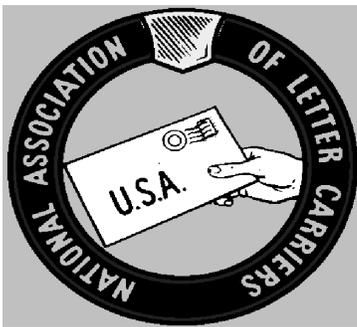


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Pavement Pounder

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November 2009

Thankful for
the NALC!



The Winners Box

Union Meeting
Drawings
October 8, 2009

2 Door prizes
\$25.00 Each

John Groves
Gary Thorne

Progressive Retirees
\$250.00

Robert Wright
(not present)

Next month
\$275.00

Progressive Union B
\$400.00

Walt Linkenhoker
(not present)

Next month \$425.00

Progressive Union A
\$825.00

Justin Carlson
(not present)

Next month
\$850.00

The next drawings will be
at the November 12, 2009
Union Meeting

You Must be
present to
WIN!!!

The Wahlquist Report

Mike Wahlquist, President.

Report of the President

The State of the Union

A few days ago, I received a phone call from a Letter Carrier who was upset about the way management was doing things in her office. This happens frequently, and should be no surprise to anyone. What was surprising was that this Letter Carrier was in fact a non-Union member, otherwise known as a "scab". As she was telling me about the problems going on in her zone, I politely stopped her and asked whether she was a Union member (I knew that she was not, and I have asked her to join in the past). She replied that she was not, but went on to say that she knew good and well that I still had to file a grievance on her behalf, and that I had to represent her. (What moxy!)

She began to tell me

her tale once again. Again, I politely stopped her. I said, "You're right, the Union does have to represent you, however, my time is not yours. My salary is paid by Union Members, and I work for them. However, I will assign a Shop Steward to come in and represent you and perform a grievance investigation. The reason that we do this is because the Union Steward will perform the work on the clock and will be paid by the USPS to represent you, and not by the Union."

It seems that the crisis we are going through in the Postal Service is having an effect on our membership. Happily, I am witnessing some long term Non-Members (who see the writing on the wall) finally join our ranks. In light of recent events, this is the smartest thing they can do. Sadly, I am also seeing some Union Members deciding to drop out. Oh, they always adopt some lame excuse, which we have all heard before, but in fact they have just decided to ignore their

conscience while betraying their fellow carriers.

Canceling Union membership in the middle of this crisis (or at any time for that matter) is like canceling your health insurance just to save a few bucks. Sure, you might save money for a few months or even a few years' worth of payments, but what happens when the insurance is really needed? What happens when you have a catastrophic health problem? What happens when the contract negotiations of 2011 come to the table? Of course, nobody in their right mind would cancel their health insurance just to save a few bucks, and likewise, nobody in their right mind would cancel their Union membership.

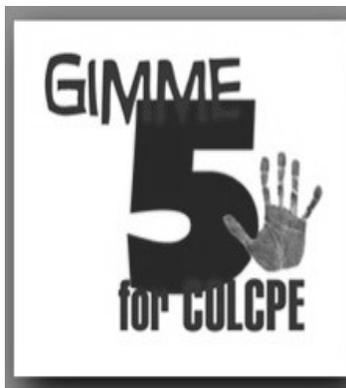
Right now the Union is fighting for six-day delivery, while the Postal Service is seeking slow self-destruction by advocating five-day delivery (which will only encourage competitors to take our business). Right now the Union is fighting to redistribute work in a sensible and forward-looking way, such as the MIARAP, while the Postal Service

has clerks sitting in rooms doing nothing for 8 hours per day, for a price-tag of approximately 50 million dollars. The Union is fighting for proper staffing, while the USPS thinks it's better to have carriers working mandatory penalty overtime rather than hire an extra TE. Are you seeing a pattern? Like I have always said, if the Postal Service is to be saved, it is the NALC that will save it in spite of itself.

On a side note, I have spoken with the National Officers of this Union, and I can report that any and all rumors of early-outs for Letter Carriers are unfounded at this time. Right now, the USPS needs every carrier they have; therefore there is no need to reduce our ranks. This is not to say that it could never happen in the future, in fact, I believe that early outs with incentives actually pay for themselves in less than a year (or just over a year depending on the amount of the incentive), which makes sense to everyone except for upper management. But that discussion will have to wait for another day.

The Union is fighting for every Letter Carrier, every day,

whether it is your local Steward filing a grievance on your behalf, or the National Officers fighting for your health benefits with the Postmaster General and Congress. Let's get the word out to our Non-Union fellow Letter Carriers. If there ever was a time to join the Union, that time is now. If every Union Member would ask one Non-Member to join, we could probably be around 99% organized in record time (Unfortunately, I believe that there are a few people whose ethics are so twisted, that they will continue to be scabs no matter what!). Please go out and invite a Non-Member to join our ranks today, and we will celebrate our victories tomorrow.



The Veep Speaks

Vice President Phillip Rodriquez

Every year our Branch has a dinner to honor our Stewards. We always gather in the month of October at a restaurant inviting Stewards and their spouses to eat a dinner and socialize with our fellow Union brothers and sisters to recognize their hard work. We as Branch 111 officers enjoy recognizing our brothers and sisters who make our Union function.

Shop stewards are members' first line of defense, responsible for enforcing the contract and handling grievances, and this year our Stewards have filed a record number of grievances. Filing grievances is not the only job as a Steward. A shop Steward has many roles and most of the time his or her work is done outside of the spotlight with little fanfare.

A Shop Steward must be a communicator. Our members on the workroom floor seek information and the first person they go to is the Shop Steward.

Many times the message is not welcome or well received but the role of "relaying" the message is done through our Shop Stewards.

A Shop Steward must be a problem solver. Not all problems are solved with a grievance. Most Stewards prevent problems from becoming grievances by taking appropriate actions such as talking to our Station Manager and desperately trying to get them to follow the contract. I would like everyone to think of the last conversation/dispute they had with their Supervisor. Was your Supervisor open to what you had to say? Did they treat you with respect or see your logic? Now imagine having these conversations daily, behind closed doors, as most Stewards do in trying to solve problems.

A Shop Steward must be an educator. Education comes not just through teaching, but through action. Union members learn by sharing experiences, taking action, and discussing it afterward with our fellow workers. If a Carrier has a question the first person they ask is the Shop Steward. The Shop Steward will tell you what you should or shouldn't do. They will give us answers regarding the complicated

language and many facets of our Collective Bargaining Agreement. And surprisingly, the Steward will clarify our Supervisors distorted interpretation of rules and regulations.

More than ever a Shop Steward has become a political activist. Our political activities have been the lifeline to our surviving a recession that has almost bankrupt the USPS. The Steward has been asked to mobilize our members regarding COLCPE and E-Activism. They have been asked to man phone banks and walk for politicians that share our Political agenda with fellow co-workers while being confined to the rules of the Hatch Act.

The role as a Steward is a sacrifice! Stewards lose overtime, annual and often take the daily problems home. They are expected to recite rules instantly. They take time to come to monthly Union meetings and Steward training. They represent individuals who some might feel shouldn't need representation. They are heckled by scabs and judged by fellow Union Officers with the work they do.

As Vice President of Branch 111 I want to graciously thank every Steward. I thank you for your sacrifice and dedication. I thank you for your willingness to step forward and do a job with little compensation. Thank You!!



Social order at the expense of liberty is hardly a bargain.

By "Junior" AKA Brian Gonzales

I, by no means, consider myself an activist and hope the small audience I have enjoys the cartoons I create each month for the Pavement Pounder. I have been drawn however to ask for your loyalty to stand together in Branch 111. Benjamin Franklin once wrote, "any society that would give up a little liberty to gain a little security will deserve neither and lose both." The USPS has a history of tolerance and indifference to intimidating and disruptive behavior from its' supervisors. Some formal systems (EEO/ADR, as well as Human Resources) are indirectly promoting it. Intimidating and disruptive behavior stems from both individual and systemic factors. The inherent financial stresses of dealing with a high stake economy, as well as high emotion situations can contribute to occasional intimidating or disruptive behavior. Supervisors and managers who exhibit characteristics such as

self-centeredness, immaturity, or defensiveness can be more prone to unprofessional behavior. They can lack interpersonal, coping or conflict management skills. Disruptive behaviors often go unreported, and therefore un-addressed for a number of reasons. Fear of retaliation and the stigma associated with "blowing the whistle", as well as a general reluctance to confront an intimidator all contribute to under-reporting of intimidating and or disruptive behavior of management.

Additionally, staff within our institution often perceive that powerful, revenue-generating offices are "let off the hook" for inappropriate behavior. Offices who generate high amounts of revenue are treated more leniently when it comes to behavior problems than those who bring in less revenue. I have often wondered if the ASP program teaches a form of team building through sadism. A supervisor who is intoxicated by violence and views social order at the expense of liberty is hardly a bargain when you consider the cost and money squandered by management through

settlements, payouts and lawsuits filed. While carriers are micro-managed to capture as much revenue as possible, rogue managers and supervisors have been allowed to continue mis-managing postal funds at a time when we should all be conscious of lost revenue. It has been the members of the NALC who have lobbied to congress to change the Postal Act of 2006, which would re-build our system placing \$ 5 billion dollars into current revenue. Postal employees are the ones submitting Customer Connect, Business Connect, and Rural Reach cards, which have flooded in with impressive results. We the carriers have fought to re-build utilizing COLCPE, we must come together united and support our Union and its' leaders through our membership. We literally cannot afford not to be a member at this time.

See you in the funny papers



OWCP

(Jeff Asay, Utah State OWCP Substituting for)

Terry Ehlers

Injured at work? What you need to know, what you need to do.

If you suffer a traumatic injury when you are on the clock what should you do? I will not bore you with the names or numbers of a bunch of forms, which should be the last thing you worry about if you have just been injured. So what do you need to do.

1. Get help. If you are injured, even if the injury seems minor, you should seek help. If the injury is severe then of course call 911, or get a customer or passerby to do so.
2. Call your spouse, significant other, or a family member. Do not rely on postal service management to do this. Your supervisor or manager

will be worried about how he is going to get the rest of your route delivered, how long it is going to take to complete all the reports of the injury / incident, how long you might be off, and what discipline he is going to issue you for being unsafe (after all if you are injured you must have been doing something he can issue discipline to you for, especially as you have created several hours of actual work for him) In other words don't expect the insensitive ninny to actually care about you or your family.

3. Now that you have sought assistance and notified your family, call your supervisor, who will come out and stand in the way and bring a stack of paperwork that he wants you to hurry up and complete. Most often these will be the wrong forms because your supervisor has had almost no training on OWCP. So do not fill out anything or SIGN until you have done step #4
4. Call your shop steward, or Terry Ehlers, Jeff Asay, Phil Rodriguez, or Mike Wahlquist. Let us tell you what forms need to be

completed, what forms your supervisor needs to complete, what forms your supervisor must give you to take to your doctor for the doctor to complete. We will do our best to make sure that you get the attention you deserve to make sure that your OWCP claim is taken care of as painlessly as possible. You are suffering enough. Let us do our jobs, representing you to the best of our ability.

Call us at...

Terry Ehlers

801-694-0558

Jeff Asay

801-597-2380

Phil Rodriguez

801-633-4222

Mike Wahlquist

Office 801-973-6705

Cell 801-910-2253

Ask your steward for his phone number, you need it.

Again if you are injured on the job, even if the injury seems minor, follow the steps described above, and trust to your union representatives to make sure that you get the attention you deserve.

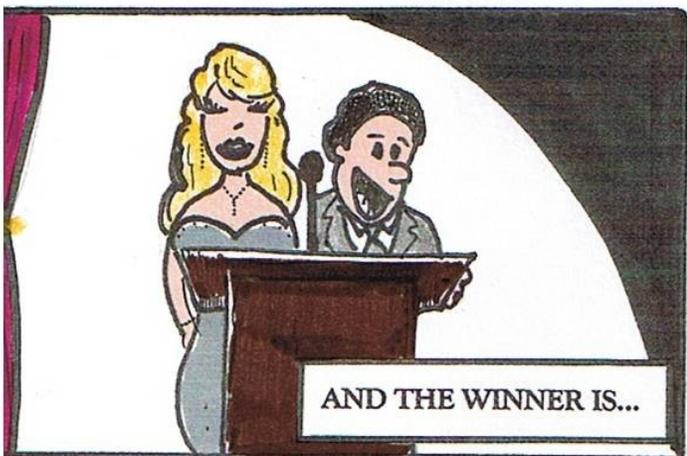
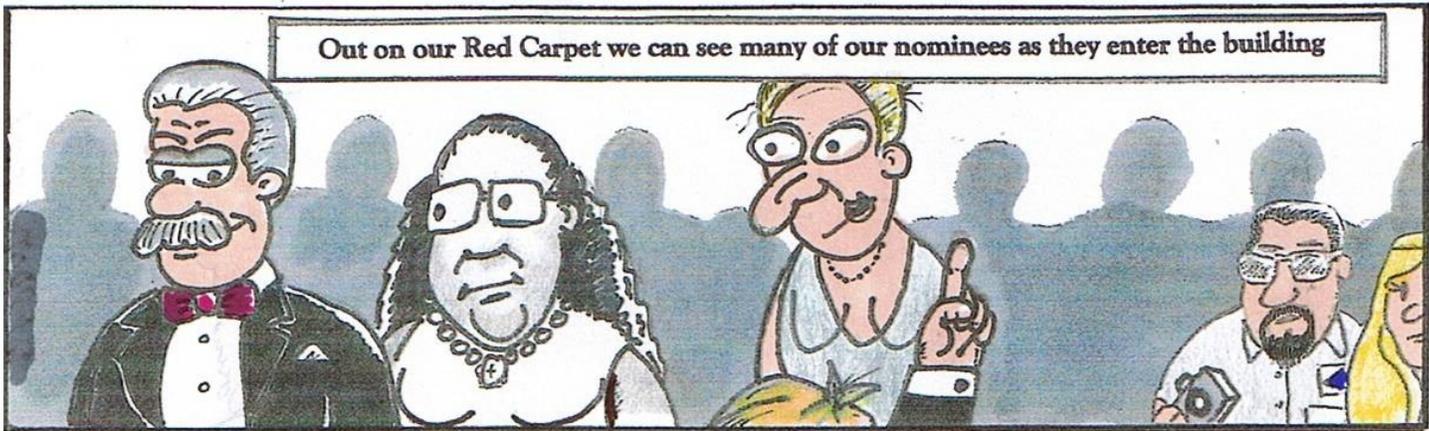
Thank you.





I'd like to welcome you to the 1st Annual Turkey Award's. Our nominee's are selected by vote and our winner with the most votes is awarded the Golden Turkey. Our candidates are selected within management. What qualifies them for Turkey of the year is obvious. Lack of people skills- poor work ethics deceit of any kind- acts of hostility and or bad hygiene. Any one of these characteristics qualifies them, but it's the voters who decided.

ALL CHARACTERS IN SACK OF ORANGES COMICS ARE PURELY FICTIONAL ANY SIMILARITY TO ANYONE ALIVE OR DEAD IS PURELY COINCIDENTAL AND ARE NOT MEANT TO OFFEND ANYONE. USE ADULT DISCRETION WHILE READING SACK OF ORANGES AS THEY SHOULD NOT BE READ BY ANYONE. PRIOR "DINO" GONZALES-SACK OF ORANGES © Junior



OPEN SEASON

HEALTH BENEFITS FAIR



Friday, November 13th

**Main Office T.V. Room
1760 W 2100 S, Salt Lake City**

6:30 a.m. – 8:30 a.m.

11:00 a.m. – 2:00 p.m.

5:00 p.m. – 7:00 p.m.

**Call Jim Kerekes—Branch 111 NALC Health Benefit Rep @
801-557-6033 for further info.**

What Shall I Do?

I ought to get a large reward for never owninga union card.

I've never grumbled, I've never struck, and I've never mixed with union truck.

But I must be going my way to win, so open St. Peter, and let me in.

St. Peter sat and stroked his staff, despite his high office he had to laugh.

Said he, with a fiery gleam in his eye,

“Who is tending this gate, you or I? I've heard of you and your gift of gab, you are known on earth as a scab.”

There upon he rose in his stature tall, and pressed a button upon the wall, and said to the imp who answered the bell,

“Escort this fellow around to Hell,

Tell Satan to give him a seat alone, on a red hot griddle up near the throne: But say, even the devil can't stand the smell, of cooking a scab on a griddle in Hell. It would cause a revolt, a strike I know, if I send you down to the imps below.

Go back to Earth and tell that

“They don't even want scabs in HELL!”

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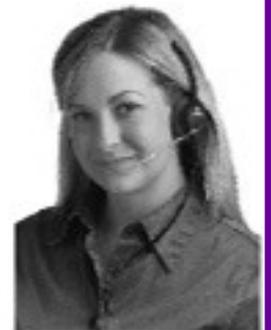
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November 2009

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5 <i>E-Board</i> <i>6:30 PM</i>	6	7
8	9	10	11 <i>Veterans Day</i> 	12 <i>Branch Meeting</i> <i>6:30 PM</i>	13 <i>Pay Day</i>	14
15	16	17	18 <i>Steward's Meeting</i> <i>6:30 PM</i>	19	20	21
22	23	24	25	26 <i>Thanksgiving</i> 	27 <i>Pay Day</i>	28
29	30	 http://branch11.com /index.htm				

**IN
MEMORIAM**

**ROBERT
NOVASIO**

**JACK
CAMERON**

**MELVIN
SMITH**

**JOHN
PICKETT**

**LETTER
CARRIERS
BRANCH 111
EXPRESSES OUR
CONDOLENCES
TO THEIR
FAMILIES.**



Pavement Pounder

Staff

**Editor -
Jeff Asay**

**Associate Editor -
Amie Gallo**

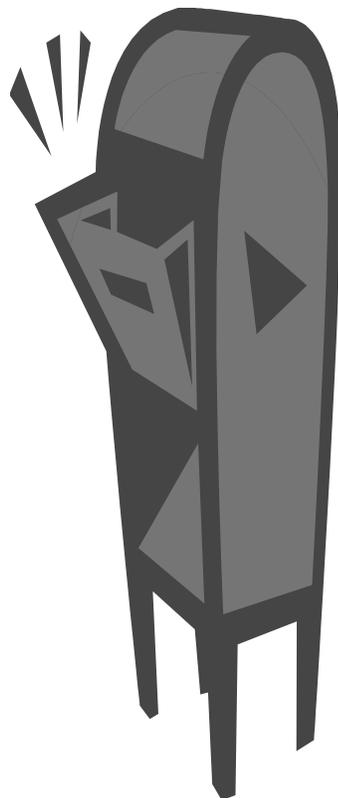
**Graphic Artist -
Brian "Junior"
Gonzales**

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 en-



**THE PAVEMENT
POUNDER
POLICY AND NO-
TICES**

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.

Official Notice

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With
AFL-CIO

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Salt Lake City, Utah 84119-1338
Phone 801-973-6705
Fax 801-973-6723



UNION MEETING

**Thursday
November 12, 2009
6:30 P.M.**

OFFICIAL NOTICE : NOMINATIONS FOR DELEGATES TO NATIONAL CONVENTION IN ANAHEIM 2010 WILL BE HELD AT THE NOV. UNION MEETING NOV.12TH
ELECTIONS WILL BE HELD AT THE DEC. MEETING DEC. 10TH

National Association of Letter Carriers
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Pounder”***

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