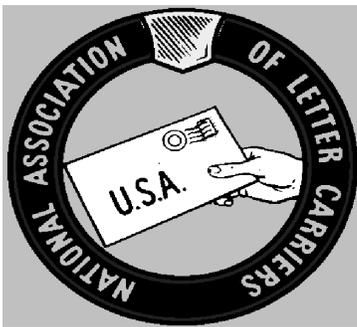


Alta Canyon - Bountiful - Cottonwood - Custer --Downtown - Dugway - Foothill - Heber - Holladay - Kearns



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

October—November 2010

NALC Auxiliary



Auxiliary National Officers

**Involving our families....
Helping us win the battle.**

The Wahlquist Report

Mike Wahlquist, President.

As I write this it is ninety degrees outside and October is nearly here. In a couple of weeks, we'll probably have snow. Welcome to Fall! I just returned from the Committee of Presidents in New Orleans, and I can report that we are not the only ones in the nation who are having staffing and mandating problems – these problems are nation-wide! This brings me to the topic I wish to write about this month: Improper Mandating – or, in other words, assigning overtime in the wrong order.

To start off I need to explain that the Overtime Desired List, or ODL, is composed of 12/60 Carriers, who want up to 12 hours of work each day and up to 60 hours of work per week, and Work Assignment Carriers, who want all the overtime they can get on their own assignment. Carriers not on either of the aforementioned lists are Non-ODL Carriers, sometimes known as “8-hour Carriers”, due to the fact that they only wish to work 8-hours per day. However, all Carriers may be required to work up to 12-hours per day in compliance with Federal Law (In some cases it may be 11.5 hours and a lunch). The ODL simply mandates the pecking order in which overtime is assigned. To make this process unnecessarily complicated, Article 8 contains 30 pages of rules and memorandums of understanding regarding the assignment of overtime.

There are really only two main scenarios regarding mandatory overtime: A Non-ODL Carrier who is mandated on his or her own route on a regularly scheduled day, and a Non-ODL Carrier or Work Assignment Carrier who is mandated off his or her route, or who is mandated to come in on his or her day off. I

could write a ten page article regarding these two scenarios, but I still wouldn't be able to cover the topic adequately. The following paragraphs will give you the gist of mandating, but are not intended to be comprehensive.

For a Non-ODL Carrier mandated on his or her own route on a regularly scheduled day, management must have all other classes of carriers (except Work Assignment carriers) at the verge of going into penalty overtime, or going to the last truck (last dispatch), in order to be able to mandate by the ongoing juniority list.

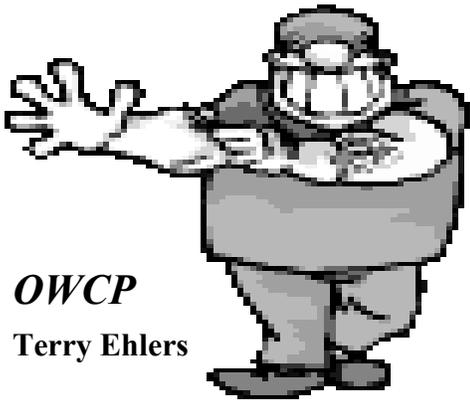
For a Non-ODL Carrier or Work Assignment Carrier who is mandated off his or her route, or who is mandated to come in on his or her day off, management must have all other classes of Carriers maxed out to the 12-hour limit (11.5 hours and a lunch for PTF's and TE's) or going to the last truck. Remember: management *may* seek non-ODL *volunteers* rather than selecting non-volunteers (on the basis of juniority). Normally, carriers not on the Overtime Desired List may not grieve the fact that they were not selected to work overtime.

Some Carriers have wondered why it is that management is able to mandate to the last truck, and the answer is found in a “Letter of Intent” signed by the parties and placed at the end of Article 8 in the JCAM. I personally hate this Letter of Intent, but since the parties signed it we have to live with it. It is interpreted at the highest levels to mean that if management can make the last truck by mandating, then they are allowed to do it, subject to Article 8. If management is not going to make the last truck, then they must

have the appropriate Carriers working to the 10 or 12 hour limits (as stated above) before mandating. And this knowledge of making or not making the truck must occur when there is sufficient time to assign out the overtime (I.E. when the morning estimates are known), and not after the fact.

The crux of the matter is that if you feel you have been mandated improperly (I.E. you see a TE or a 12/60 Carrier going home when you are going back out to carry off another assignment) you need to let your Shop Steward know about it so that he or she can perform an investigation to see what happened and whether we need to file a grievance. It does not look like the Postal Service will hire any more Carriers until after the next round of contract negotiations. They will allow transfers, sure, but that merely shifts the understaffing. This is not by choice of any of the local managers, I know for a fact that most of them would hire right now if they could. The hiring freeze in which we find ourselves comes straight from the top, and I don't need to say how I voted at national convention about whether we should be on record as having “no confidence” in our sitting Postmaster General. The voting was unanimous.





OWCP

Terry Ehlers

Well, the annual Steak Fry went as planned on August 28th, and I hope all that attended were pleased. To those who did not make it I would hope you can next year. There were a lot of prizes given away with a grand prize in one of the candy jars. I need to thank all those who volunteered to help make the Steak Fry a success; there are just too many names to list to thank all of you in this article. Well the planning for next year's Steak Fry is already under way, we are looking at a possible new site, but research is first and we shall keep everyone posted..

All carriers should be looking out for each other when it comes to injuries; we all need to inquire why someone is not at work and if they need some kind of assistance. If you know one of your brothers or sisters is not at work you should inform the local steward and let them check on the carrier.

We all need to watch one another's back, for if we do not band together and take care of each other, then who knows what will become of us. Solidarity is not just a word it is an action that many do together. So as the saying goes, stand up for your rights, stand up together and fight, for together we shall bring down the monsters and walk out into the light.

If you need assistance please contact your local steward, call the Branch office or call me.

Thank you,

Terry C Ehlers



Branch 111 Steak Frya great party!!





Auxiliary

8



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Eligibility for membership as a regular member shall be spouses, family members, and significant others, over the age of 16, of regular or retired members of the NALC.

Spouses, family members, and significant others, over the age of 16, of deceased NALC members are eligible for membership provided the deceased was an NALC member in good standing at the time of death.

Letter carrier retirees in good standing with membership in the NALC.

How Can You Make a Difference? The Auxiliary consists of Auxiliary locals affiliated with NALC local branches. Any letter carrier family member or significant other, over the age of 16, can be a member.

But the NALC Auxiliary is more...

- ✦ Like all democratic institutions, the Auxiliary gets its strength from its members.
- ✦ By joining the Auxiliary, you help your own family and spouse as well as thousands of others win the support they need.
- ✦ Contact legislators for their support on letter carrier issues.

You can help the letter carrier cause by representing them in various community charities and activities.



INCLUDE ME IN THE ARENA TO FIGHT FOR LETTER CARRIER RIGHTS
SIGN ME UP AS AN AUXILIARY MEMBER !

Branch No. _____ Branch City _____ Auxiliary # _____

Name: _____ Phone No. (____) _____

Address: _____

City: _____ State: _____ Zip: _____

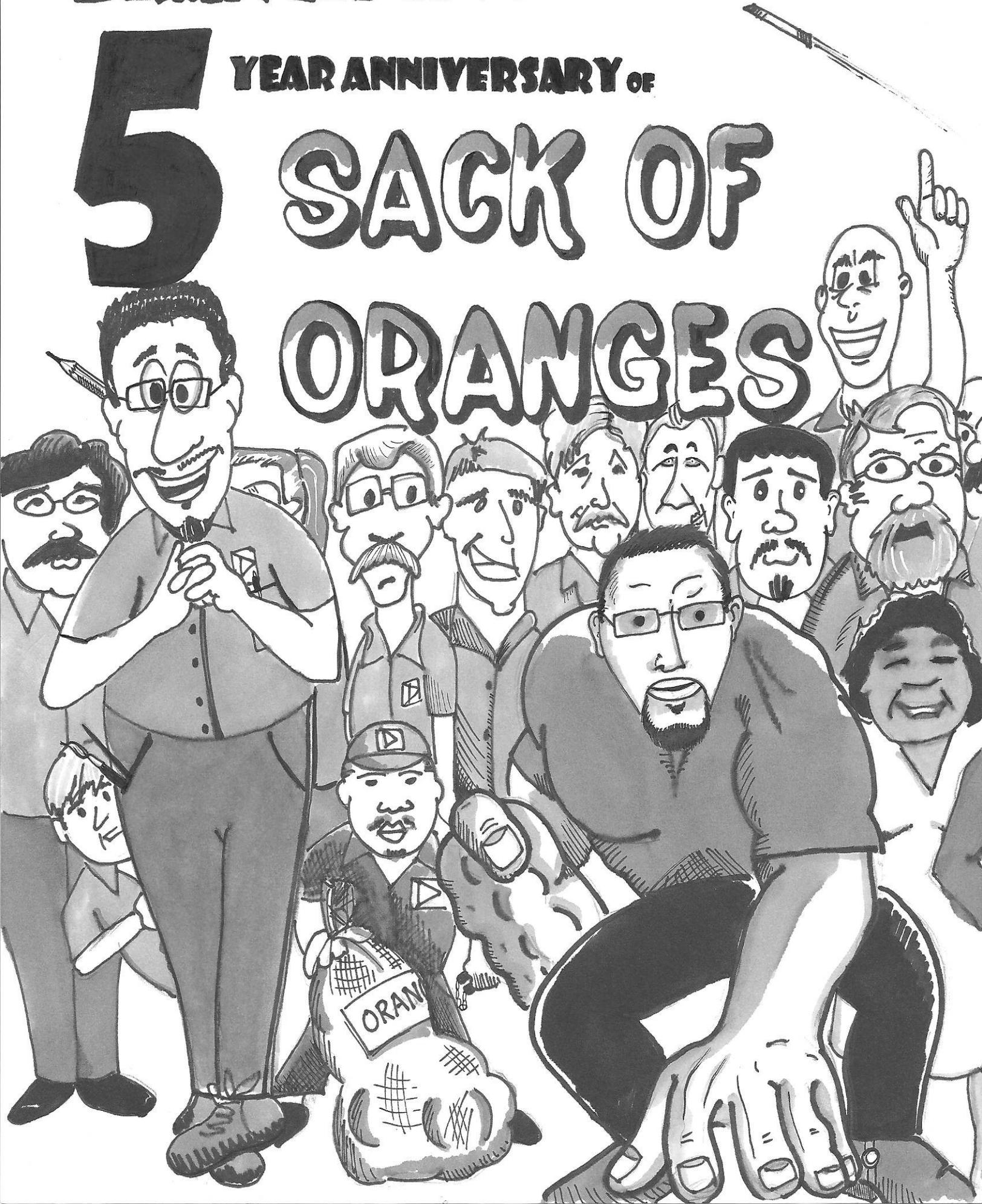
I am a family member of NALC member: _____ of Branch _____

Return to the person giving you the application, a local Auxiliary member, or mail to:
NALC Auxiliary, Marie Rasmussen, Secretary, 3136 Elderberry Road, Racine, WI 53402

BRANCH 111's

YEAR ANNIVERSARY OF

5 SACK OF ORANGES





USA

June 2010



N.A.L.C. AUXILIARY 8

A letter from the President:

The NALC Auxiliary's mission is to support and promote the objectives, the political activities, and the charities of the National Association of Letter Carriers, AFL-CIO.

This next coming year is going to be extremely busy for the Auxiliary. Therefore, we need the support of our Union members, spouses, dependants (over the age of 16), significant others, and of course of Retirees.

At the end of the year our annual membership is coming due. Please support the Auxiliary by signing up! There are many ways one can support the Auxiliary by signing up and become an active member or by making a monetary yearly donation.

You can pick up an Auxiliary membership form from any Auxiliary member or in the bi-monthly Pavement Pounder (Branch 111). Yearly dues are \$26.50 for active Letter Carriers and \$22.50 for Retirees. This breaks down to

How does the Auxiliary support your Union?

Contacting Legislators, support Carriers issues- 5 Day Wrong Way

Supporting all NALC family members

Supporting NALC events- training classes, union meetings, etc...

Annual Food Drive- helping in sorting, and picking up the food

Making donations to MDA and C.O.L.C.P.E.

If you would like to Join Auxiliary 8, please complete the membership form and either give to Vickie at the next Union meeting or mail back to Vickie Payne, 4290 South Olive Drive, Salt Lake City, Utah 84124. You can also reach me at 801-278-8108 or by email at rwvp@comcast.net .

Thank you for your support!

Vickie Payne J



Official Notice



Branch 111 N.A.L.C.

Union Meetings

Thursday

October 14, 2010

6:30 P.M.

&

Thursday

November 11, 2010

6:30 P.M.

***Nomination of Delegates to State convention
will be at October Meeting.***

All meetings held at:

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



NALC HEALTH BENEFIT PLAN

Jimmy Kerekes

We are still a FEHBP participant. As a federal worker the rule is to have FEHBP coverage the last 5 years of your employment or you lose coverage for good. OPM controls the contract of health coverage with all FEHBP participants each year. OPM is the only one that tells us when to implement any regulations the National Health Plan may have for coverage benefits. So far the new ruling on age 26 issue will take effect for the year 2011. During this open season you must sign up any children that are 26 years and younger and are not married.

Due to the printing schedule of the Pavement Pounder for the rest of the year, I have to inform you now what I can, before open season ends this year. Open Season is from NOV. 8th thru DEC. 13.

The Health Plan is celebrating its 60 years. It has always been the union's goal to have an all letter carrier health plan. In 1950 with the total union membership of 4116 the plan borrowed \$ 5000 from the union treasury. The monthly premium was \$ 6.35 and \$ 10.00 daily hospital room payment, \$ 200.00 in miscellaneous benefits, and \$ 200.00 surgical limit.

In 1960 the health plan grew to 30,000 members. During that year it was decided to join the FEHBP program. Because of that the mem-

bership grew to 101,503 members. The years following the 60's many benefits and technologies and PPO programs helped the plan to move forward and grow.

In the last years of the 1990's and early 2000's the plan became the top rated nationwide Fee-For -Service Plan. In 2009 there was 20 new benefits added. In 2010 more preventive care for adults and children were added.

The Union's objective and mission is to unite all letter carriers that are in good standing to be a 100% union. The Union is trying to bring all carriers into the plan. In the last few years our numbers have increased. In 2007 they gained 5,534 new members, then in 2008, 26,080 new members, and in 2009, 6,596 new members.

On the front of the official brochure for each year's benefit coverage there is a statement that is written: *If you are a postal worker you must be a dues paying member of the local union. A health plan gets better coverage if there are more members.*

If in the next round of contract negotiations, the contract contains a letter carrier only plan or a letter carrier union membership plan one would probably need to be member to have the NALC health plan. If that be a possibility one would want to prepare now for such an event. Open season always runs Nov. thru DEC. In Nov. 2011 the contract runs out and it will be in the middle of open season. That open season of 2011 would be for 2012 health coverage. Then if there is a carrier union membership plan it would probably start in 2013. All the rules would still be in control by OPM. Again there are many variables for example Medicare and FEHBP. But the key is to have many members so the premiums can be affordable and the benefits increase. Each year the more members sign up the better.

If you are a letter carrier in

the year 2013 and don't get NALC health coverage you may not get it those years unless you are a union member. You may still have a choice for other FEHBP plans. Cost of premiums and also the benefits that are offered are decision makers in deciding which health coverage to sign up for. There will always be a choice during open season. So if there is a union membership plan, then you would have to sign up as a union member.

I will be getting the new 2011 coverage information later when they send it to me. That will be maybe in mid or late October. Next pavement pounder article will be in the middle of the open season so if you need questions answered before and during open season call me at : home # 801-254-2860 and/or cell # 801-557-6033.

Union member-ship

is an

insurance policy.

Job

Insurance!!!



Deliver the Cure



As I write this, I'm still filled with excitement from the MDA Labor Day Telethon! Branch 111 raised a total of \$4654 over the course of the past year. We were invited to present it on the telethon. Vice President Phillip Rodriquez and I presented our total to Wesley Ruff while letter carriers answered the phones and took pledges.

We drew for the two weekend getaways at the Steak Fry. Joay Wiscombe, our friend and MDA Ambassador drew the winners and they were Johnny Nay and LoEne Lookebill. The total raised with this fundraiser was \$1167. I would like to thank everyone that contributed their hard earned money to this worthy cause. There were so many that worked hard on collecting donations and making this a success. The generosity of my brothers and sisters never ceases to amaze me!

We will be taking part in the 2nd annual NALC MDA Bowl a Thon. Last year we had so much fun and raised almost \$3,000 for MDA. This year we will be bowling on November 7. We are still hammering out the details as far as time and place, but I need team captains and bowlers. If you are interested in helping a good cause and spending an afternoon bowling, please contact me.

Thanks again for supporting this very worthy cause!

Kimberly Mortensen
(801) 336-6738

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.

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.

October 2010

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1 Payday	2
3	4	5	6	7 E-Board	8	9
10	11	12	13	14 Branch Meeting	15 Payday	16
17	18	19	20 Steward Meeting	21	22	23
24	25	26	27	28	29 Payday	30
31 						

November 2010

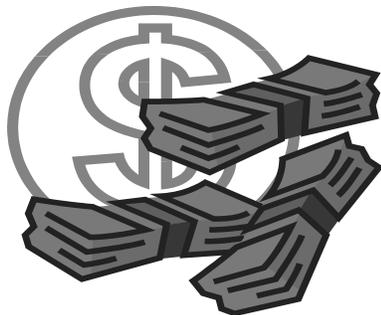
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1 Rap Session	2 Rap Session	3 Rap Session	4 Rap Session	5 Rap Session	6
7	8	9	10	11 Branch Meeting	12 Payday	13
14	15	16	17 Steward Meeting	18	19	20
21	22	23	24	25 	26 Payday	27
28	29	30				

The Winners Box

Union Meeting

Drawings

July 8, 2010



2 Door prizes monthly \$25.00 Each

Joe Zabriskie

Barrie Frankland

Progressive Retirees

\$175.00

Bernice Sandburg

(not present)

Next month

\$200.00

Progressive Union B

\$50.00

Ronald Vance

(not present)

Next month

\$75.00

Progressive Union A

\$200.00

Stormy Blood

Winner!

Next month

\$25.00

The next drawings will be at the September 9, 2010 Union Meeting

You Must be present to WIN!!!



We need

VOLUNTEERS!

To Walk with State Senator

Karen Mayne

Each Saturday from now
until Election Day

Meet at:

John F Kennedy

Junior High School

4495 S 4800 W,

West Valley City, UT 84120

Contact Karen's campaign

@

(801) 699-2999

or contact

**Tom Giron for additional
details @**

(801) 867-3347



FYI

The **2010** leave year ends on **Friday, December 31st 2010**.

Reminder:

Annual leave cannot be used on a Holiday, designated Holiday or a non-scheduled (NS) day. Depending on the employee's NS days, the last day employees may be able to use excess AL could be as **early as Tuesday, December 28th, 2010** and as **late as Friday, December 31st, 2010**.

Maximum carryover limits:

Letter Carriers 440.00 hours

Examples:

1 - ***Employee is NS on Sat/Sun.***

In this case the employee's designated holiday is Friday, December 31st, 2010.

The last day to use excess AL would be Thursday, December 30th, 2010.

2 - ***Employee is NS on Fri / Sat.***

In this case the employee's designated holiday is Thursday, December 30th, 2010.

The last day to use excess AL would be Wednesday, December 29th, 2010.

As an FYI, there are 27 Pay Periods in the 2011 leave year. The **2011** leave year **begins on Saturday, January 1st, 2011** and **ends on Friday, January 13th, 2012**.

Visit the Branch 111 Website

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



NALC *e-Activist* Network

Dear Supporter,

Late Thursday afternoon, Senator Tom Carper (D-DE) introduced legislation to address the CSRS pension overcharge as well as the Postal Service Retiree Health Benefit Fund (PSRHBF).

The bill-S. 3831, the Postal Operations Sustainment and Transformation (POST) Act of 2010- addresses the financial reforms the Postal Service needs in a comprehensive and commendable way.

Unfortunately, the legislation also includes a number of provisions that the NALC cannot support, including the elimination of Saturday delivery and directions to arbitrators to consider certain factors when rendering their decisions.

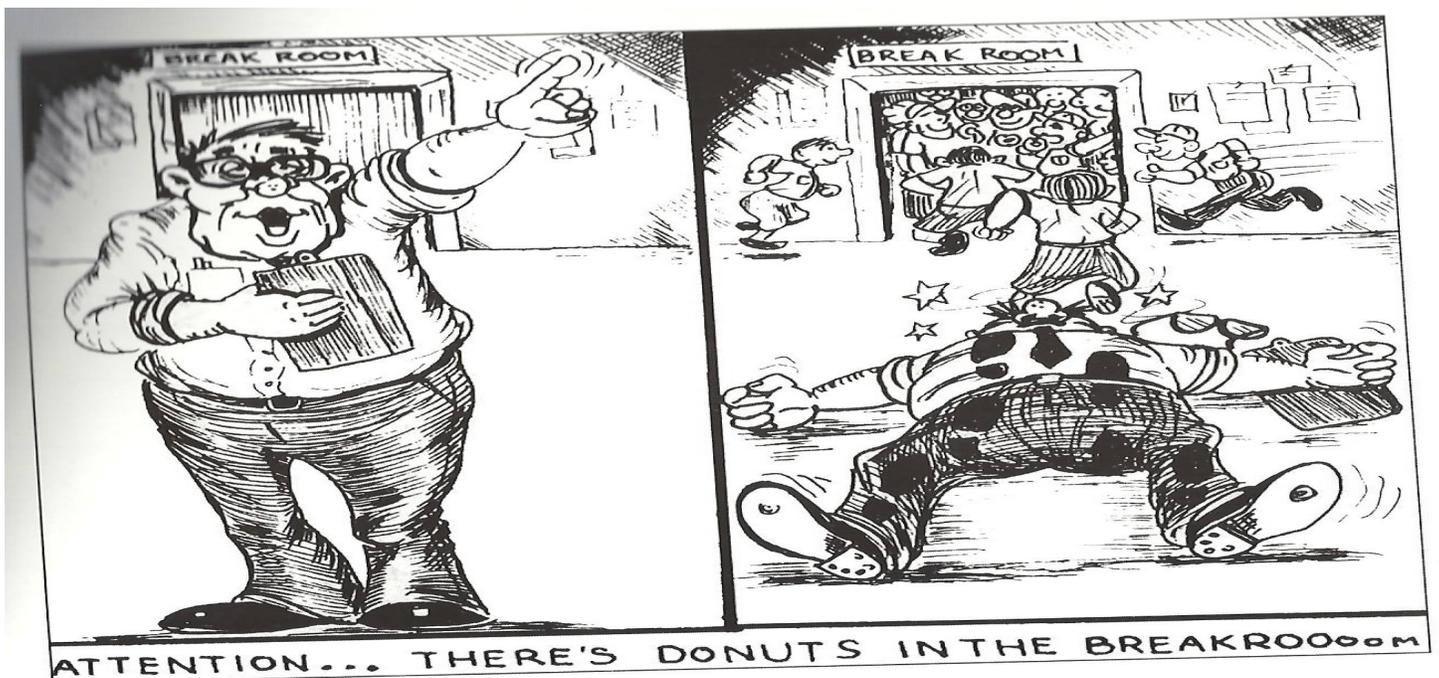
While the NALC will remain completely focused over the next several days on the inclusion of the \$5.5 billion waiver of this year's payment into the PSRHBF in the continuing resolution (CR) pending in Congress, once the CR is passed, we fully intend to shift our focus back to S. 3831. At that time, we are hopeful that we can work productively with Senator Carper and other members of the Senate Homeland Security and Governmental Affairs Committee to amend S. 3831 in way that will result in the NALC's support for the legislation.

I will keep you posted as new developments unfold.

Thank you for your continued efforts as an NALC activist.

In Solidarity,

Fredric V. Rolando, President
National Association of Letter Carriers



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Terry C Ehlers

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The

***“Pavement
Pounder”***

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the
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