

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

The
Pavement Pounder

Dec 2012 – Jan 2013

2012.6

Happy Holidays



It's been a great year!!

The Nelson News

Jeff Nelson, President.

With the holidays upon us, I hope this edition of the Pavement Pounder finds you doing well. The elections are over (finally!) and although not all the races went the way we would of liked, it definitely could have been much worse. Thank you for all of you that got out and voted, and a special thanks for those that went a step further and engaged in political actions to work for the candidates you were supporting. Even though the elections have just ended, we still have much work to do. Senator Lieberman, the retiring chairman of the Senate Homeland Security and Governmental Affairs Committee, is proposing to **immediately** suspend letter mail delivery on Saturday, but retain parcel delivery six days a week. He and his cronies are trying to pass this off as "compromise", but this would eliminate 25,000 city carrier jobs and would drive more business away. Those that are signed up as E-Activists received the information on this, and hopefully many of you placed the phone calls to the senators & your House members to urge them to oppose these actions. This is why it is so important that each union member needs to sign up to be an E-Activist. If you haven't yet, **do it today**.

Call me at the Union Hall (801 973-6705) or on my cell phone (801 205-3015), or e-mail me at branch111slc@gmail.com if you would like me to help you sign up. All I need is your e-mail address and you will start getting the most

up to date information on any legislative action or contract updates that will affect us.

I'm hearing more and more about management treating carriers poorly. In the M-39 (Management of Delivery Services manual),

in section 115.4, it reads:

115.4 Maintain Mutual Respect Atmosphere

The National Agreement sets out the basic rules and rights governing management and employees in their dealings with each other, but it is the front-line manager who controls management's attempt to maintain an atmosphere between employer and employee which assures mutual respect for each other's rights and responsibilities.

Don't let management treat you poorly! If they do, they need to be held accountable for their actions. They should be held to a higher standard, since they are the ones that are supposed to govern mutual respect in the office. If you feel your supervisor, manager, or postmaster is displaying inappropriate conduct, let your steward know or call me.

Another concern that is coming up, with so many offices being understaffed and the volume of mail that we've been getting recently is the issue of crossing crafts. It is not acceptable for management or any other type of craft (clerks, rural carriers, custodians, etc.) to be delivering mail on city carrier routes. This includes delivery of parcels, vacation

holds or anything else. If you are aware of any of this going on, notify your steward immediately. If we don't protect our work, they will continue to attempt to take it away from us.

One last bit of advice is to make sure that you are doing your route the way it should be done, on a consistent basis. In various offices, management will be initiating route inspections next year. If you are cutting corners with safety, or cutting out your breaks or lunch just so you can make a certain time, this will come back to bite you when your route is inspected. Your route will not get the credit it deserves, and you will continue to find yourself stressed to the point of making bad decisions. You do not have to argue about the time your route will take. Simply fill out a PS 3996, turn it in, and it is not necessary to bicker over your time. Your explanation for the time it will take should be documented on the PS 3996. Then go out, and actually enjoy doing your route.

Thank you for all your hard work. I wish each of you the best in all you do as we move through the rest of this season, into the New Year.

Happy Holidays!

In solidarity,

Jeff Nelson



The VP Speaks

Vice President Phil Rodriguez

Vice Presidents Report

Do you trust your Supervisor?

After an absence has your Supervisor generated a PS Form 3971 (Request for Absence) filled out with dates, times and information concerning your absence requesting you to sign? If you have signed the form completed by your Supervisor have you reviewed the content making sure the information is accurate? Has your Supervisor marked sick leave? FMLA cover absence? Dependent Care? Emergency annual? Has your Supervisor demanded you to sign the generated leave form or you might be disciplined?

Recently in the course of an investigation regarding a carrier who was disciplined for attendance, the stewards stumbled upon documents that were altered and changed regarding types of leave that an employee requested. These documents were leave slips generated by the Supervisor who then asked the employee to sign after returning from an absence. The generated leave document had dates, times and types of leave that the employee did not request, want or even intend to use. Ultimately, by not reviewing the document, the Supervisor set this employee up for discipline that we are currently grieving.

What should employee's do when returning from an absence??

Postal employees should:

- Request leave - annual, emergency annual, or sick leave - by completing PS Form 3971, Request for or Notification of Absence.
- Obtain approval of PS Form 3971 before taking leave - except in cases of emergencies.
- Avoid unnecessary forfeiture of annual leave.

Sick Leave: ELM 513.33 Requests for Sick Leave

Except for unexpected illness or injury situations, sick leave must be requested on PS Form 3971 and approved in advance by the appropriate supervisor.

ELM 513.332 Unexpected Illness or Injury

An exception to the advance approval requirement is made for unexpected illness or injuries; however, in these situations the employee must notify appropriate postal authorities of their illness or injury and expected duration of absence as soon as possible. When sufficient information is provided to the supervisor to determine that the absence is to be covered by FMLA, the supervisor completes PS Form 3971 and mails it to the employee's address of record along with a Publication 71.

When the supervisor is not provided enough information in advance to determine whether or not the absence is covered by FMLA, the employee must submit a request for sick leave on PS Form 3971 and applicable medical or other certification upon returning to duty and explain the reason for the emergency to his or her supervisor. Employees may be required to submit acceptable evidence of incapacity to work as outlined in the provisions of 513.36, Documentation Requirements, or noted on the reverse of PS Form 3971 or Publication 71, as applicable.

The supervisor approves or disapproves the leave request. When the

request is disapproved, the absence may be recorded as annual leave or, if appropriate, as LWOP or AWOL, at the discretion of the supervisor as outlined in 513.342.

ELM 513.341 General
Request for sick leave is made in writing, in duplicate, on PS Form 3971. If the absence is to care for a family member, this fact is to be noted in the Remarks section.

ELM 513.342 Approval or Disapproval

The supervisor is responsible for approving or disapproving requests for sick leave by signing PS Form 3971, a copy of which is given to the employee. If a supervisor does not approve a request for leave as submitted, the Disapproved block on the PS Form 3971 is checked and the reason(s) given, in writing, in the space provided. When a request is disapproved, the granting of any alternate type of leave, if any, must be noted along with the reason for the disapproval. AWOL determinations must be similarly noted.

If you return from an absence, go to your Supervisor and ask for a 3971, making sure you, the employee, fills the form out with the information you want, not the Supervisor. If the absence is FMLA, Annual or Sick Leave Dependent Care, make sure you check the section on the form. Finally, if your Supervisor asks you to sign a Letter stating you have exhausted your FMLA or any function of your job relating to performance, stop and ask for your Union Steward. **DO NOT SIGN THE DOCUMENT OR LETTER!!** As a rule of thumb, do not sign any document before checking with your Steward, regardless if your Supervisor threatens discipline.

Phillip Rodriguez



The elections are over, now we know who are legislators are going to be for the 113th congress. It's time for all of us to start writing letters to these legislators to inform them how important the Postal Service is to America. Tell them your personal stories about the service you provide to your customers and to the community you deliver to.

Inside our 2013 calendar's there is an insert that gives you some facts and information about what is happening with the Postal Service. I encourage you all to read it and pass along the information.

The NALC headquarters have implemented a new program. It is a text message alert system. It will be used to communicate with members only for urgent messages. If you have not received a text message from NALC I encourage you

to sign up for the e-activist list. When you sign up you provide your address, email, and phone number. NALC uses this information to be able to get urgent messages to their members.

Post Master Donahoe's goal is to reduce employee staffing down to about 400,000. Currently we are at about 564,000. Going to a five day delivery week is one way he is hoping to reduce employment levels. Losing a day of service will cost us about 60,000 jobs, it will cut our customers access to the Postal Service. There are other ways to save money, how about postal vehicles that get better gas mileage. Fuel costs are a big expense for the Postal Service. We drive 4 million miles a day that is 1.2 billion miles a year.

Help spread the truth about what is going on with the Postal Service, about what some legislators are trying to do to the Postal Service. Now is the time for you to help save your job and our Postal Service.

Chad Mortensen

Official Notice

Branch 111 N.A.L.C.

Union Meetings

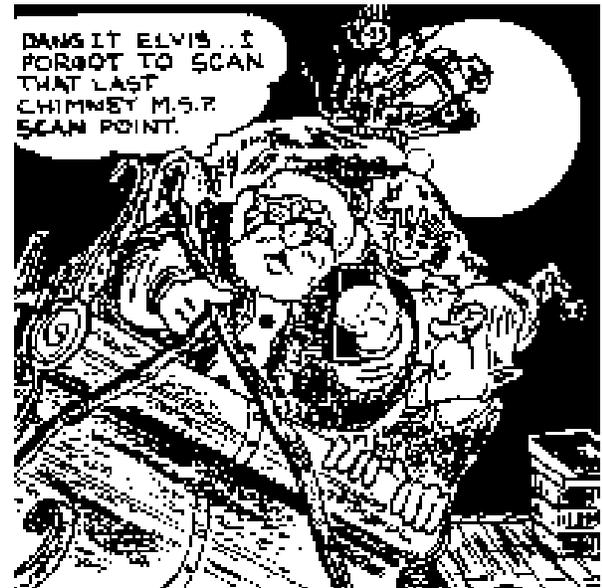
All meetings held at:

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

**Next Union meeting
December 13**

**Meeting in January
will be on the 10th**

6:30 pm



Support our Auxiliary

4\$ dinners at every union meeting

December meeting : ham, cheesy potatoes, salad, and a roll

January meeting: chilli dogs and macaroni salad

Dear Letter Carrier,

The Holidays are a very special time of year but for some they can be as bitter as they are sweet. As a clinical social worker, I have found that it is almost impossible to feel sad or upset and be grateful at the same time. Here a few ideas that might help you create an “attitude of gratitude.”

Commit to practicing gratitude. Make a concerted effort to practice gratitude every single day. Let others know you appreciate them.

Keep a gratitude journal. A gratitude journal can give you perspective about the great things in your life. Take a few minutes each day to write down 5 things that you are grateful for.

Focus on the gifts. Be thankful for the gifts that you receive from others, such as a smile or a kind word, and also the gifts that we give others.

Be grateful for your health. The human body is an amazing machine. Be grateful for all that yours can do.

Keep a visual reminder to be grateful, such as a picture frame with your favorite quote or a family portrait.

Surround yourself with positive, happy people. Who you choose to socialize with can make a huge difference in your outlook on life.

Pray for gratitude or for the ability to be grateful. Whether or not you are religious, take the time to sit quietly and think about what you are thankful for.

If you must, fake it. If you are having trouble being grateful, fake it until you are. Smile, say thank you and write a thank you note to someone who has helped you recently. Soon, gratitude will overtake negativity.

I wish all of you a happy, safe holiday season. If ever the Employee Assistance Program can be of assistance to you or a family member, please do not hesitate to call.

Clark Richards, District EAP Counselor 801-908-0542 or call 800-327-4968 for 24/7 immediate assistance.

2013 Benefits at a Glance

Certain deductibles, copayments and coinsurance amounts do not apply if Medicare is your primary coverage (pays first) for medical services.

BENEFIT	YOU PAY	
	PPO	Non-PPO
Preventive Care		
Annual Routine Physical Exam, age 3 or older	Nothing	30% after \$300 deductible*
Adult Routine Immunizations & Tests	Nothing	30% after \$300 deductible*
Well Child Care (through age 2)	Nothing	30% after \$300 deductible*
Routine Immunizations (through age 21)	Nothing	30% after \$300 deductible*
Inpatient Hospital Care (precertification required)		
Maternity	Nothing	30% after \$350 per admission copay
Medical/Surgery		
Room, Board & Other Services & Supplies	\$200 copayment per admission	30% after \$350 per admission copay
Mental Health/Substance Abuse		
Room, Board & Other Services & Supplies	\$200 copayment per admission	30% after \$350 per admission copay
Outpatient Hospital		
Medical/Surgical	15% after \$300 deductible	35% after \$300 deductible*
Emergency Medical	15% after \$300 deductible	15% after \$300 deductible*
Chiropractic Care		
Initial office visit	\$20 copayment	30% after \$300 deductible*
Manipulations (20 per calendar year)	15% after \$300 deductible	30% after \$300 deductible*
Physician Care		
Office visits	\$20 copayment per visit	30% after \$300 deductible*
X-rays, other diagnostic services	15% after \$300 deductible	30% after \$300 deductible*
Laboratory Services		
LabCorp or Quest Diagnostics	Nothing	
Other lab facility	15% after \$300 deductible	30% after \$300 deductible*
Maternity Care (complete)	Nothing	30% after \$300 deductible*
Accidental Injury	Nothing within 72 hours	Any amount over the Plan allowance within 72 hours
Surgery	15%	30% after \$300 deductible*
Mental Health and Substance Abuse		
Office visit	\$20 copayment per visit	30% after \$300 deductible*
Other diagnostic services	15% after \$300 deductible	30% after \$300 deductible*
LabCorp or Quest Diagnostics	Nothing	
Other lab facility	15% after \$300 deductible	30% after \$300 deductible*
Dental		
Accidental dental injury (to a sound natural tooth)	15% within 72 hours	30% after \$300 deductible within 72 hours*
Prescription Drugs		
<i>A generic equivalent will be dispensed if available, unless your physician specifically requires a name brand. There is a 30 day plus one refill limit at local retail</i>		
Retail Pharmacy		
1st and 2nd fill	20% of generic cost / 30% of Formulary brand cost / 45% of Non-Formulary brand cost	Full cost at time of purchase - 45%*
Mail Order Program		
60-day supply	\$8 generic / \$43 Formulary brand / \$58 Non-Formulary brand	
90-day supply	\$5 NALCSelect generic / \$7.99 NALCPreferred generic / \$12 generic / \$65 Formulary brand / \$80 Non-Formulary brand	
Specialty Drugs		
Mail Order	\$150 30-day supply / \$250 60-day supply / \$350 90-day supply	

Note: You may purchase up to a 90-day supply (84-day minimum) of covered drugs and supplies at a CVS Caremark Pharmacy or Longs Drugs through our Maintenance Choice Program. You will pay the applicable mail order copayment for each prescription purchased.

Catastrophic Limits

Medical/Surgical/Mental Health & Substance Abuse

You pay nothing after coinsurance expenses total:
\$5,000 per person or family for services of PPO providers/facilities
\$7,000 per person or family for services of PPO/Non-PPO providers/facilities combined

Prescription

After coinsurance amounts for prescription drugs purchased at a network retail pharmacy and mail order copayment amounts for specialty drugs (only) total \$4,000 per person or family, network retail coinsurance amounts and specialty drug mail order copayment amounts are waived for the remainder of the calendar year.

*In addition, you are responsible for the difference, if any, between the Plan allowance and the billed amount.

This is a summary of some of the features of the NALC Health Benefit Plan. Detailed information on the benefits for the 2013 NALC Health Benefit Plan can be found in the official brochure (RI 71-009). All benefits are subject to the definitions, limitations, and exclusions set forth in the official brochure.

Scaddy's Diner

Coupon

Buy any one item and receive one item of equal or lesser value free!

Coupon good at all Scaddy's locations:

- 1557 W. 3500 s. SLC
- 5430 S. 900 E. Murray
- 1750 W. Main St. Lehi



Must present coupon at time of order.

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STACIE HALL FORSTER
RICHARD P. SYVERSEN



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Hello my name is Ethel Taylor—
I am the widow of George S.
Taylor

He was a carrier for 30 years in
the branch 111 downtown post
office he then retired and sold
Brookfield uniforms for 30
years.

I have now picked up where my
husband left off and will con-
tinue to do my best to supply
you with the BEST quality uni-
forms that I can and to answer
all of your questions to the best
of my knowledge. Thank you
for your friendship and busi-
ness.

-Ethel Taylor

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