



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

The
Pavement Pounder

December 2011 January 2012

**NALC Branch 111 Wishes
Everyone A Happy and Safe
Holiday This Year**



The Rodriguez Report

Phillip Rodriguez, President.

Completing Form 1571,

Undelivered Mail Report

Form 1571, Undelivered Mail Report, is used to report mail distributed to the route, but not delivered. Management

makes the decision to curtail mail. This form is a daily record of mail distributed to carriers and left in the office or returned from the street undelivered. Form 1571, Undelivered Mail Report, is often used in conjunction with Form 3996, Carrier-Auxiliary Control.

Loading the Satchel

Carriers are required to carry the appropriate amount of mail, up to the 35-pound limit, to complete each assigned relay without additional trips to the vehicle or relay box.

Maintaining Vehicle Security

Turn off the engine and remove the key
Keep all doors secured when out of sight or too far away to safeguard the mail

Lock any sliding doors between the truck body and cab

Always keep the rear door and/or tailgate of the vehicle locked, except when loading or unloading the vehicle

As Letter Carriers we have volumes of rules and regulations that we must follow. I selectively listed the above rules from the City Carrier Handbook because some Supervisors have stated these actions, listed in the manual or pubs, are time wasting practices. Filling out a 3996, properly conducting a Vehicle Inspection and many others Carrier duties are not time wasting practices but agreed upon Carrier tasks we must accomplish. In our Branch we had one Carrier being told, on a 3999, taking her keys out of her pocket to unlock her vehicle was time wasting. If your Supervisor gives instructions that you think is incorrect, please ask to speak with your Shop Steward. We should all be contractually wise concerning our jobs. Reading the M-41, located in the Carrier route books, is information that is useful in correctly identifying functions of a City Letter Carriers. I want to wish everyone in Branch 111 Happy Holidays!!

President

Phillip Rodriguez

prodriq@msn.com

President

As Carriers we have many responsibilities in the proper way to deliver our routes. A majority of those tasks are identified in the M-41 *City Carrier Duty and Responsibilities*, usually located in your route handbook. Rules regarding how we prepare, case and deliver our routes are outlined, in detail, in this manual as well as various other publications. Carrier rules, cited in this manual and many other publications, are often used in disciplinary procedures when Supervisor's want to discipline a Letter Carrier for violating rules regarding duties of a Letter Carrier. Many Carriers have received disciplined citing such things as "Failing to conduct your work in a safe manner so as not to endanger yourself or others", "Failure to maintain a neat, clean and generally creditable appearance", "Failure to Conduct affairs of personal life in a way that will reflect creditably on both you and the Postal Service". Some of you have seen these rules written in the form of discipline, you know who you are.

As always, our Managers want to enforce rules when it fits their operational needs. Managers selectively enforce rules and duties in these pubs and manual if they perceive a Carrier "not performing" up to their standards". Some duties, such as a vehicle check or forwarding letters, are categorized by Managers as time wasting practices when in fact, these tasks are valid functions of a Letter Carrier. I will list a few duties from the M-41 that some of you might not be familiar with:

Performing a Vehicle

Inspection

Before a postal vehicle is driven, it must be inspected to ensure that it is in proper oper-

ating order and no damage or defect exists. All inspections of a postal-owned vehicle are done on the clock daily. Label 70, Safety Check and Vehicle Dimensions, is found on the dash of postal owned vehicles. This is another reminder that safety checks should be performed. Notice 76, Expanded Vehicle Safety Check is designed to take the driver in a logical sequence around the vehicle. The following are the steps to be followed:

Inspect under vehicle for fluid leaks

Inspect front tires for uneven wear and under-inflation

Check that the hood can be latched securely

Check front for body damage

Check left side for body damage

Check left door lock (check for complete accident report kit if stowed on inside left of vehicle)

Check for rear end leaks

Inspect rear tires for uneven wear and under-inflation

Check rear for body damage

Check rear door lock

Check right side for body damage

Check right door lock(s)

Open door and move into driving position

Check for complete accident report kit

Start engine

With assistance, adjust pot-lid mirrors and rear-view mirrors

With assistance, check headlights, tail lights, brake lights, flashers, and directional signals (front and rear)

Check operation of windshield wipers and washer

Check operation of horn

Check gauges for proper operation

Check foot brake

Check emergency brake

Check seat belt and fasten

Using Form 3996, Carrier-Auxiliary Control

Form 3996, Carrier-Auxiliary Control, is used to advise the supervisor of the need for auxiliary assistance or overtime in the office or on the street. It is your responsibility as a carrier to verbally inform the supervisor when you are of the opinion that you will be unable to case all the mail distributed to the route, perform other required duties, and leave on schedule or when you will be unable to complete delivery of all mail.

The VP Speaks

Vice President Jeff Asay

Pavement Pounder

November - December 2011

Vice President Jeff Asay

The other day I met with a member of the branch who had received a Letter of Warning for "Unsatisfactory Performance". This member has over 20 years of service and is not young man. He had no previous discipline. By all accounts a good employee. His supervisor (*ironically a former steward, who should know better*) had convinced this carrier that he was doing something wrong because he was not meeting DOIS office time projections. This poor fellow carrier came in here with a printout of the previous day's DOIS Workload Status Report, which his supervisor had convinced him was evidence of this poor guy being "slow".

It took me quite awhile to undo the management B.S., but I finally persuaded him that it is not him that is in the wrong it is management. We will be taking all necessary actions in the grievance process to see that this fellow union brother gets the justice he deserves.

To keep all of you out of a similar situation I want to reinforce the long-time NALC position;

"No carrier shall be disciplined for failure to meet standards, except in cases of unsatisfactory effort which must be based on documented, unacceptable conduct that led to the carrier's failure to meet office standards" Handbook M-39 Section 242.332

"There is no set pace at which a carrier must walk and no street standard for walking." case H1N-1N-D 31781

You, the letter carrier, make your estimate of daily workload on the route. No one else. Not your supervisor, not your manager or postmaster. Cer-

tainly not some computer program, either DOIS or some other management "tool". You and you alone make that estimate. If management doesn't like your estimate that is their problem. You made your estimate don't let management intimidate you or buffalo you with "well DOIS says". DOIS is a computer program. It does not speak. The DOIS program is little more than a series of mathematical formulas, that are entirely dependent on the input of volumes either from another computer program or by your supervisor to work. A minor typo is all it takes to make a huge impact in the calculations. You make your estimate, that is all you need to understand.

There is a recent National level settlement that reinforces the NALC position on this issue. In case Q06N-4Q-C11022051 (M-01769), a dispute that arose from management using a locally developed "tool" to calculate office efficiency in the Greater Indiana district. The parties agreed to the following language which reads, in part;

"The subject office efficiency tool is a management tool for estimating a carrier's daily workload. The office efficiency tool used in the Greater Indiana District or any similar time projection system/tool(s) will not be used as the sole determinant for establishing office or street time projections. Accordingly, the resulting projections will not constitute the sole basis for corrective action."

and further;

"Projections are not the sole determinant of a carrier's leaving or return time, or daily workload. The use of any management created system or tool that calculates a workload projection does not change the letter carrier's reporting requirements "

This is a lot of complicated language that reinforces the point, *You make the estimate.*

Thank you

Jeffrey D. Asay

Vice President, Branch 111, NALC.

**New FMLA processing
contact info**

**HRSSC—FMLA Western
Human Resources Shared Service
Center**

P.O. Box 970910

Greensboro, NC

27497-0910

Phone: 877-477-3273

Select option 5,

then option 6.

Fax: 651-456-3273

**You will need your E.I.N.
(employee identification number)**

**And your pending or
Approved FMLA case**

**GIMME
5
FOR COLCPE**



December 2011

SUN	MON	TUE	WED	THU	FRI	SAT
				1 E-board	2	3
4	5	6	7	8 Union mgt. 6:30	9 	10
11	12	13	14 steward train	15	16	17
18	19	20	21	22	23 	24 Xmas eve
25 	26 xmas day holiday	27	28	29	30	31 New years eve

January 2012

SUN	MON	TUE	WED	THU	FRI	SAT
1 	2 new years holiday	3	4	5 E-board	6 	7
8	9	10	11	12 Union mgt. 6:30	13	14
15	16 martin luther day	17	18 steward train	19	20 	21
22	23	24	25	26	27	28
29	30	31				

NALC

HEALTH BENEFIT PLAN
JIMMY KEREKES
NALC HEALTH REP

I don't know when this issue of the Pavement Pounder will get to our homes. I would like to congratulate all those who won in the election of our Union office positions. I think many more people in the union are helping and learning than we had 15 to 20 years ago. Many of you have many talents.

OPEN SEASON Nov 14th to Dec 12th

The following is information on how to Join the NALC Health Plan:

ACTIVE CARRIERS: 4 Ways

Internet from home – go to [https://
liteblue.usps.gov](https://liteblue.usps.gov)

You will need EID and PIN
Intranet at work -- from Blue Page
Employee Self-Service Kiosk
Phone – Call Postal EASE 1-877-4PS-
EASE (1-877-477-3273 option 1)

Active Carriers will need Enrollment Codes on the back of the Health Plan Brochure for Self or Self and Family. Also, you will need all eligible family members' names, addresses, and dates of birth. When you are through you will receive a Confirmation #, Date your enrollment will be processed, and the Date your enrollment will be reflected in your paycheck. Keep a record of all information

RETIRES OR ANNUITANTS:

Retirees or Annuitants will receive Open Season information in the mail.

Internet from home – [www.opm.gov/retire/
feh](http://www.opm.gov/retire/feh)

Call – Open Season Express 1-800-332-9798

By Mail – Office of Personnel Management

Open Season Processing
Center
P O BOX 5000
LAWRENCE KANSAS
66046-0500

Retirees or annuitants may also call the Retirement Information Center
1-888-767-6738

There is really a lot I could write about the 2012 Health Coverage. But here are a few highlights:

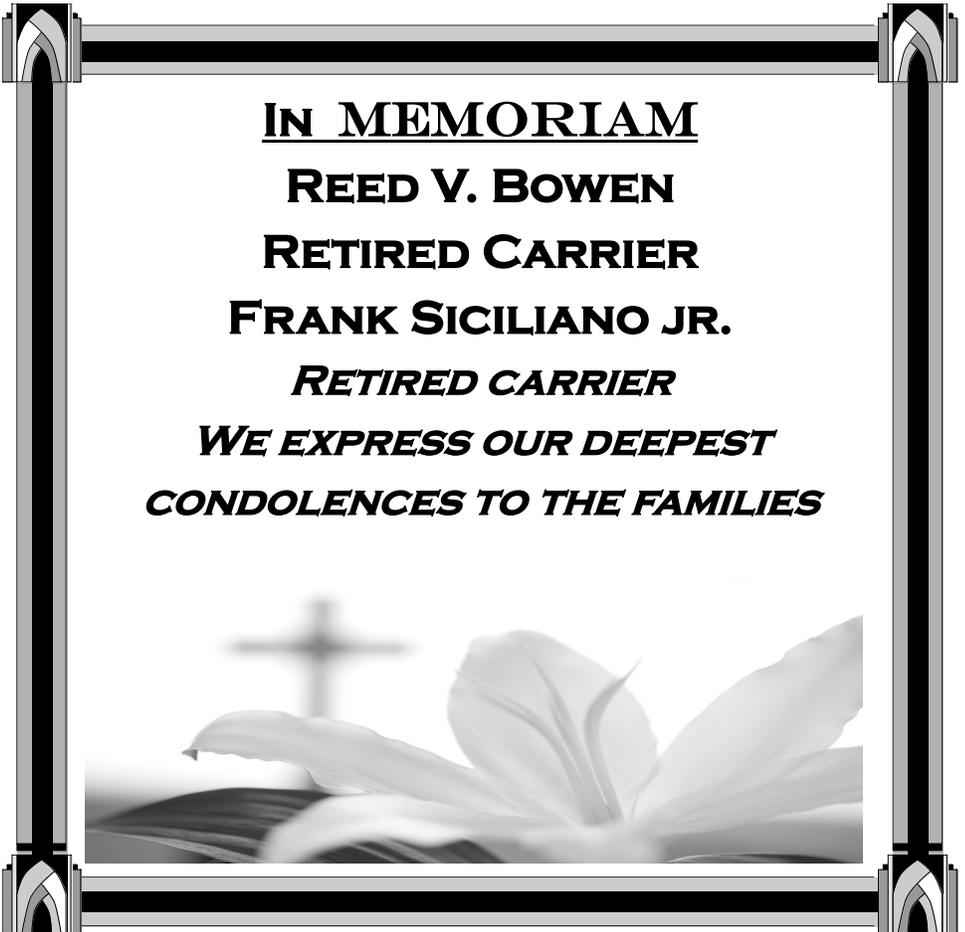
Office Co-pays \$20.00
Deductibles are still the same -- \$300
Self & \$600 Family
Prescription Program is the same for
next year

**New in Jan 2012 Walgreens will be on the pharmacy list. We can now purchase covered prescriptions at Walgreens. There are 7800 Walgreens nationwide.

More details on this and more at the December Meeting.

If anyone has questions on rates that are active employees, your rates are Category 1. Call if you need help. I think our next issue won't be til February 2012.

Happy Holidays to All !!



Pavement Pounder Staff

Editor - Monte Jones
jones255@comcast.net

Graphic Artist - Brian "Junior" Gonzales

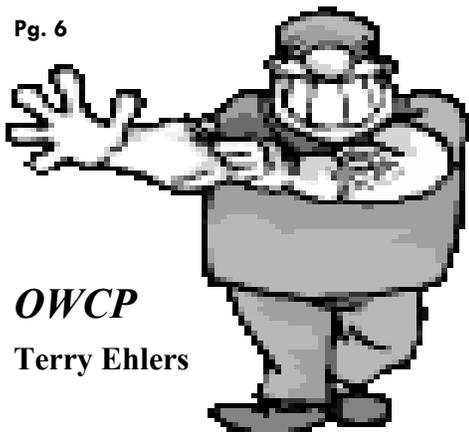
NALC Branch #111
2261 S Redwood Rd #14
Salt Lake City UT 84119

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

Daily Overtime Checklist



OWCP

Terry Ehlers

Management must comply with Article 8 of the National Agreement if it is necessary to schedule overtime for a Non-List carrier to work overtime.

Guidelines:

- a. Answer each question by indicating Yes or No.
- b. Answer question 1. You **MUST** be able to answer YES in question 1 before moving on to question 2. Only if the employees in question 2 are maximized can you proceed with rest of the checklist.
- c. Management **MUST** maintain a rotating list for use in questions 6 and 9.

1 Are **all** PTF carriers and TE's working at least 8 hours? Yes___ No___

2 Are **all** carriers on the ODL working up to the penalty rate? Yes___ No___

3 Are "Work Assignment" carriers working up to 10 hours on their normal workday on their own assignment? Yes___ No___

4 Are ODL carriers schedule/called in on their Scheduled Day Off? Yes___ No___

5 Are **all** PTF carriers schedule to work up to the penalty overtime? Yes___ No___

6 Are all Non-ODL carriers working up to 10 hours on their own assignment on a regular scheduled day? Yes___ No___

7 Are **all** "Work Assignment" carriers working to twelve hours on their own assignment on their regular workday? Yes___ No___

8 Are ODL carriers working up to 12 hours (including those on Scheduled Day Off)? Yes___ No___

****Management may now ask any Non-List regular carriers to volunteer to work up to 11 ½ hours on assignment Other than their own or on a non-scheduled day.**

****Management may assign Non-ODL carriers up to 11 ½ hours on assignment other than their own or on a non-scheduled day. This needs to be recorded on a rotating basis with the first opportunity assigned to the junior employee.**

This information is from training that Region 2's Regional Assistant used for presentation in Salt Lake on Article 8 violations. I thought this would be appropriate to share with all members of our Branch, especially with all of the mandating that is going on. Again, if you feel that a violation has or is going to occur you need to request to speak with your local Steward. They must provide time to speak with your steward before the end of the shift, preferably as expedited as possible.

If you should need assistance please contact me.

Terry C Ehlers

Official Notice

Branch 111 N.A.L.C.

Union Meetings

All meetings held at:

2261 S Redwood Road
Salt Lake City, Ut. 84119



Thursday,
December 8, 2011
6:30 P.M.
Thursday
January 12, 2012
6:30 P.M.



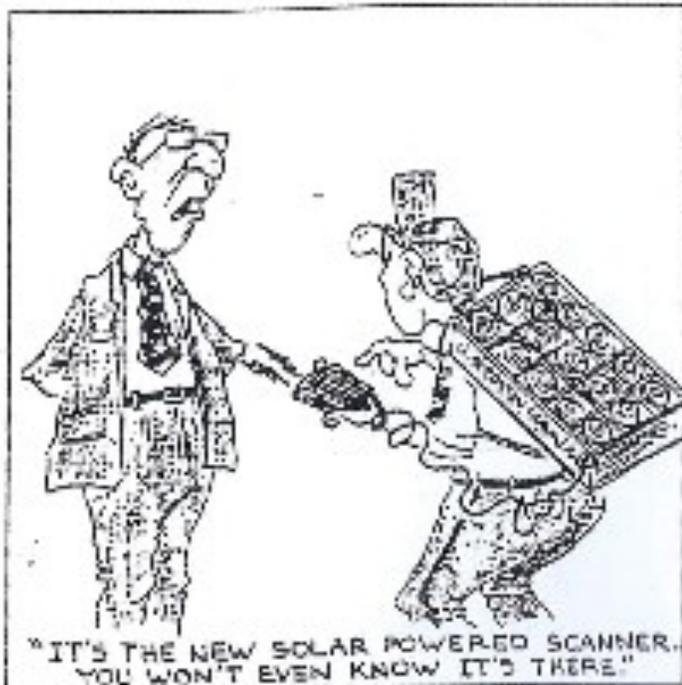
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Hi, my name is Christy Silver. I was a carrier in the Sugar-House station for 17 years and I'm currently a carrier Down-town. I've been a member of branch 111 since 1992.

I've recently started volunteering for a non-profit group called CAWS. CAWS is an animal rescue group that saves the lives of hundreds of pets each year. Once a cat or dog has been turned over to the shelter and has exhausted its short time for adoption or retrieval from the shelter, this "once family pet" is scheduled to be put down. At that point the shelter reaches out to organizations such as CAWS. If the pet is deemed "adoptable" (doesn't bite or have other serious issues) and IF there's a foster home available, then Caws

can pull the pet from the shelter. If not, the animal is euthanized.

Most of us like to believe that these are usually "bad" dogs and cats and that their families had good reason for turning them over to the shelter. Sadly, that is rarely the case.

What can you do? How can you help?

There are several ways that you can make a difference and help save the lives of these cats

and dogs. CAWS not only needs potential adoptive families but also desperately needs foster families. A foster family needs only to provide a good, stable, loving home temporarily until a new "forever family" can be found.

CAWS relies strictly on volunteers to help during pet adoption events with things such as walking dogs and also transporting both dogs and cats to the various adoption locations.

CAWS operates solely on donations and are listed in our CFC booklet - #51291.

CAWS aggressively searches for adopters by holding adoption events every third and fourth weekend of every month at Petsmart, and attends many other adoption events in various areas as well as the Super Pet Adoption three times a year.

CAWS also has a website- caws.org and a Facebook page where available pets are showcased.

CAWS does not have a facility to house homeless pets so every animal they pull from the shelter needs to have a temporary foster home to go to.

Fostering is one of the most important and needed functions of the process.

All of the animals that are pulled from the shelter are made current on vaccinations, dental, health checked, and are spayed or neutered so they are immediately ready to go into a home.

I'm reaching out to you at this time and asking for your support. If you are contemplating getting a pet please consider adopting from CAWS. If you spread the word perhaps someone on your route or a family member or a neighbor might

adopt or foster a CAWS pet. If you have some extra

room in your home for a temporary pet,

please try fostering. You can choose your dog or cat to foster from the many available pets

on their website

and you can always change your mind.

Please visit the website caws.org to make an online donation, or to view current available

pets, and to learn more. Adoption and foster application forms are available at the website.

You can also "Like" CAWS on Facebook to see current adoptions and events.

CAWS will be showcasing a few pets in the Pavement Pounder and keeping you updated on sponsors, fosters, and best of all, adoptions.

Thank you so much,

Christy Silver

Why CAWS Deserves Your Attention:

CAWS has a clear goal: "Working with the community to help animals."

CAWS receives no government funding; they rely completely on donations

CAWS does not have a facility, they are solely reliant on foster homes and volunteers

The countless hours spent saving pets and trying to find them homes is also done by generous volunteers

CAWS provides an animal welfare outreach that includes spay/neuter and vaccines

CAWS screens each and every family before they foster or adopt a new pet to ensure the best possible future

If you want to help you can contact them at the following addresses:

PO Box 160554

Clearfield, UT 84016

www.caws.org

www.petfinder.com



Eden

Cat - Torbie
Female - 5 years and 5 months

This sweet little girl is Eden. She is a 5 1/2 year old, long haired, tri-color Torbie. Eden has a very shy personality and it has taken a while for her to warm up in her foster home. Patience is the key to winning the heart of this princess.

She loves to have her tummy rubbed, but you have to be calm and quiet when you go to pet her. Any sudden moves and she will get scared and run. She loves to be around her foster parents and will sit and watch as they make dinner. She then waits for them to sit down with a blanket so she can jump up in their lap for some snuggle time. She also loves to lay in bed with her foster mom - she is exceptional at hunting toes under the blanket! Eden would prefer to be adopted with her friend Benjamin. Although they are not litter mates, they have been together since they were little kittens and they are a wonderful pair. They share everything and get along really well. Eden tends to get a little stressed when they are not together.

Eden gets along well with other cats; if they leave her alone, she won't bother them either. She's not so sure about dogs and she would definitely not do well in a home with children since she is so shy. She uses her litter box like a lady and is pretty good about her scratching post as well - sometimes she needs a little reminder to use her post and not the carpet.



Benjamin

Cat - DLH - orange and white
Male - 5 years and 1 month

This handsome boy is Benjamin. At 5 1/2 years old, he is a very large, long haired, buff and white colored tabby. Ben has a very sweet personality - he's not much of a cuddler or a lap kitty, but he loves to be very close to his person and you will usually find him near your feet or sitting beside you.

One of his funny little quirks is that he totally loves it when company comes to visit. He has to be right in the middle of the action and checking everybody out, then once they've earned his seal of approval, he'll go back to whatever he was doing. He has a pretty calm personality and takes everything in stride. He's not aggressive, despite his size, and he will run from dominant cats. Another little quirk is that he doesn't meow. He makes a tiny little squeaking noise which is hilarious coming from such a big kitty!

Benjamin would like to be adopted together with his friend, Eden. Although not litter mates, they have been together since they were both little kittens and they are a perfect pair - they share their food and a litter box with no problems. Benjamin has very good house manners and he uses his scratching post and litter box very well. Despite having such a long, heavy coat, he requires remarkably little care for it. He would do best in a home without young children. He is ok with dogs - he doesn't interact with them, but doesn't freak out about them either. He is good with other non-aggressive cats.



Angel

Dog-Australian Shepherd/Labrador Retriever Mix Female- 2 years

Angel is a very loving Aussie mix, about 2 years old. She is a sweet shy girl that loves to chew on her toys. She loves to play with other dogs and knows sit, command. Her foster mom is working on the here command with Angel. She loves to run and play in the yard, she jumps and runs at the same time, almost like a deer! She would need to live in a house with a high fence as she has on occasion tried to jump a low fence.

Any strange noise, poor Angel will be off trying to hide as she is still shy. Angel is crate trained and the crate is her favorite spot in the house. She is good with children as young as 3, although she needs to get to know them first.

She would love to live in a house with a fenced in backyard and with children love to be part of

that can run and play with her. She is a wonderful dog that would an understanding and caring family.



And the results are in
Your new E-board members are

President

Jeff Nelson

Vice president

Phil Rodriquez

Treasurer

Mike Madsen

Secretary

Kim Mortensen

Sergeant of Arms

Stan Hawker

MBA and OWCP

Terry Ehlers

Trustees

Lela Gardner

Joan Larsen

Rickard Watson

Health Benefits

Jimmy Kerekes

Director of Retirees

Joe Zabriskie

Safety & Health

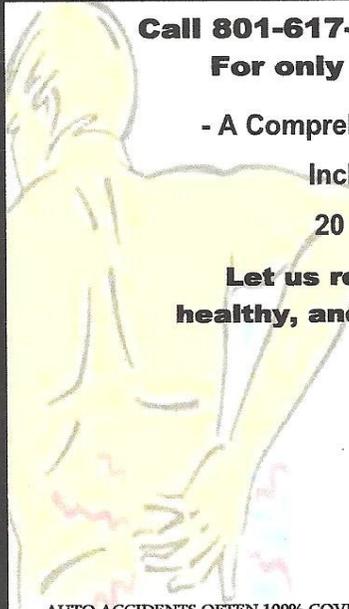
Arlynn Venema





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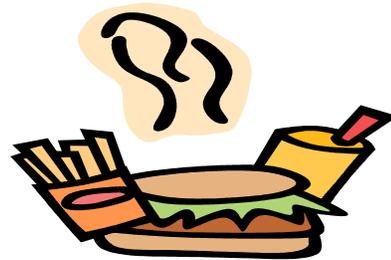
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The

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Pounder”***

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LEGISLATIVE

Chad Mortensen

HEALTH BENEFITS

Jim Kerekes

**DIRECTOR OF
RETIREES**

Joe Zabriskie

**PAVEMENT POUNDER
EDITOR**

Monte Jones

**(SAFETY & HEALTH
Arlynn Venema**

Branch Office

(801) 973-6705

Fax

(801) 973-6723