

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

The  
**Pavement Pounder**

**We made it through  
another scorching  
summer**



# The Nelson News

Jeff Nelson, President.

The first day of autumn is right around the corner, and with the changing of the seasons, the 90-100 degree days have finally began to subside. Even though the temperatures have started to go down weather-wise, the heat has still been on many carriers. This heat has come in the form of many supervisors & managers continuing to attempt to push DOIS and its fantasy numbers down hard-working carriers' throats. If you don't get anything else from this article, remember this:

## You are not required to meet DOIS numbers!

DOIS is a flawed program that can be (and is) manipulated to spew the numbers out that management wants. You are not required to meet DOIS numbers. If your supervisor attempts to argue with you about your estimate, citing DOIS statistics, **stick by your estimate.** You do the route each day (or week, for T-6's), not DOIS. Let your supervisor know that you will do your job as safely and efficiently as possible. Attempt to make the supervisor do their job, and ask them what their suggestions are to help you improve. If a supervisor keeps telling you to go faster, but cannot point out anything for you to improve on, the problem isn't with you. The problem is that they are a poor supervisor. If the supervisor continues to push you to change your estimate to the point of harassment, fill out a PS 1767 to report an unsafe condition in your office. No carrier should be harassed, especially by narrow-minded management that is

willing to sacrifice service & safety, just to get the job done faster.

Just a reminder of how important it is to notify your steward or the union hall anytime you receive discipline. Oftentimes, the supervisor will say something like, "We will look at the discipline after 6 months and see about taking it out". This is done to attempt to minimize the seriousness of the discipline that was issued and I've seen too many times where carriers are lulled into buying it. I've never seen a case where management actually does this without the union getting involved and agreeing to a settlement. What makes this especially dangerous is the fact that management subscribes to the idea of "single track" discipline. This means that for any alleged infraction a carrier commits, they will issue discipline under the umbrella of "Failure to Follow Instructions". With management grouping everything under this heading, the potential to be in serious trouble is always present. For example, carrier John Doe didn't let his steward know about getting a Letter of Warning for calling in to revise an estimate (which would then be in his file for 2 years). If carrier Doe then missed an express a couple of months later, management would try to issue him a 7-day Notice of Suspension. Shortly after that, if carrier Doe twisted an ankle while crossing a lawn on his route, his supervisor might say a 14-day Notice of Suspension is justified. In the meantime, poor carrier Doe has had to call out a couple of times to care for ill members of his family. With having to take a day off to have his ankle checked out (and failing to get FMLA coverage), he is issued a Notice of Removal for being "irregular" in attendance. Even though carrier Doe might have improved in the areas of calling in to revise his estimate, delivering express mail in time, and trying to assure he

would not have another accident, because all the discipline has been grouped under "Failure to Follow Instructions", management feels they have just cause to call for his removal. Although the example above is a bit extreme, I have seen it happen before. That's why it's so important to utilize your union representation and notify your steward if you receive discipline, especially if you have a target on your back, or have been told that you are on the infamous, "Vital Few" list. Even though management is supposed to use discipline as a last resort to help someone improve, they almost always get "trigger happy" and issue discipline that is much more punitive than what would be required.

I've had quite a few carriers ask me for updates about the contract negotiations. With it being at interest arbitration, it's not surprising that they aren't letting a lot of information out, as this could become detrimental to their consultations with the service and the arbitrators. As soon as we get any information, we will be sure to pass it on to you. The best thing you can do at this point is to be ready to take action if needed depending on the bills that come up for vote; to be ready to contact your senators or congressmen. Thanks for all you do, and keep up the good work!

Jeff Nelson

President, Branch 111



# The VP Speaks

## Vice President Phil Rodriguez

Washington Post recently published an article regarding plans by the Postmaster General regarding the future of the USPS:

*“Postmaster General Donahoe will ask Congress, during a [Senate Homeland Security and Governmental Affairs committee hearing](#), to approve measures that once would have been unthinkable.”*

*Donahoe, a 36-year-veteran of the Postal Service, wants Congress to allow USPS to bust the anti-layoff provisions in its union contracts. He also wants permission to [pull his 563,000 employees from the health and retirement plans](#) that cover federal employees so USPS can provide less generous programs.*

*The Postal Service says it needs to trim 220,000 career positions from its workforce by 2015, with attrition expected to take 100,000 of those jobs. For the remaining 120,000 slots, “it is imperative that we have the ability to reduce our workforce rapidly...” says an [USPS white paper](#). “It is not likely that the Postal Service will be able to eliminate these layoff protections through collective bargaining.”*

Also in conjunction with Postmaster General Donahoe appeal to Congress, Interest arbitration began on Thursday (Sept 6). The USPS opened by offering a proposal that contained the following:

- NO raises
- NO COLA
- NO Layoff Protection
- 25% TE workforce
- two-tier wage scale

The NALC resources will be stretched on two fronts. First fight will be with Congress in an election year. Electing officials that favor legislation that Saves the Postal Service rather than destroy the Service, will be a priority with our Legislative Department at NALC. The second fight will be our expired Contract and Interest Arbitration. Interest Arbitration is expensive and requires valuable time and expenditures from our Union.

In preparation for Arbitration, and an incompetent Postmaster General, the NALC hired Ron Bloom from the U.S. investment banking firm Lazard. Ron Bloom was asked to review the Postal Service and make a detailed report of the Postal Service future making recommendations that will save our industry. Ron is a Harvard Business School graduate and was instrumental in restructuring the Automotive and Steel Industry from bankruptcy. His report was brutally honest and eye opening, his report consisted of bad news and a slight glimpse of hope. Ron stated, “Congress must do its part” but “whether the USPS sur-

vives really does rest on letter carriers shoulders.” A few Letter Carriers doing the work for all is neither practical nor productive. All Letter Carriers must get involved giving to COLCPE, attending Branch Meeting and volunteering to help when asked. Remember, United we Bargain divided we beg.

**We all need to have a say, and to get involved.**

### Official Notice

**Branch 111 N.A.L.C.**

## *Union Meetings*

**All meetings held at:**

**2261 S Redwood Road**

**No union meeting in  
October**

**Next Union meeting  
will be November 8,  
6:30 P.M.**





## Legislative Report from Chad Mortensen

Are you ready to vote? This is the time to make sure you are registered, and to help get other people registered to vote. Before you know it November 6<sup>th</sup> will be here. I know this election cycle has brought up many different issues that pull at ones emotions and morals. I know many people will vote on these emotions and morals and there is nothing wrong with that, for me I am a selfish voter and I vote with my pocket book. The people that I vote for need to support my job and my jobs future. After that then I can battle for the emotional vote and morals. I first look at the Republican 2012 platform and on page 25 they talk about their plan for the restructuring of the U.S. Postal service for the twenty first century. It says the Postal Service is in dire financial circumstances that requires dramatic restructuring. It says Congress needs to prepare us for the downsizing, and because the Postal Service seriously underfunded pension system, Congress needs to explore a greater role private enterprise for the mail system. My pocket book does not like the sound of that. Where is a future for me in this plan? Where did they come up with the idea our pension

system is seriously underfunded. It's more like our pension system is seriously over funded to a fault of the Postal Service going broke.

I then turn to the Republican candidate for president of the United States. I found a press release form the New Hampshire Labor news. In this interview with Mitt Romney and his economic advisor Kevin Hassett make a clear point for their plan of the U.S. Postal Service, they would eliminate it. Their first step would to eliminate Postal Unions and then other federal unions are next in line.

Hassett then says the possibility for real gain is enormous. The Postal Service owns or operates 33,000 facilities and owns 219,000 vehicles. If they were to auction it off to private investors they are looking at bids around \$100 billion

Selling the Postal Service off is clearly a priority for Romney who made a sizable portion of wealth at Bain Capital doing just that. The citizens in our country who rely on the Postal Service are just collateral damage. Profits for the wealthy are placed above all else, even if the highest bidder is a foreign company. I count on my pay check from the Postal Service to make my house payment, to put food on the table for my kids, and to put money aside so one day I can retire. With all I have just read and voting with my wallet and not my emotions there is no way I can vote for Romney or a republican candidate for Senator or for Congress.

Rob Bishop just held his Town hall meetings; I was able to attend all of them. He tells me he will not vote for Issa's bill HR 2309. I asked for his support of 6 day delivery and he said he would on the floor but would not co-

sponsor H-Res 137. I would like to thank Mike Smith from Branch 68 in Ogden. He helped mobilize the carriers up north to get them to attend the town hall meetings we had 15 members show up: Dave Igut, Suzie Moss, Laurie Hulmston, Penny Thompson, Eric Sohl, Kurt Larsen, Emily Gapski, Sharon Pearson, Scott dean, Sandy Stone, Tracy Slaughter, Holly Bell, and Stephanie Wood. Thank you for all your help! Bishop could not move without having a Letter Carrier there asking him about the Postal Service.

On a State Level the NALC of Utah has endorsed Jay Seegmiller for Utah's 2<sup>nd</sup> Congressional District. Jay was a Railroad conductor for 36 years and is a labor friendly candidate. Jay believes the prefunding obligation is unfair and unreasonable and will bankrupt the USPS. Jay supports six day delivery and thinks that the Postal service is needed for a strong economy.

Get out and get to know the Local candidates in your area let them know what is going on with the Postal Service. Get the true facts out to your customers so they can vote to protect their mail service

Chad Mortensen  
Mrmorty69@aol.com

**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**

Well the overall consensus for the Steak Fry was a success, however we did run out of steaks and those that arrived later did not get one. On that I would like to say that some took more than one steak along with taking chicken too. Well we will be working on trying to alleviate that problem next year. The jars were a big hit again, the Steak Fry Committee also gave out gifts in the drawing that were a big deal and with that the big prize was a

package of handi-wipes with a \$50 dollar gift card taped to the back it was the last prize to be given away who would have thought (lol). I would like to thank all of those individuals that worked very hard to make the Steak Fry of 2012 a success. We are looking forward to next year.

I would like to thank all of the Letter Carriers here in Branch 111 who has taken the initiative to give good advice to fellow carriers that have recently been injured. Please remember that if you are injured at work, immediately inform your steward, call the Branch 111 office or myself

One item I need to make all carriers aware of is that I do get a large number of calls. If you need assistance or information and I do not answer my phone, please leave a message. I will get back to you as

soon as I can. Don't hesitate to call again if you think that the message was not received or if you are unsure if I have forgotten you. I will not be in the least annoyed. My position as the OWCP representative is to assist the members to the best of my ability, and I am committed to doing so.

I also am asking for some assistance from the membership. Please read and complete the survey below if you have previously been injured and return your response to the Branch 111 office in person, by mail, or your steward. Terry's phone number 801-694-0558

**Mail Responses to: National Association of Letter Carriers  
2261 South Redwood Road, Suite 14**

(Tear off Below)

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Did you have an on the job injury (OWCP approved claim)? Did the treating physician handle your case exceptionally well? I am looking for individuals that would recommend their treating physician to other injured Letter Carriers. It would be deeply appreciated.

Type or nature of injury?

Physician's Name?

Physicians address?

Physicians Phone Number?

Physicians Specialty?

Did the physician complete an "Impairment Rating" for you?

Did you receive a scheduled award for your impairment as a result of your injury?

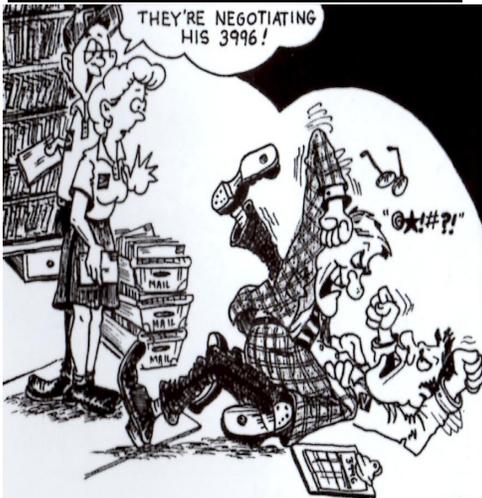


NALC HEALTH BENEFIT PLAN  
JIMMY KERREKES

OPEN SEASON  
DATES ARE:

**November 12 thru  
December 10**

Locations to health fairs  
coming soon.



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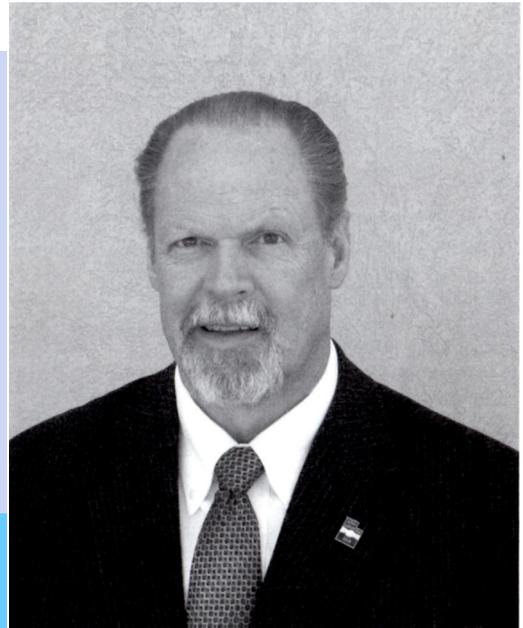
**3828 Main Street, SLC**  
**Call Toll Free 800-825-3339**  
**or @ [www.skaggspostal.com](http://www.skaggspostal.com)**

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



*James Rulon Judd*

*Born: February 18, 1952    Died: August 17, 2012*



# Scaddy's Diner

## Coupon

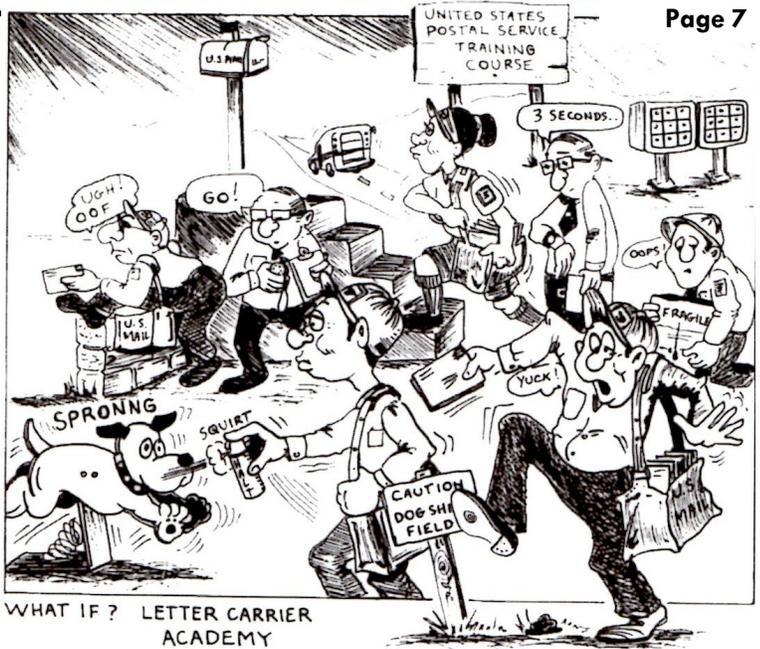
Buy any one item and receive one item of equal or lesser value free!

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.



### New FMLA processing contact info ....

HRSSC—FMLA Western  
 Human Resources Shared Service  
 Center

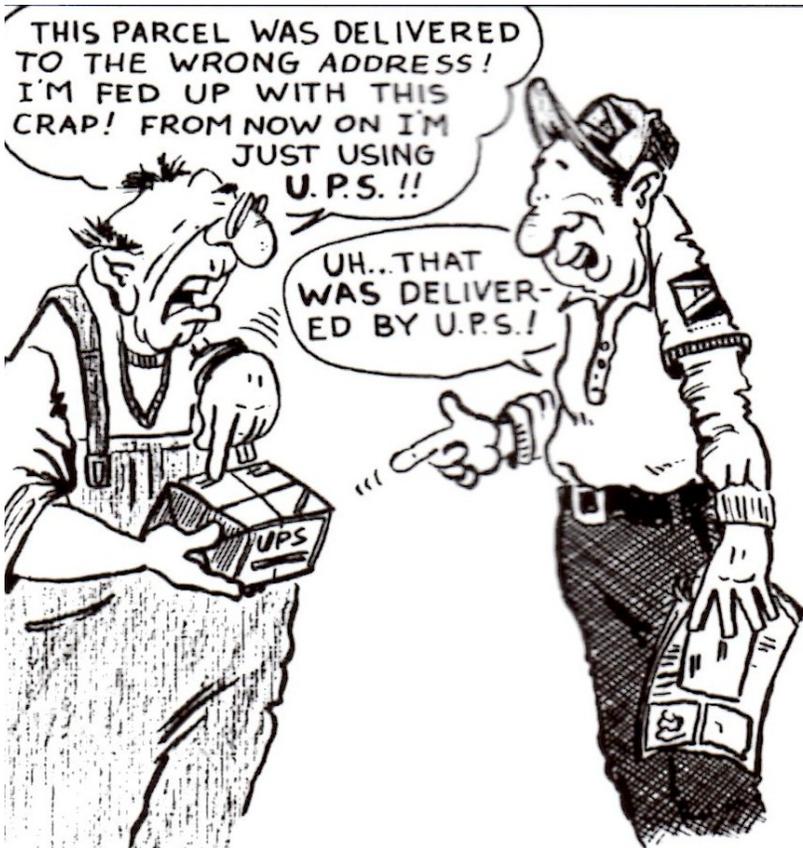
P.O. Box 970910  
 Greensboro, NC  
 27497-0910

Phone: 877-477-3273  
 Select option 5,  
 then option 6.

Fax: 651-456-6071

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

And your pending or  
 Approved FMLA case number when  
 calling  
 HRSSC



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Salt Lake City, Utah 84119

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