



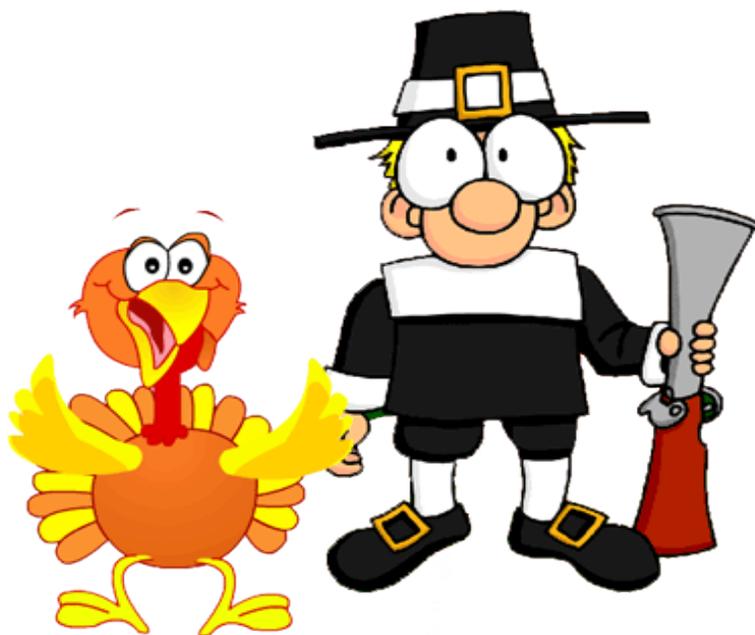
BRANCH 111 N.A.L.C.  
"THE WASATCH BRANCH"

The  
**Pavement Pounder**

October - November 2013

2013.5

**GIVE  
THANKS**  
FAMILY • FRIENDS • GRATITUDE



# The Nelson News

**Jeff Nelson, President.**



There have been a lot of changes in the last couple of months. The first one is that there is finally a process to begin to convert the CCA employees to career status based on their relative standing (seniority) in their installation. The assignments that are residual vacancies that are not under withholding will be offered to any PTF or unassigned regulars first. Then they will be posted on eReassign for 21 days, and then offered to employees from other crafts. At this point, the CCA's will begin to be placed into these positions. While I'm not thrilled about the preliminary steps, at least there is something in place now to start converting our CCA's, some of which are going on 6 to 7 years in that status.

I've had the opportunity to talk with our new District Manager a few times. His name is Jimmy Wolf, and he comes from being the Plant Manager in Las Vegas. He is very big on employees living the "Golden Rule" and treating others the way you would like to be treated. I'm hopeful that he will assist in some of the offices in which carriers & other craft employees have been treated poorly by some in management. If your supervisor, manager, or postmaster does something towards you to show disrespect, bullying, or intimidation, don't react. It's best to just walk away and avoid being a part of it. Many times while watching football, I've seen it where the player that gets flagged for a personal foul is the one that is reacting to a foul by the other player that wasn't seen by the referee. If someone in management shows unacceptable conduct, notify your steward or myself so we can address the issue properly.

Make every effort to talk to the carriers in your office that are non-members to get them to sign up with the union. We currently have doubled the bounty that is paid out when someone gets a scab to sign up, so do all you can to increase our membership, and you could get a cool \$50 in your pocket for your efforts.

With the weather changing, make sure you are as safe as possible, especially as you walk in hazardous conditions of rain & snow. From the EL-814 (Postal Employee's Guide to Safety) it reads:

Section IX: Mail Delivery

## A. Fingering Mail

Never finger mail while driving, walking up and down steps or curbs, crossing streets, or at any other time the practice could create a safety hazard to you or the public.

## B. Hazardous Conditions

Pay close attention when you are walking in order to avoid lawn depressions, stones, bits of wood, children's toys, and other tripping hazards.

You are not required to risk personal injury from icy steps, broken or rotten steps or porches, protruding nails or sharp edges on mailboxes, or similar hazardous conditions, Use PS Form 1767, *Report of Hazard, Unsafe Condition, or Practice*, to report any of these problems to your supervisor.

Alert replacement carriers to any hazardous conditions by completing PS Form 1766, *Hazard Warning Card*.

I've also heard of more insect stings this year than any other year I can remember. This needs to be reported immediately, regardless of the severity you feel it has. Further in the EL-814, it reads:

## D. Animals and Insects

### 2. Medical Treatment of Animal Bites or Insect Stings

If you have severe or allergic reactions to insect stings, you must inform your supervisor and, if available, the medical or health unit. Use caution in removing mail from mail receptacles to avoid stings from any insects inside.

Make sure you thank your steward for all they do. Much of the work they perform is behind the scenes, and is never recognized. We should also show appreciation for the officers of the Branch and all their efforts. And last of all, thank you for everything you do, as a professional letter carrier, legislative activist, contract enforcer, or any other role you play as we work under the insane, stressful conditions of the United States Postal Service.

In solidarity,

Jeff Nelson

# The VP Speaks

## Vice President Phil Rodriguez

### FMLA

#### The Family and Medical Leave Act

The Family and Medical Leave Act (FMLA) guarantees eligible letter carriers up to 12 weeks of leave each postal leave year, for:

- A new child in the family—by birth, by adoption or by placement in foster care;
  - Caring for a family member with a serious health condition;
  - The employee's own serious health condition that prevents him or her from performing the job, or
- Qualifying exigencies arising out of the fact that employee's family member is on or has been notified of "covered active duty" in the Armed Forces.

The FMLA also guarantees eligible letter carriers up to 26 weeks of leave in a single 12-month period to care for a "covered service member" with a "serious injury or illness" if that service member is their spouse, son, daughter, parent, or next of kin.

The FMLA guarantees time off, whether paid or unpaid. The type of leave taken depends on the reasons for the leave, an employee's earnings and the usual postal leave regulations. There are eligibility criteria, medical certification guidelines and other detailed rules governing letter carrier rights to FMLA leave.

Recently, our beloved FMLA office has sent out forms requesting permission from those requesting FMLA authorization to contact their medical provider regarding "clarification" of their FMLA request. I have received numerous phone calls asking can my FMLA claim be denied if I don't give permission to speak to my provider?

With the employee's permission, a health care provider representing the Postal Service may contact the employee's health care provider to clarify the medical certification. Also, the Postal Service may require the employee to obtain a second opinion at the employer's expense.

I would recommend that you never give your employer access to your medical provider. Further, I would suggest notifying your Doctor that you do not authorize the release of any information without your permission. Also, we have new NALC forms that make the process simple and easy. Below is a link to [nalc.org](http://nalc.org).

#### NALC FMLA Forms

[http://nalc.org/depart/cau/pdf/fmla/FMLA%20forms\\_5-24-13.pdf](http://nalc.org/depart/cau/pdf/fmla/FMLA%20forms_5-24-13.pdf)

Western Area  
 HRSSC FMLA WESTERN  
 PO Box 970910  
 Greensboro NC 27497-0910  
 FAX: 651-456-6071

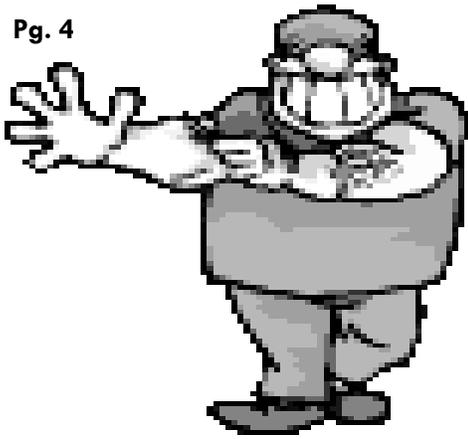


NALC Branch #111  
 2261 S Redwood Rd #14  
 Salt Lake City UT 84119

#### 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 insure someone is there.



**OWCP**

**Terry Ehlers**

I would like to start out thanking all of those hard working individuals that made the Steak Fry of 2013 a success. It was touch and go there for a little while with the rain and wind; however the Steak Fry Committee did not let that stop them from producing a great time and meal for all that came out. Without these wonderful individuals the Steak Fry would not be able to be a growing success.

There were plenty of steaks this year and everyone was pleased with the steaks. We had people arrive at the event that did not purchase tickets in advance but nonetheless we were able to provide them with a great meal.

I would like to thank all of the Letter Carriers in Branch 111 who have been giving advice to fellow carriers that have been injured. This has prevented mistakes and helped those individuals in getting claims accepted. Please remember that if you are injured at work, immediately inform your Steward and call the Branch 111 office or myself.

If you are injured at work you must notify your supervisor of your accident even if you are not going to get medical attention. Let me give you a live scenario: you are out on your route and you are stung by a bee. The area swells up and is hot to the touch. Most of us would just shrug it off and scratch the area when needed. But we are letter carriers we touch mail, mail boxes and etc we are picking up contaminates on our hands and then scratching at the bee sting area. That's right we have just infected the area and need medical attention for skin ointment and antibiotics for a bee sting. Did you tell your supervisor about it the day it happened? Not every injury needs to have an accident report filled out, just letting your Supervisor know is reporting in and of itself. If your injury later becomes to the point of seeking medical attention proper notification to management was done.

There is a document that is being sent out to all that are requesting FMLA it is a form that allows the Postal Service to have access to all of your medical information. **DO NOT SIGN THIS FORM!** Contact your Steward or call the Branch office.

On the Mutual Benefit side if you are under 55 years of age, you, should be looking at your insurance policy to update the amount of coverage you have to ensure if something were to happen to you, your family would be taken care of.

As always if you need my assistance please call,  
801-694-0558

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**

**Next Union meeting  
October 10**

**Meeting in November  
will be on the 14th**

**6:30 pm**



August was a very busy and productive month. With Congress and the Senate on recess there were a lot of town hall meetings held and it was a great chance for us to get meetings and present our case of why we don't want to cut a day of service and why closing and eliminating is the wrong path for the Postal Service.

Early in August Mike Smith from Ogden and I were able to have a meeting with Congressman Rob Bishop. It was a short meeting but we were able to get our message. We asked the congressman to vote not on H. R. 2748 this is Rep. Issa's bill. We explained that this bill does not fix the Postal Service all this bill does is cut and eliminate our service. Congressman Bishop said he supports Saturday mail and he said as we presented him with the information on bill H. R. 2748 he said he could not support it because he wants to keep his front door service. We need to get phone calls and letters into his office and show him we support this, and tell him we feel the same way. Congressman Bishop wants to limit the growth of

the federal government not expand it. We told him that H. R. 2748 would create another government authority over the Postal Service to the tune of \$10 million a year. This new authority is there to oversee the elimination of Saturday delivery, the elimination of front door delivery and to oversee the closing of the Post Office. Here is an idea how about spend that \$10 million on something that will help us grow as a Service a sales force, new vehicles, or anything else that will help create more revenue for the Service.

Rick Watson and I went to a meeting with Senators Mike Lee's office. We were able to talk for about an hour it is very rare to get that much time. His aid had a lot of questions and we had a lot of good answers. I asked the aid why is it that the Post Master wants to cut a day of service. The aid said it was to save money. I said "ok, but Saturday mail has not caused the Postal Service to lose money, let's fix something that is losing the Postal Service money" and at this point we presented them with a page of information on underwater mail streams that we lose money on to deliver. I said if we were to fix those mail streams we would save more money a year then if we were to cut a day of service.

Congressman Chris Stewart had an open house and another town hall meeting. Rick Watson, Kim Mortensen and I went to his town hall meeting. We were unable to ask any questions because it was overrun with environmental issues. At his open house Rick and I were able to talk to his aid over Postal issues we gave her the most recent financial report for quarter 3 of this year. This report showed that if not for the pre-funding mandate the Postal Service would have reported a \$660 million profit for the quarter. This report also showed the operating revenue grew by 3.6 percent and that shipping and package delivery revenue is increasing up 8.8 percent this quarter compared to the same period.

I went to a town hall meeting in Holliday that was held by Congressman Jason Chaffetz. There were about 200 people there so I was unable to ask any questions, but I did meet his new staff member that is in charge of Postal issues and she seemed very curious about the information I gave her and we are going to set up a meeting in September.

I plan on follow up meetings with them all but in the mean time I need everyone to get people to call and write their Senators and their Congressmen. The future of the Postal Service and our jobs are in the hands of what bill they will support. We would like them to support bills that will help the Postal Service. Ask them to support S. 316 and H. R. 630 . If you have not signed up for COLCPE please do, this is how we can make our voices heard, join e-Activist and remember to send those letters.

\Chad Mortensen

Chris Stewart	Jim Matheson	Rob Bishop
323 Cannon house	2211 Rayburn HOB	123 Cannon House
Washington, DC. 20515	Washington, DC. 20515	Washington, DC. 20515
202-225-9730	202-225-3011	202-225-0453

Jason Chaffetz  
2464 Rayburn House  
Washington, DC. 20515  
202-225-7751



I would like to take this opportunity to invite each and every member of Branch 111 to your regular branch meetings. Each month a copy of the minutes from the previous meeting, along with notice of the dates and times of upcoming meetings and trainings are sent to every zone in Branch 111. Any business that may be slated for the next meeting is included. Each zone or office has an NALC union bulletin board for the posting of our business. The branch meeting is where information is shared and where every member has a voice in all business. Since you are paying dues you have an equal voice as every other member. At the end of the meeting a name is drawn from every member in Branch 111 for the progressive drawings, if you are present, you win. There are two progressive drawings, which increase by \$25 each month. Currently, Progressive drawing "A" is over \$800! The second Thursday of each month at 6:30 PM is when we meet, and with Carriers working later and later, many people cannot get there at 6:30 sharp, but that is not as important as just getting there!



On the third Wednesday of each month, the Branch conducts Shop Steward Training. You do not have to be a Steward to attend. Numerous topics are covered; usually the training is planned around what is currently happening in Northern Utah. Remember knowledge truly is power. We have many rights as letter carriers; knowing what those rights are can be just as important as having them to begin with! Again, every NALC member is welcome to attend.

Various other trainings are conducted, depending on current needs. Most recently CCA survival training is being conducted once or twice a month, with flyers sent to the Shop Stewards, to notify of the dates. The USPS has been hiring so many new carriers, and then not always providing adequate training; many carriers have been terminated in their probationary periods, without ever having been properly trained. In order to give everyone the chance to succeed, the CCA survival training covers much that is necessary to perform the duties of a letter carrier, as well as informing our newest brothers and sisters of their rights.

With so many new carriers in Branch 111, many may never have belonged to a union, it is so important to help each other out and be united. We were all new once, and our jobs grow increasingly difficult with each new development. The thought of trying to learn this job today, as opposed to all those years ago when life was simpler, is overwhelming. That brand new CCA could very well be the next Shop Steward, State Officer or National Officer. You are the future of the Best and Strongest Union in the United States, the only thing that can strengthen it is YOU! Get and stay active and informed, register to vote, contact your representation regarding your job.

See you soon!

Kimberly Mortensen

## Retirement Class

If you are thinking of retiring now or in the near future (6mo-2yrs) this class is for you. Get prepared and ensure that you will make good decisions to last the rest of your retirement.

Date: September 26, 2013

Time: 6:30 pm

Location: Union hall

**Things to bring:**

Retirement Estimate

Last Pay Stub

-Q&A booklet

FERS (green) CSRS (Yellow)

Pencil Paper

And of course any questions you may have regarding retirement.



# 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<sup>™</sup>

## 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 Street, SLC**  
**Call Toll Free 800-825-3339**  
or @ [www.skaggspostal.com](http://www.skaggspostal.com)



# Brookfield<sup>®</sup> Uniforms

BUY UNION • SUPPORT UNION

**UNION PREFERRED VENDOR**

UNION MANUFACTURED & DISTRIBUTED



**soft streets<sup>™</sup>**

Produced by  
**UFCW**  
Union Labor

**UNION MADE**



**1-800-527-0606 • [www.brookfielduniforms.com](http://www.brookfielduniforms.com)**  
**WORLD CLASS SERVICE • FREE SHIPPING**

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

# Brookfield<sup>®</sup> Uniforms

UNION MADE

Ethel Taylor  
Retired Member Br. 111

1187 North 1300 West  
Salt Lake City, UT 84116

Office: 801.355.0182

# AFFORDABLE

FUNERALS & CREMATIONS

5239 Green Pine Drive  
Murray, UT 84123-4604  
801-287-8233  
[www.affordablefandc.com](http://www.affordablefandc.com)

Serving Postal families throughout the state of Utah.  
As always, service above profit.  
Call Mike for special Postal Employee discount.



Mike Ertmann  
Family Counselor  
801-815-3424  
[michael.ertmann@affordablefandc.com](mailto:michael.ertmann@affordablefandc.com)  
Retired Letter Carrier  
Member Branch 111



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 Rodriguez  
**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