

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

The
Pavement Pounder

January - February 2012

**Just cause you're
Paranoid doesn't mean they
Are not watching you.**



The Nelson News

Jeff Nelson, President.

Hello and Good day to all the faithful members of Branch 111! I hope this letter finds you all doing well. I'm grateful for the opportunity to work for you as the new Branch President. I've received great support from so many of you leading up to this assignment and since I've been in office. I've been blessed with a great staff that has already been a huge help to me and I look forward to serving with them in the coming years.

The Branch is currently preparing for Steward Elections in each of the offices, and I would encourage any of you that can help or want to make a change to sign up. I hope we can see an election in each office and have plenty of people willing to step up to defend carriers' rights and enforce the contract. I promise that I will do everything possible to help our stewards succeed. I invite all those that have an interest to attend our Steward Training on Feb. 15th to get an idea of what is taught and what you can expect.

I apologize if I've been difficult to contact over the last week. The Regional office notified me a few days ahead of time that we had the "camera show" coming to our Branch. Several retired postal managers/postmasters came as contractors for an outside company to film carriers doing their office duties. They went to several offices that were scientifically selected (those closest to their hotel) and I felt it would be important to follow them to get any information available. VP Phillip is going to address this more in his report, so I won't go too much into detail. The postal service's actions with this unilateral project are in direct violation of several provisions of the current National Agreement and is the subject of a national level dispute.

As we go into the New Year, there are going to continue to be new challenges, some of which we have never faced before. We, as brothers and sisters of the NALC, need to work together and support each other more than ever. There are 2 specific ways that will help us to do this. The first is with communication. We need to ensure that we are communicating clearly with each other and with union officials. If you become aware of a problem, potential violation, hostile situation, etc., the first thing to do is to communicate

this with your local steward. In most cases, the steward will know the best course of action and will give sound advice. If the steward has a question or concern, they have resources to help. They can always place a call or text to me or another officer and if we don't answer, will try to call back as soon as possible. If you can't contact your steward or alternate steward, feel free to call me at the Hall and I'll help how I can.

The second focus I would ask each of you to have through this year is with organizing. Just as a sports team is at their strongest when they have all of their players available to participate, we need to do everything we can to get every carrier out there to join the Branch 111 team. Make it a goal to talk to each carrier that is not a union member each month. This interaction does not have to be confrontational. In fact, I would encourage you to show them the benefits of membership. Express to them the importance of banding together now as being more important than ever in this critical time. As the metaphor goes, "You can catch more flies with honey than with vinegar". There will be those that will only refuse to join the union because of their own self-interests and have no concern for the good of the many. These are the ones that we refer to as "scabs". Others are non-members only because they have not realized the fact that all of the benefits we enjoy (wages, benefits, sick & annual leave, etc.) are due to the actions taken by union members in days past, many at great sacrifice to their families and own well being. Take the time to educate and invite these carriers that you work with to join the union.

As I receive information regarding contract negotiations or other updates, I will share these with you just as soon as I can. Thank you again for your support. I look forward to working for you and getting to know many of you in the process.

In solidarity,

Jeff Nelson

**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
number when calling**

HRSSC

**GIMME
5
for CULCPE**



The VP Speaks

Vice President Phil Rodriquez

Vice President's Report

Prohibition on Unilateral Changes. Article 5 prohibits management taking any unilateral action inconsistent with the terms of the existing agreement or with its obligations under law. Section 8(d) of the National Labor Relations Act prohibits an employer from making unilateral changes in wages, hours or working conditions during the term of a collective bargaining agreement.

This above paragraph in Article 5 of our Collective Bargaining Agreement is consistently used in the enforcement of our Collective Bargaining Agreement. When Management violates our Contract, we as the Union, file a Grievance citing this paragraph. This language protects Letter Carriers from Management unilaterally changing how much we get paid, our protected working conditions and any agreed upon terms of the existing agreement.

Recently, the United States Postal Service has decided to restructure, (where feasible), Letter Carrier assignments separating a delivery unit's office casing duties from street duties. Implementation of this proposal will result in carriers with office duties (casers) casing and preparing for delivery approximately 3-4 street routes

in contrast to carriers with assignments consisting of predominantly all street duties. In our Branch, the first office for implementation will be in the Midvale Station. Listed below will be the duties outlined in Managements concept papers:

Casing carrier assignment duties would include the following:

- Case residual mail for multiple routes, Depending on mail arrival time and carrier leave time window
- Perform any withdrawal mail from distribution cases necessary for routes on their string
- Pull down residual mail for routes on their string
- Handle all Change of Address and mark ups for routes on their string
- Place all residual mail in hamper or other conveyance for transport to vehicle
- Collect all DPS/FSS/Saturation mail and parcels and place in hamper or other conveyance for transport to vehicle
- May case and deliver a street assignment to fill remaining hours of assignment
- May deliver Express Mail
- May perform early bird collections
- PM casing if necessary

Street carrier assignment duties would include the following:

- Collect accountables, keys, scanner for route
- Check in with supervisor
- Pull Hot Case and perform scan
- Load delivery vehicle in order of delivery
- Deliver and collect mail
- Deliver Express Mail in line of travel
- Return to office o
clear accountables, keys

- dock scanner
- notice left parcels
- collection mail
- PM casing if required

The Postal Service states: "This strategy should afford a less contentious office management environment in that fewer carriers will be casing mail and those carriers will be striving to attain a set time per route for completing their assignment. There should be less need for carriers pivoting on undertime, therefore reducing the operational inefficiencies and delivery inconsistencies experienced by customers that are associated with constantly splitting routes. Curtailment will still be used as a work load leveling tool to avoid overtime and maintain street schedules. Expedited Preferential Mail (EPM) is another program that may complement the route optimization strategy and should be explored. The route optimization concept would allow for a more consistent workload for both the carrier caser assignments and carrier street assignments, and in turn will provide our customers with more consistent delivery times.

Sample schedule 0600 – caser reports

0600-0601 – caser reports directly to casing assignment

0601-0830 – caser cases all residual mail with emphasis on route with earliest deliverer report time, pulls down residual, inserting SPRS in delivery order

...continued next page....

In Loving Memory

Gary M. Watanabe

Oct. 4, 1954 - Jan. 20, 2012

Eulogy

Alisa Tucker, *daughter*
Alaina Watanabe, *daughter*
Christopher Watanabe, *son*

Piano

Christopher Watanabe, *son*
"Ashitaka to San" *Joe Hisaishi*

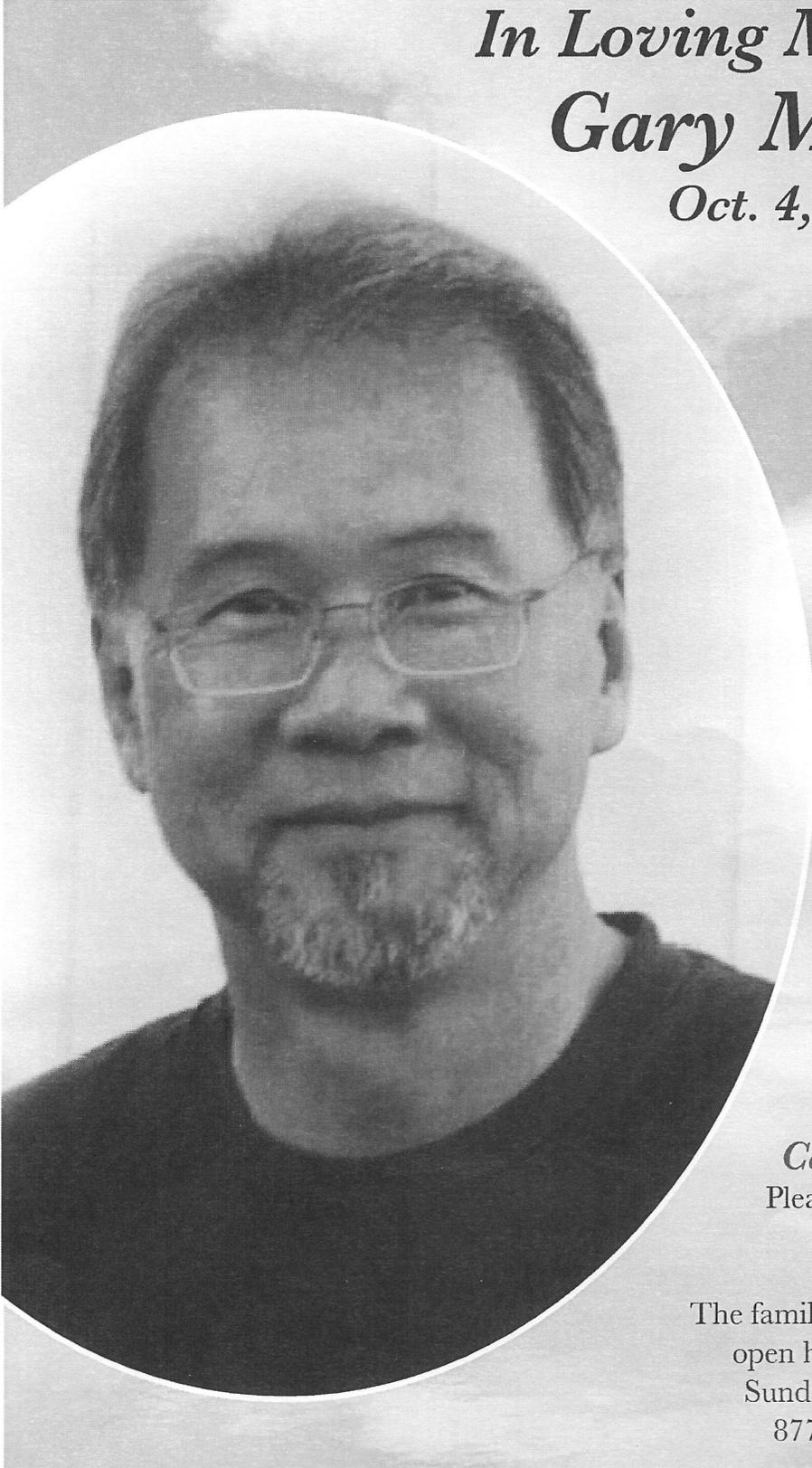
Pallbearers

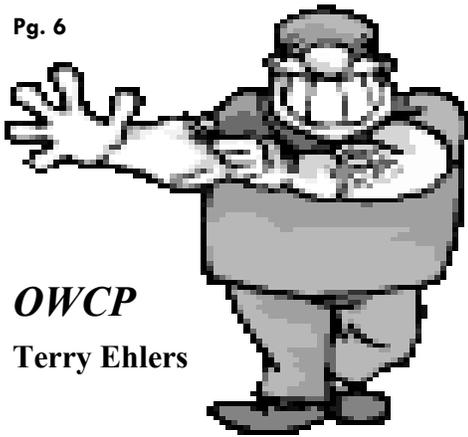
Christopher Watanabe, *son*
Don Nomann, *father-in-law*
Doug Nomann, *brother-in-law*
Joe Tucker, *son-in-law*
Jesse Velarde, *future son-in-law*
Javier Leon, *cousin*
Michael Solomon, *cousin*
Brad Cooke, *friend*

Celebration & Fellowship

Please join us for lunch immediately
following the service.

The family would also like to invite you to an
open house at the Watanabe residence
Sunday, Jan. 29th from 2:00-6:00pm
8777 So. Long Dr., West Jordan





OWCP

Terry Ehlers

I would like to start out by saying congratulations to the new officers. I predict that the new Executive Board will represent the Branch in a new and positive direction.

On the MBA side, I still have pamphlets for all the insurance categories offered from the NALC. On the National's website there is the same information, please look into these to cover yourself and loved ones for possible catastrophe.

The office of OWCP has changed how injured carriers will get their case number it works like this;

- Injured carrier files a CA-1 (Traumatic Injury) or a CA-2 (Occupational Injury) with the Postal Service the forms are sent to OWCP for processing.
- OWCP then sends correspondence to the Postal Service, then the Agency puts the information (case file numbers) into the appropriate program which in turn identifies the Injured Carrier to the case file.

After about a week the injured worker can request their case number by using the "request from the Postal Service for OWCP Claim number." this can be found on the branches website "branch111.com." The worker then takes that form to their management or can call a Human Resource Specialist listed below.

Teresa Barrett 801-974-2984

Kim Cook 801-974-2266

Douglas Mains 801-9742514

Stefanie Tran 801-974-2992

Just to share a little medical information with all carriers I just experienced my first bout with Kidney Stones. I had three with the largest being 4 cm which is about this size (O) represented in the parentheses. It is said that this is the closest a man can get to experience

childbirth, I say again that it was 4 cm and micro ounces and it hurt like nothing I have ever experienced, I can not imagine giving birth to a 8 pound infant. I surely have found an enlightened respect for all mothers. I just want to say thank you to all you wonderful mothers. For if men were to be doing the child birthing only one child would be born if that.

All letter carriers are subject to getting Kidney Stones if you fail to drink lots of liquids and with what you over indulge in your dietary intake.

I cannot express enough that you need to consume at minimum 10 eight ounce glasses of water per 8 hours. This will mean that as a letter carrier you will need to take more convenience (bathroom) stops, this will not shine very well in management's eyes but your health is more important than the small element of time that is lost.

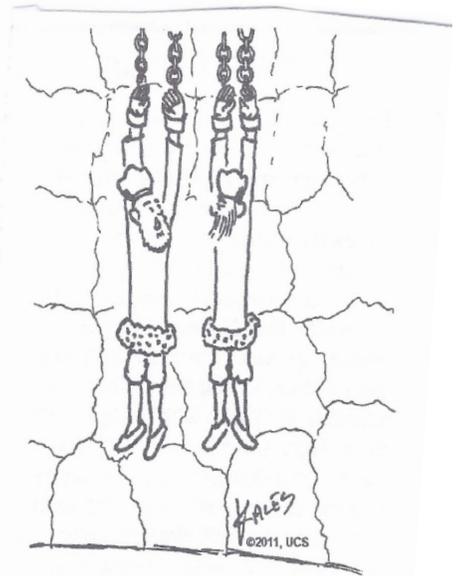
I need to say THANK YOU! to the carrier that I was helping with their injury. This carrier was able to assist me with my Kidney Stone issue; I thought it was awesome and I was gratefully appreciative to have him for his assist.

We as Letter Carriers need to watch out for each other at all times especially when someone gets injured. It has been a concern that injured carriers are not getting the appropriate forms needed to take to the doctors or waiting to get the forms. If you or someone is injured seek medical attention from your doctor or emergency facility. Inform your management of the situation (accident or ?, etc.) they are to give you the forms that you need. Contact your Steward, call the Union Hall, or call me to assist you.

There are procedures that need to be followed and the process is confusing and frustrating, but your Union representatives are here to assist you with the help that is needed, we will get the matters corrected and handled for you.

Again, if you need assistance just call.

Terry C Ehlers



"This wouldn't have happened if we had unionized."

Support the auxiliary since they support us.

The auxiliary is in dire need of members. Bring your spouse, enjoy the company, sign up for fun and enjoyment.

Remember as well to bring a little extra cash to the union meetings to get some great grub.



supportive of the Postal Service. We have 2 of the 3 Congressman now, wouldn't that be great if we could get 3 of 4, No wait - 4 for 4. That's our goal. We as NALC members, as Branch 111 members need to be involved as much as we can in this decision of who will be in these elected offices. We need to attend town hall meetings, Write letters, and make phone calls to all the candidates. When you hear of a Town Hall meeting call the Union hall or call me so we can rally our members to get our presence felt.

Rob Bishop
1017 Federal Building
324 25th St.
Ogden, UT. 84401
(801)625-0107

Jim Matheson
240 east Morris Avenue #235
South Salt Lake, UT 84115
(801)486-1236

Jason Chaffetz
Provo Office
51 s. University Ave #318
Provo, UT. 84601
(801)851-2500

Orrin atch
8402 Federal Building
125 South State St.
Salt Lake City, Ut 84138
(801)524-4380

Mike Lee
125 south State St. Suite 4225
Salt Lake City, Ut 84138
(801)524-5933

*Next union meeting
March 8, 6:30 PM*

Happy New Year everyone, last year was a busy year for us in Branch 111. I believe 2012 is going to be even busier. At National Rap session last year President Rolando asked the NALC Brother and Sisters to get one million signatures on a Save America's Postal Service petition, we reached that goal. That is going to be a big tool we use back in D.C. to help get support for the Postal Service. Thank you for everyone's help. Good job to our brother and sisters in Price they reached their own personal goal of one thousand signatures.

In the months of November and December the post office would have posted a 152 million dollar operational profit, but instead it will show up as a 1.1 billion dollar lose due to the politicians mandates. There are two new Postal Bills that have been introduced on Capitol Hill H.R. 3591 and S. 1853 Both these bills would put a stop to our prefunding payments, ensure a six day delivery, prevent closure of rural post offices, and protects mail processing facilities from closing. The NALC needs everyone to write and call their Senators and Representative and ask them to co-sponsor these bills.

Locally we are in for a big year with Utah getting a new representative seat. This gives us a chance to elect in someone that's

Another way to get our voice heard is through COLCPE This gives the NALC the funds to get our members out to the candidates, so we can tell them the truth about how the Postal Service would have posted a profit were it not for the prefunding mandates, about how closing down office's is the wrong way to try to save a buck. Give to COLCPE it works. Remember to fill out your Carrier Corps papers and get them in so you can get credit towards a silver or gold pin. Caucus time is coming up get out and become a delegate for you party. Sign up times for Democrat is March 13 and for Republicans is March 15.

Again I would like to thank everyone for all you do. Let's not stop, stay pro-active and make those calls and write those letters. They do make a difference.

Chad Mortensen



"And you can rest assured that this workplace grievance will be ignored at the very highest level."



NALC HEALTH BENEFIT PLAN
JIMMY KEREKES

The New Open Access Network (OAP) with CIGNA started Jan. 1, 2012. We are no longer under CIGNA's PPO Network. If you haven't checked to see if your doctor is on the list, do so as soon as possible. If your doctor is not, you need to fill out a Nomination Form, with my help. I was told by the Health Plan Directors' Staff that CIGNA would try to sign up doctors in Utah as a priority, since Utah was greatly affected by the new OAP network.

I don't know the status at this time about the Hospitals. I'll call before the Feb. meeting.

Many if not all of you, should have received your new Medical Cards. Be sure that you show it to all your providers. Do that so the providers can have the information on the Front and back of the card. There are different markings on both sides that are different than last year's card.

Also, Fraud in the Medical world is increasing. When you go to a doctor or hospital, etc., your

first letter you receive usually shows what services you received. It should have dates of service, medical codes, description and costs. Keep that information. When you get a statement from Medicare or a statement from NALC HBP, you need to compare the medical statement with the Medicare and / or NALC HBP statement. By doing that you can determine if the amount you owe is correct. If you need help with that call me.



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 continue to do my best to supply you with the BEST quality uniforms that I can and to answer all of your questions to the best of my knowledge. Thank you for your friendship and business.

-Ethel Taylor
 801-355-0182

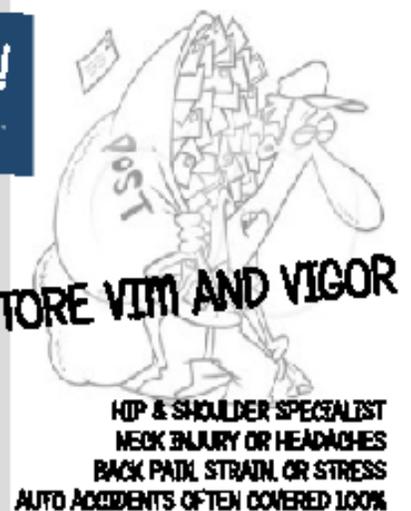


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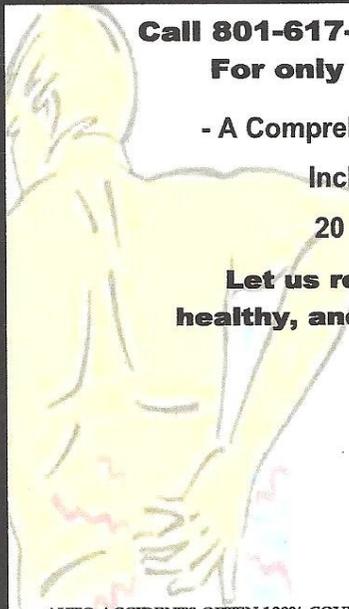
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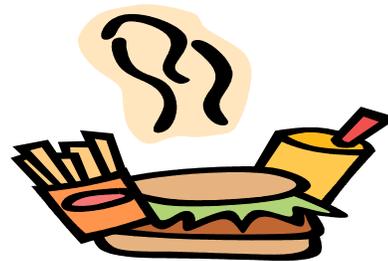
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February 2012

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3 	4
5	6	7	8	9 Union meet- ing 6:30	10	11
12	13	14 	15 Steward train- ing 6:30	16	17 	18
19	20 Presidents day holiday	21	22	23	24	25
26	27	28	29			

March 2012

Aflcio nominations will take place at the March union meeting

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

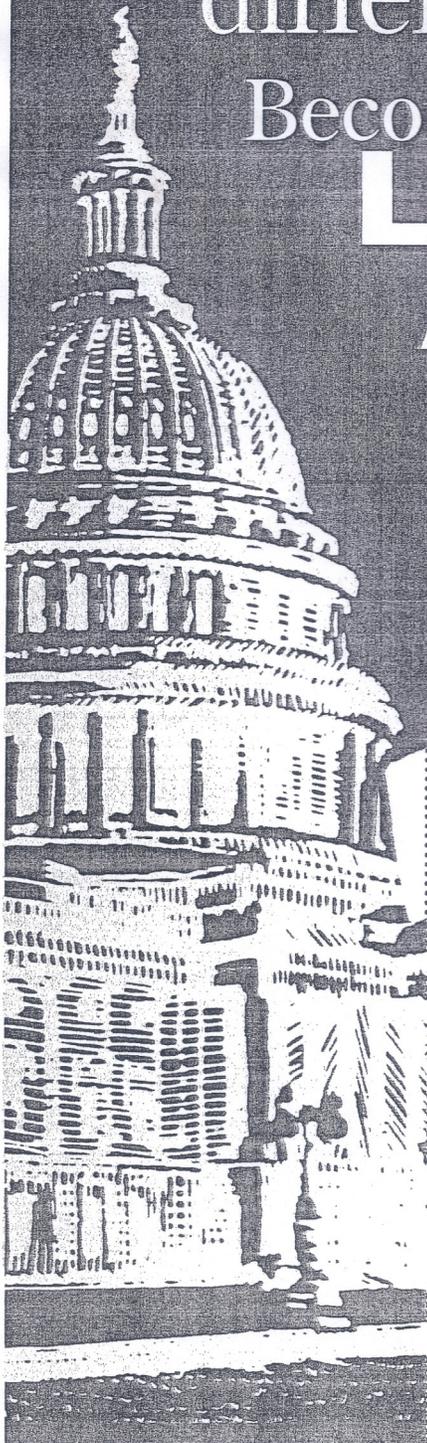
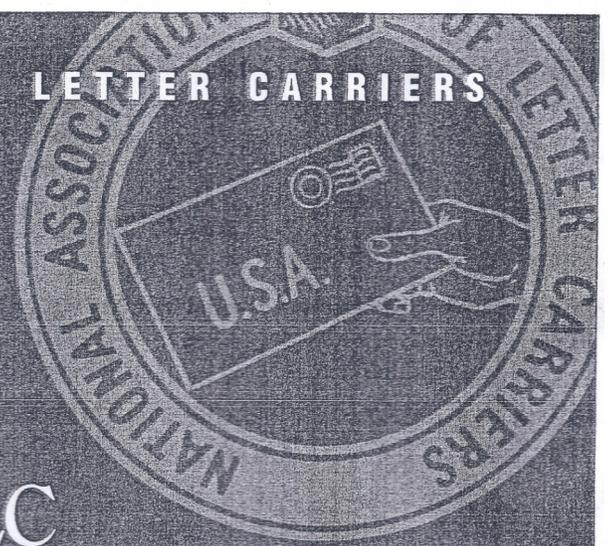
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- Fax it to 202-756-7400; or
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