the purpose of establishing causal relationship); Beth Chaput, 37 ECAB 168(1985) ECAB remanded to the Office stating that " '[i]t is not necessary to prove a significant contribution of factors of employment to a condition for the purpose of establishing causal relationship. If the medical evidence revealed that [a work factor]. . . contributed in any way to [the employee's] . . . condition, such condition would be considered employment related for the purpose of compensation benefits under the FECA.' "(emphasis added) Thus the case law explains the rule on causation in a manner that is not apparent in the regulation and manual. Therefore encourage the readers to go beyond the regulation and read the cases to understand what causation means.

Q: But do doctors understand what they're being asked? **A:** To complicate matters, the OWCP will send its List of Questions to be answered to a consulting or IME physician and ask if the injury caused the disabling condition. Because all state workers' comp statues require that the injury be a "significant factor", the physician will usually say no because the request does not state the causation issue correctly. The correct question on causation to be addressed by any physician is this: "Did the on the job injury contribute or cause, precipitate, accelerate, or aggravate " in any way" or "to the slightest degree" ?

Workers should request the CE to phrase the question in this manner. Some CEs will. If the CE ignores the request, it is an excellent issue for appeal. Also request the CE to send the list of questions and the SOAF to the worker's physician.

Information to Assist Doctor in Determining Causal Relationship for an OWCP Claim

To a physician, "cause" may refer only to direct or principal cause, but for the law of Workers' Compensation, a variety of contributing causes must be considered. Under the Federal Employees Compensation Act (FECA), any disease or disability is compensable when it is proximately caused or materially aggravated by an employment-related injury or condition of employment.

Proximate cause is that which, in a natural and continuing sequence, produces the disability. However, natural progression of a disease while a person is working does not constitute cause or aggravation. For conditions of employment to bring about aggravation of any underlying disease, the employment factors must be capable of aggravating or accelerating the disease.

FECA DEFINITIONS:

MEDICAL RATIONALE A logical explanation for the physician's underlying opinions, fundamental reasons and beliefs concerning causal relationship.

PROXIMATE CAUSE

That which produces the injury in a natural and continuous sequence, unbroken by an efficient and intervening cause and without which the result would not have occurred.

AGGRAVATION

A documented physiological process by which a single occupational act, or series of acts over a period of time intensified the severity of a physical or mental problem which pre-existed the occupational disease.

ACCELERATION

A documented physiological process by which a single occupational act, or series of acts, can be shown to have increased the expected speed of progression in a pre-existing condition documented to be progressive in nature.

PRECIPITATION

Hastening the occurrence of an event or causing to happen or come to crisis suddenly, unexpectedly, or too soon.

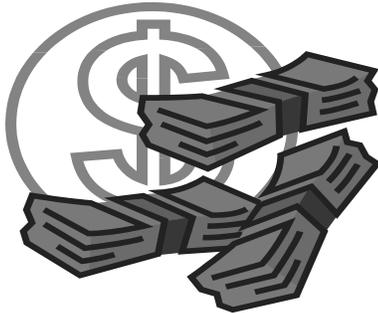
If I can be of assistance, please contact me.



The Winners Box

Union Meeting

Drawings



2 Door prizes monthly \$25.00 Each

Chad Mortensen	<u>April</u>	Jennifer Ogden
Dave Minix	<u>March</u>	Rick Watson

Progressive Retirees

April \$400.00 May \$25.00

James Daily WINNER!!!	Harry Groth (not present)
June	\$50.00

Progressive Union B

April \$50.00 May \$75.00

Karen Atwood (not present)	Georgia ? (not present)
June \$100.00	

Progressive Union A

April \$175.00 May \$200.00

Richard Spiers (not present)	Jay Parks (not present)
June \$225.00	

The next drawings will be at the June 9, 2011 Union Meeting

You Must be present to WIN!!!

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 six 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.

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

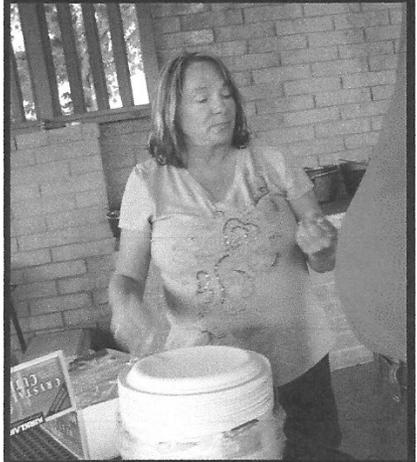
Business Hours:

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 insure someone is there.



Branch 111's
Annual Steak Fry
AUGUST 27
4 PM TIL 11 PM
MURRAY PARK
(296 East Murray
Park Lane)
Pavillion 5



Official Notice

Branch 111 N.A.L.C.

Union Meetings

All meetings held at:

2261 S Redwood Road
Salt Lake City, Ut. 84119



Thursday, June 9, 2011

6:30 P.M.

Thursday, July 14, 2011

6:30 P.M.

The Attack on Unions.....

What you can do...

Contribute To COLCPE!!

Be an e-Activist!!

Be a Carrier Corps Volunteer!!



AFL-CIO
America's Union Movement

*Write and
call your
Congress-*



June 2011

SUN	MON	TUE	WED	THU	FRI	SAT
			1	2 E-Board 6:30 p.m.	3	4
5	6	7	8	9 Branch Meeting 6:30 p.m.	10 Payday 	11
12	13	14	15 Steward Training 6:30 p.m.	16	17	18
19	20	21	22	23	24 Payday 	25
26	27	28	29	30		

July 2011

SUN	MON	TUE	WED	THU	FRI	SAT
					1	2
3	4 Independence Day	5	6	7 E-Board 6:30 p.m	8 Payday 	9
10	11	12	13	14 Branch Meeting 6:30 p.m	15	16
17	18	19	20 Steward Training 6:30 p.m	21	22 Payday 	23
24 	25	26	27	28	29	30
31	<p>Visit the Branch 111 Website http://branch111.com/index.htm</p>					



N.A.L.C. AUXILIARY 8

June dinner:

Pulled Pork Sandwich, chips, salad, drink and a surprise!

July dinner:

Hoagie sandwich, chips, baked beans and drink.

Hope to see you there.

\$4.00



IN MEMORIAM

LLOYD MARTIN
RETIRED CARRIER

JACK CLARK
RETIRED CARRIER

DENTON TAYLOR
*RETIRED CARRIER AND
DEDICATED BRANCH
111 OFFICER*



**WE EXPRESS OUR
CONDOLENCES TO
THE FAMILIES**

Make A Permanent Impression at Utah Food Bank

When you order a personal tribute plaque – you are making a permanent impression and helping to further the mission of Utah Food Bank. Proceeds will provide additional food and services to Utah families.

Donate to Utah Food Bank on behalf of yourself, family, friends or loved ones! A letter will be sent to verify your gift. For additional plaques, attach additional names on a separate piece of paper or email: ClairF@UtahFoodBank.org (subject: Tribute Plaque) or call Clair at 801-887-1256.



**UTAH
FOOD
BANK**

For a gift of \$250 or more, you will receive an 8" x 8" engraved plaque displayed in Utah Food Bank's volunteer sort area.

For a gift of \$100 or more, you will receive an 4" x 8" engraved plaque displayed in Utah Food Bank Bank's volunteer sort area.

YES! I want to support Utah Food Bank. Please make checks payable to Utah Food Bank

\$100 \$250 \$_____ Other

\$_____ Pledge Total (to be paid within one year)

Total pledge will be divided into 12 equal payments each charged to your credit card on the 15th of the month.

Name: _____

Address: _____ City: _____ State: _____ Zip: _____

Phone: (____) _____ - _____ Email: _____

VISA MasterCard American Express Discover Card

Credit Card #: _____ Signature: _____

Donate online at www.UtahFoodBank.org

To order your custom engraved plaque, please fill out the following form:

Please write (below) how you would like your name to appear on the plaque. (engraved plaque limit 3 lines and 20 characters per line.)

NO engraved plaque is necessary, please accept my donation.

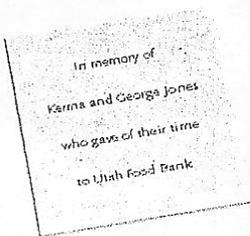
YES! I want to donate \$100 and receive a 4"x 8" engraved plaque.*

Pat and Cynthia
MacDrury
Food Box Volunteers

* UFBS reserves the right to approve all engraved plaque content. Minimum donation of \$100 per plaque.

YES! I want to donate \$250 and receive a 8"x 8" engraved plaque.*
(Engraved plaque limit 6 lines and 20 characters per line.)

* UFBS reserves the right to approve all engraved plaque content. Minimum donation of \$250 per plaque.



Mail Order Form to: Utah Food Bank • 3150 S. 900 W. Salt Lake City, UT 84119 (801) 978.2452 www.UtahFoodBank.org

New COLCPE contest aims to boost Gimme 5.

As the union's political action fund, COLCPE is the anchor for the NALC's legislative and political activities. At the state chairs meeting, Rolando presented awards to the winners of last year's COLCPE contest and announced a new contest to encourage maximum participation through the Gimme 5 program, which asks active and retired carriers to give \$5 or more each pay period through automatic deduction.

The contest will pit branches of similar size and current Gimme 5 participation rates against each other.

Branches with 50-99 members will compete in one group, and those with 100-450 members in another. The largest branches—those with 451 or more members—will compete with each other in groups of three or four (see below).

Branches will win prizes based on the total new Gimme 5 participants they sign up by November, as well as for the greatest increase in participation percentage. All new and current Gimme 5 participants will be entered into a raffle for additional prizes.

“There simply has never been a more important time to participate in COLCPE,” Rolando said.

“We need everyone on board. COLCPE helps pro-labor, pro-letter carrier candidates for Congress get their message out so they can go to Washington to support us and protect our jobs so we can serve the public.”

The involvement of NALC members who lean Republican, Rolando added, is especially important.

“Our union isn't partisan and neither is this fight,” he said. “Our struggle is for letter carrier jobs, period. We deserve support for that struggle from both parties. We have a diverse membership, and that's good. Our Republican members need to tell Republicans in Congress our side of the story and remind them of our political diversity, and to speak out against attacks on labor.”

How the 2011 COLCPE contest works

Category 1: Branches with 451 members or more have been divided up into competitive groups of three, four or five. There are 33 total groups based on membership size and current "Gimme 5" automatic contributing percentage. Branches need to sign up as many automatic "Gimme 5" contributors as possible. The branch with the highest percentage of "Gimme 5" contributors in the assigned grouping at the end of November will be declared the winner. Each winning branch will win four \$100 gift cards.

Category 2: All branches with 100 to 450 members will be competing against each other. Branches need to sign up as many automatic "Gimme 5" contributors as possible. The branch with the highest percentage of "Gimme 5" contributors at the end of November will be declared the winner, but the top four branches will all receive a prize. The top branch will win four \$100 gift cards; the second place branch, three \$100 gift cards; third place, two \$100 gift cards; fourth place, one \$100 gift card. The four branches with the greatest increase in "Gimme 5" percentage will also receive a prize. First place will win four \$100 gift cards; second place, three \$100 gift cards; third place, two \$100 gift cards; fourth place, one \$100 gift card.

Category 3: All branches with 50 to 99 members will be competing against each other. Branches need to sign up as many automatic "Gimme 5" contributors as possible. The branch with the highest percentage of "Gimme 5" contributors at the end of November will be declared the winner. The top four branches will all receive a prize. The top branch will win four \$100 gift cards; the second place branch, three \$100 gift cards; third place, two \$100 gift cards; fourth place, one \$100 gift card. The five branches with the greatest increase in "Gimme 5" percentage will also receive a prize. First place will win four \$100 gift cards; second place, three \$100 gift cards; third place, two \$100 gift cards; fourth place, one \$100 gift card.

Category 4: Individual raffle, Every "Gimme 5" contributor will be eligible to win one of 10 \$100 gift cards. The raffle winners will be announced in the February 2012 issue of *The Postal Record*.

The competition ends in November. PostalEase contributions must be reflected in our system by the second pay period in December. Results will be published in the February 2012 issue of *The Postal Record*, along with the winners of the individual raffle.

Director of Retirees Report

Joe Zabriskie

This year marks my 9th year as Director of Retirees for Branch 111 NALC.

My job as Director of Retirees gives me the opportunity to serve the seniors of the branch and their families.

With 50 years of Union membership, a retired member qualifies for a Gold Card which means they no longer have to pay monthly dues. If you think you are eligible, please contact Branch Secretary Sharla Groves.

The annual Retirees Dinner will be held the 15th of September 2011 at the "Golden Corral" in West Valley City, Utah. There will be a reminder posted in a later edition of the Pavement Pounder for RSVP.

The Branch has a progressive door prize the night of Union Meeting. Please come out and see if you can win \$350.00 in February.

If you have not yet signed up for COLCPE, please contact Jeff Asay on how to do it.

Last but not least, the Branch will be taking nominations for "Retired Carrier of the Year" awards. Any member in good standing, or their families, or active members may nominate someone. Nominations need to be mailed to the Branch no later than August 1st, 2011. Please put "ATTN Retired Carrier of The Year Award Committee" on the outside of the envelope.

The nominations should be addressed to:

Retired Carrier of the Year Award Committee.

Branch 111, NALC
2261 S. Redwood Road
Suite #14
SLC, Ut. 84119-1330

Yours Fraternaly, Joe Zabriskie

Retired Carrier of the Year Award—Nomination Form.

Name _____

Years as a Letter Carrier _____ # Years as a union member _____

Reason nominated _____

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

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The

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HEALTH BENEFITS

Jim Kerekes

**DIRECTOR OF
RETIREES**

Joe Zabriskie

**PAVEMENT POUNDER
EDITOR**

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**(SAFETY & HEALTH
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