

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

The
Pavement Pounder

February 2013 – March

2013.3

Summertime is here.



Make the most of it.

The Nelson News

Jeff Nelson, President.



Thanks to everyone that participated in the Food Drive this year. From reports I've gotten from several offices, it sounds like the poundage may be down from years past, but I haven't received the official numbers yet. In any event, the food banks around the state appreciate it, and it is definitely needed.

The NALC Utah State association put on a good state convention last week in Wendover. Some of the highlights included the opportunity to hear from NALC National President Fredric Rolando, our very own Lance Henrie being selected as the 2013 Carrier of the Year, and several people taking more money away from the casinos than they started out with. It was an enjoyable time; we received some great instruction, including a great class by Regional Administrative Assistant/former Branch 111 president Michael Wahlquist on filing unfair labor charges with the National Labor Relations Board on things that management does. My thanks go out to everyone that was involved and all the work that was put in to making this a great event. Another highlight was the fact that no one (that I've heard of) was put on removal while we were gone.

I know I've mentioned it before in union meetings and previous articles, but we still need to try to help out the CCA employees as much as we can. Management has decided that if the CCA's do not pick up the job immediately, they will cut ties with them early rather than trying to wait to see if they will pick it up.

If your CCA's are union members, we need to help these union brothers & sisters out. Once we can get them past probation, they will be afforded all the protections of the grievance procedure with discipline and/or removal. We plan to have periodic CCA Survival Training meetings offered every so often for union members, so hopefully this will help as well.

If you have CCA's in your office that are not union members, be persistent in letting them know the advantages of being a union member, and try to get them to sign up. Advise them that they have nothing to lose. If they sign up, they will get additional training to help them make it, and if the worst case scenario happens and they don't make their probation, they have the option of requesting their dues back from the branch. I'm getting phone calls from CCA's that decided not to join the union that did not make their probation, and all I can tell them is things may have turned out differently if they had the help we offered in the first place.

Over the last couple of months, I've been involved in negotiations with several offices regarding their Local Memorandum of Understanding (LMOU). Most of them turned out well, with only a couple being sent to the next level. As I met with management from one office in particular, the supervisors I talked to only wanted to talk about what **they** wanted. They had no concern with what the carriers would want. It was only, "Take, take, take" with little to no effort on their part on actually negotiating and trying to work out a fair deal that might benefit both parties.

As I met with these management counterparts, their selfish desires reminded me of an old movie, "The Blob". Any who are familiar with this movie (or the monster it was named after) remember that the creature, which came from outer space, would devour and take in everything it touched. It always wanted more and more, and would grow bigger and bigger with each consumption. Management in this regard (and others I've seen) are much like the Blob, only seeking to take more and more away, without giving anything of value in return. As they intimidate one carrier after another to short change their estimates, their heads get bigger and bigger, confident that the "ends justify the means".

Often times, I've seen supervisors use the adage, "A fair day's work for a fair day's pay!" as they try to convince an already overburdened carrier of the fictitious DOIS numbers, hoping they can squeeze more out of the worker. They have no concern if the carrier will skip their lunch or breaks, and with the tactics they employ, it's questionable whether they even care if the carrier is being safe. It's pathetic to see these same supervisors, managers, and postmasters (after they try to make hard working carriers feel like they're slugs) return to the comforts of their padded chairs and desks. Knowing they've intimidated several carriers to commit to estimates they can only meet at break-neck speeds, they can now go back to shopping for shoes, doing their banking, and responding to personal e-mails on their work computers.

Carriers know what "a fair day's work for a fair day's pay" is about, because they are the ones actually doing the work. Some of those in management have never even carried mail before, yet they profess to be the experts at it. As you have your daily go-around in the morning with your supervisor, don't give in to what the "blobs" out there are selling. Stand fast to your estimate. Factor in your lunch, your breaks, and the time it will take to do the route right. If the supervisor threatens to follow you because they don't like your estimate, don't give in to this scare tactic. Notify your steward of the actions that the supervisor takes against you. It is extremely important to stand up to the bullying tactics that some in management employ. If you are having problems with your supervisor, make sure you talk to your steward. Depending on what management is doing, we may be able to take some action to stop their behavior. In any event, if they are crossing the line, it is something that should be investigated. Remember, you know the route better than DOIS, better than management, and better than any "blobs" that may be out there.

Tear this page out and hang it in your office important information for all on the job injuries...



A Sample Reference Guide to OWCP

ON THE JOB INJURY

As a Postal Employee you are a Federal Employee and you should know what your rights are, when you are injured. As a federal employee you are covered by the Federal Employees Compensation Act (FECA). FECA is administered by the Office of Workers Compensation Program (OWCP), United States Department of Labor (DOL).

FECA provides that employees who suffer job-related disabilities due to a Traumatic Injury (CA-1) are entitled to the following:

- A. Continuation of Pay (COP) for the period of the disability, up to a maximum of 45 calendar days, for a traumatic job-related injury.
- B. Compensation for wages lost as a result of job-related injury or disease or illness.
- C. Medical care for disability due to:
 1. Personal injuries sustained in the performance of duty.

TRAUMATIC INJURY

You will need to fill out a CA-1 to establish an initial injury; CA-1 is used for a traumatic injury. This injury is defined as: a wound or other condition of the body caused by external force, including stress or strain. *The injury must be identifiable as to a specific time and place of occurrence and member or function of the body affected, and caused by a specific event or series of events within a single day or work shift.*

- **Report the injury** to your Supervisor immediately.
- **Fill out a CA-1 Form.** If management enters the information into the computer system, and prints you out a CA-1 to sign, you do not have to sign their CA-1. You have the right to fill out your own CA-1. Management may put inaccurate information on the form that they typed for you and now they want you to sign it!! **Fill out your own CA-1 Form** and inform management that you would like a copy of the CA-1 form they have generated on the computer.
- **Request a completed copy of the CA-1** (both sides) when the postal service has completed their portion.
- **Request a receipt of your CA-1** when you turn it into management. That receipt is your proof that you submitted your Form CA-1.

CHOICE OF PHYSICIAN

- **Request a CA-16** to receive medical treatment from your own choice of physician. You have the right to choose a physician or hospital of your choice for treatment. Request that your supervisor authorizes (signed by Supervisor / Manager) medical treatment by issuing you a Form CA-16. You must provide your supervisor with the name and telephone number of your physician. The CA-16 authorizes your doctor to provide treatment. The CA-16 guarantees payment to the original treating physician (or any physician to whom the original treating physician refers the employee) for 60 days from date of issuance, unless OWCP terminates this authority at an earlier date.
- **Always request COP** if your disability causes you to lose time from work. FECA provides that an employee's regular pay may continue for up to 45 calendar days of wage loss, due to disability and/or medical treatment, after a traumatic injury.
- **Request a Form CA-17** (a Duty Status Report). If your doctor releases you to work with medical restrictions, the physician should completely fill out the right side of the CA-17. Management should completely fill out the left side of the CA-17.

Occupational Disease / Illness

The Office of Workers Compensation Program (OWCP) defines an “occupational disease or illness” as a medical condition produced in the work environment over a period longer than a single work day or shift by such factors as systemic infection; continued or repeated stress or strain; or exposure to hazardous elements such as, but not limited to noise, toxins, fumes, or other continued or repeated conditions or factors of the work environment.

A CA-2 is the proper form for you to file a claim for Occupational Disease or Illness. Some examples of common claims are: back injuries, carpal tunnel syndrome, plantar fasciitis, and rotator cuff strains, meniscus tears and ankle injuries.

Injured employees have the Burden to prove their claim with OWCP. Before going further with the claims process the injured employee should meet with their physician to discuss the medical connection between the injury and the condition found (injury, disease or illness) and must be shown, based entirely on medical evidence provided by the physician(s) that have examined and treated the injured employee. The physician should explain how the injury and the condition found by;

Direct Causation:

Refers to situations where the injury or factors of employment result in the condition claimed through a natural unbroken sequence.

Aggravation:

(Temporary or Permanent): a condition is worsened by a work-related injury.

Acceleration:

Work related injury or disease may hasten the development of an underlying condition, and acceleration is said to occur when the ordinary course of the disease does not account for the speed with which a condition develops.

Precipitation:

Term refers to a latent condition which would not have manifested itself on this occasion but for the employment.

The following information should be submitted along with the CA-2:

Include a statement by you the injured worker describing your work duties that you believe contributed to your injury. Be thorough in detailing your statement, but do not exaggerate or use exact numbers, instead use approximate numbers. Make sure the statement is signed.

You must have a detailed Medical Report from your Physician. The report must include the following:

Dates of examination or treatment.

History given to the physician by the injured worker.

Statement that the physician has read your description of work.

Detailed description of the physician's findings.

Results of x-rays, laboratory test, etc.

Definitive Diagnosis (no impressions).

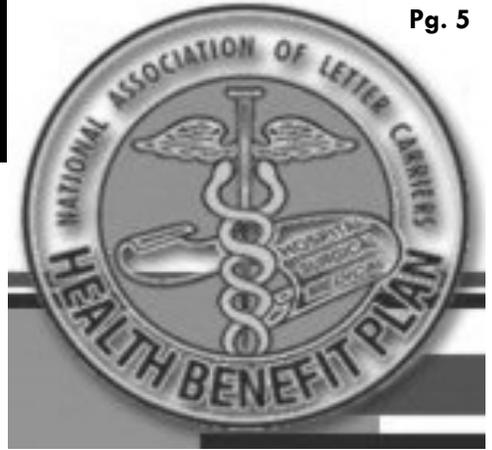
Clinical course of treatment.

Most important the physician's opinion as to whether the disease or illness was caused by or aggravated by the employment, along with an explanation of the basis for their opinion (reports that do not explain the basis for the physician's opinion are given very little weight in adjudicating the claim).

Once the CA-2 is completed, submit it to your supervisor and request your receipt. Your receipt is proof your supervisor received the CA-2 claim. Inform your supervisor you want a completed copy of the CA-2. The employer is required to give the employee a copy of both sides of the completed CA-2 (29CFR 10.110a).

The VP Speaks

Vice President Phil Rodriquez



NALC HEALTH BENEFIT PLAN
Jimmy Kerekes Jr

As I write this I just finished our monthly Labor Management meeting with the SLC Postmaster and his Manager of Postal Operations. As always, we brought forth a list of items regarding their Managers and Supervisors actions and behavior. The list of agenda items is submitted in advance of the meeting with the hopes that our concerns will be discussed in a productive manner. As we sat down and passed out the agenda, the Postmaster stated that our agenda for our meeting, (issues) mirrored every previous meeting beforehand. Nothing has changed and the same problems still persist in many of the same Stations, with little change.

The work floor environment, in some offices, is hostile and unprofessional. Letter Carriers are treated with disdain. How many times have you heard that if they just left me alone to do my job???? We are constantly being monitored by our Supervisor whether it's in the office casing mail or out on the street delivering our routes. Management wants every part of our day accounted for and no matter how hard we work, it's never fast enough. As we go into the summer months our Supervisors will be stepping up street observations. Managements states that "now that CCA's are in abundance" our overtime will diminish and they expect Letter Carriers to extend their street time to make up in the lost overtime. They have ordered not only our Supervisors to conduct street observations but anyone in support roles working at the main Post Office. I advise every Carrier to work profession-

ally and deliver your route safely. Do not cut corners or work in an unsafe manner. Lock your vehicle and always wear your seatbelt. Management cannot discipline you for going slow but they can drop the hammer if you have your door open going through an intersection. Deliver your route everyday as if you had your Supervisor in your truck.

Many stations will be getting gps phones tethered to a scanner. The idea is real life tracking on the products we scan to provide better service to our customers. However, we all know that it will be used as a tracking tool to monitor Carriers in their daily duties on the street. I expect that some Carriers will be targeted and monitored closely and discipline issued at frenzied pace. As more information becomes available we will get it out to our Stewards and monthly Union Meetings.

Phillip Rodriquez
Vice President



Postal benefit and retirement workshop

Location: Yarrow Hotel 1800 Park Avenue, Park City, Utah

Date and Time: June 21st 7:30pm

Free Food — \$50.00 visa Raffle

For more info contact your office Steward

Ideal for federal employees early in career , mid-career, or pre-retirement looking to understand and maximize your federal benefits.\

Reserve your spot today space is limited.

Ph# 1-866-201-7829 Fax# 1-916-228-4056

Email: jgottins@gmail.com

WWW.gpis4u.com





Legislative Report

We have just returned from the Western States Lobby Trip in DC. This one was the biggest I have seen. I believe everyone is starting to understand how important it is to educate congress and to get congress to act on legislation that that will curb the Postmaster's will to shrink, cut, and eliminate the Postal Service.

Utah sent 11 lobbyists this year, which was a good sign. While we were back at headquarters we were able to attend a legislative update class. In this class President Fredric Rolando gave us an update on what is going on up on the hill. President Rolando said 5 day is the wrong way for many of the same reason we have been talking about over the past 2

years, but what is new is how and where the Postal Service gets it revenue to operate. We all know it's not from the tax payers it's from our customers. These customers are not always the residential family homes, it's the business that ship to the residential homes, and 33% of these businesses say they cannot go without Saturday mail service.

President Rolando talked about how there are 40,000 letter carriers ready to retire, how health care is where the Postal Service can cut costs. He also talked a little bit about Darrell Issa's latest proposal to move all mail boxes to a cluster box system at a cost of 6 billion dollars. The one message that really stuck with me was at what cost does congress want the Postal service to continue to mandate our pre-funding obligation. Do they want to continue the mandate to the point that the Postal Service goes over the fiscal cliff our does congress want to steer us in a direction that we can continue to service America.

Our meeting with Congressman Rob Bishop office was very positive. The meeting was with his aide, but Congressman Bishop made it a point to pop in to the meeting and thank us for everything we do. At our meeting with Senator Mike Lee's Office, his aide told our group that the Postal Services pension and retirement health care funds are underfunded and if we don't continue with our payment schedule we will be a burden on the American tax payer. The aide also said if you want Saturday mail or if you live in a rural area you should have to pay a premium price. It is apparent that they are not aware of the 1902 Rural Free Act which made it so all of America can receive the same service regardless of where you live. I saved the worst part for last. The Senators aide said he had a meeting with Fed-Ex people and that Fed-Ex could take over for the Postal Service and the frequency and quality of service would not drop and they could do it for 37 cents. As mad and disgusted as I was at them I did not swear or call them any names, but we all know that is all Bull Poop! The Postal Service delivers more in one day then the Fed-EX does in a year.

On March 3rd Lela Gardner, Stephanie Wood, and myself were able to go to a meeting with Congressman Chris Stewart. The meeting seemed to be very good; the Congressman asked a lot of questions and seemed to really listen to what we had to say. He said he believed the prefunding obligation needs to be addressed because it doesn't seem right. He also said there are some things in H.R. 630 he can support and others he could not. We told him that H. R. 630 is a good blue print to start from and to go forward on that. The one thing Congressman Stewart did say that was disturbing was he believes Congress should not be telling the Post Master when and how often he can deliver mail. He said delivering frequency should be left up to the Post Master. In the State of Utah we have are worked cut out for us due to the type of politicians that are in the elected office. It is not a losing battle; it just means we have to work harder than other states. We need everyone to write and call your Senator, and your congressman. Tell them to protect the Postal Service. Tell them your personal story; everyone needs to call multiple times and to get others involved. Give to COLCPE sign up to be an e-activist get involved with your local political process stay informed and stay active, with many active we can succeed.

Chad Mortensen

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.

SKAGGS[™]

POSTAL UNIFORMS

New Timberland Pro Series
Comfort, Durability and Performance



Charleston Low Soft Toe Shoe
\$92.66 Full Allowance Price

Jamestown 6" Soft Toe Boot
\$99.86 Full Allowance Price



Jamestown 6" GTX Waterproof
\$117.86 Full Allowance Price

For all your Postal Uniform needs we've got you covered with great Union Made in the USA products.

3828 Main Steet, SLC
Call Toll Free 800-825-3339
or @ www.skaggspostal.com

IN MEMORIAM

ERNEST JOSEPH SODJA

JOHN KRISTEN GRAMER

EVAN TAYLOR RIDING

VERNON LEO HEMINGWAY

GLEN ALMA CLARK



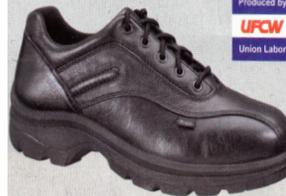
***WE EXPRESS OUR DEEPEST
CONDOLENCES TO THE FAMILIES***

The Finest Brookfield[®] Uniforms

BUY UNION • SUPPORT UNION

UNION PREFERRED VENDOR

UNION MANUFACTURED & DISTRIBUTED



Produced by
UFCW
Union Labor

UNION MADE



soft streets[™]

1-800-527-0606 • www.brookfielduniforms.com
WORLD CLASS SERVICE • FREE SHIPPING

Remember a 25\$ gift certificate can be won at union meetings to active carriers

Brookfield[®] Uniforms
UNION MADE

Ethel Taylor
Retired Member Br. 111

1187 North 1300 West
Salt Lake City, UT 84116

Office: 801.355.0182

National Association of Letter Carriers
2261 South Redwood Road, Suite 14
Salt Lake City, Utah 84119

Non-Profit
U.S. Postage Paid
Salt Lake City, UT
Permit No. 1981

Address Service Requested

PRESIDENT
Jeff Nelson
VICE-PRESIDENT
Phil Rodriquez
TREASURER
Mike Madsen
SECRETARY
Kim Mortensen
SGT-AT-ARMS
Stan Hawker
MBA & OWCP
Terry C Ehlers
801 694-0558
TRUSTEES
Lela Gardner
Joan Larsen
Richard Watson
Colcpe coord.
Eric Grotepas

The
***“Pavement
Pounder”***
is the Official Publication of
Branch 111 NALC
the
“Wasatch Branch”

LEGISLATIVE
Chad Mortensen
HEALTH BENEFITS
Jim Kerekes
801 557-6033
**DIRECTOR OF
RETIREES**
Joe Zabriskie
801 631-5081
**PAVEMENT POUNDER
EDITOR**
Monte Jones
**SAFETY & HEALTH
Organizer**
Arlynn Venema
Lance Henrie
Branch Office

(801) 973-6705

Fax
(801) 973-6723