



# The Pavement Pounder

## Branch 111 NALC

### “The Wasatch Branch”

Publication  
2025.9  
October  
edition

Midvale - Millcreek - Murray - Northwest - Orem - Sandy - South Salt Lake - Sugarhouse - Tooele - West Jordan - West Valley

### The President's Report Maximum Hours

Mail volumes have been declining over the last few months, and for the first time in years I have been receiving phone calls from Letter Carriers asking how they can get more hours, as overtime hours have been evaporating. The NALC has always said that the contract is for 40 hours, and that Carriers should learn to live on what 40 hours a week pays, and to only treat overtime as bonus money (not necessary money), but life happens and there are some who need overtime to make their bills. The short-term good news is that we are going into peak season, and overtime is back... at least for a bit. It has been a few years since I have written about maximum hours, and as we go into the peak season it behooves us to know the rules about Maximum hours, especially since many of the rules change for the month of December. The ELM (Employee and Labor Relations Manual), is the controlling document for maximum hours. The ELM states that with some exceptions, employees are limited to 11.5 hours of work and a lunch period (or 12 hours of work if there is no lunch period...though I would always advise taking a lunch if you are working more than 8 hours simply for your own health and safety). The exceptions are the Overtime Desired List, consisting of those who have signed the 12/60 lists, or the Work Assignment list, who are limited to 12 hours of work in addition to a half-hour lunch period. And there is a further exception in the month of December, when carriers who have signed the lists mentioned in the previous sentence are not limited to 12.5 hours in a day, and there actually is no hour limit at all. And of course with the new contract, Carriers on the ODL can “volunteer” to work more than 12 hours (12.5 with a lunch) and simply receive the 2.5 pay rate for those hours. And employees now have the right to not volunteer to work past the maximum hours and bring the mail back.

All of this is a bit complicated, so I will break it down in the following two tables:

<u>January through February Maximum Hours</u>		<u>December Maximum Hours</u>	
CCA's:	11.5 plus a lunch (no limit per week)	CCA's:	11.5 plus a lunch (no limit per week)
PTR's:	11.5 plus a lunch (no limit per week)	PTR's:	11.5 plus a lunch (no limit per week)
Non-ODL carrier:	11.5 plus a lunch (60 hour limit per week)	Non-ODL carrier:	11.5 plus a lunch (no limit per week)
Work Assignment carrier:	12 plus a lunch (60 hours per week)	Work Assignment carrier:	No limit on either*
ODL 12/60 carrier:	12 plus a lunch (60 hours per week)	ODL 12/60 carrier:	No limit on either

\*The contract says that Work Assignment Agreement recognizes that it is normally in the parties' best interests not to require employees to work beyond 10 hours per day, and managers should not require “work assignment” volunteers to work beyond 10 hours “unless there is no equally prompt and efficient way to have the work performed.” However, if there is no equally prompt and efficient way to have the work performed, management is able to use the Work Assignment list up to the above noted limits.

The bottom line is that you have the right to bring back the mail at your maximum hour limit, and ODL carrier also have the right to “volunteer” to work beyond their limit. If you have any questions please call the Branch and we will be happy to get the answers for you.

May we all get through the Holiday Season safe and well paid for our hard work.

Fraternally,  
Michael Wahlquist  
President  
Branch 111, NALC



## A Branch111.com Makeover

I am truly grateful to be part of the thirty-first class of the Leadership Academy. When it came time to choose a project for week one, I had a few ideas in mind. I knew I wanted to do something meaningful—something that would continue to serve our members long after my time in the Academy was over. Ultimately, I decided to build a modern, functional website for our members and stewards.

My main goal was to create a space where members could stay informed about branch news and events while easily accessing the resources they need. I also wanted to make sure our stewards had one central place to find forms, materials, and information essential to their work.

**Branch111.com** has now been live for a couple of weeks, and the feedback so far has been overwhelmingly positive. I encourage everyone to check it out and bookmark it on your phone. In the past, I often had to visit other branch websites or dig through the National site to find what I needed. Now, we have a solid foundation for everything in one convenient place.

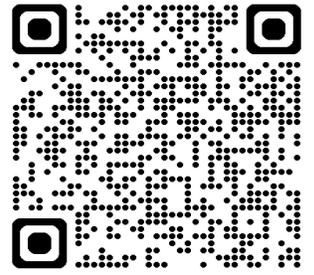
The site currently features eight pages:

- **Home:** Highlights important events, announcements, and training links—including Zoom links for meetings and other useful updates.
- **Gallery:** Showcases photos from past events and trainings, with new additions coming regularly.
- **Pavement Pounder Archive:** Covers 22 years of our branch’s publication, with new editions posted before they even hit your mailbox.
- **Upcoming Events:** Lists what’s on the horizon for Branch 111, months in advance.
- **News:** Shares both local and national updates so you can stay informed about what’s happening throughout the NALC.
- **Contact Us:** Provides officer information and everything you need to reach the branch.
- **Payment Links:** Makes it easy to pay back dues, purchase calendars and steak fry tickets, or donate to MDA.
- **Resources:** The most comprehensive page, featuring handbooks, manuals, bylaws, LMOUs, forms, and more.

What was supposed to be a 30–40 hour project ended up taking over 100 hours. There were times when it was frustrating and even overwhelming—but by the end, I actually found myself enjoying the process. The truth is, no website is ever really finished. There will always be updates, fixes, and new content to add. My goal is to keep improving Branch111.com and eventually hand it over to the next webmaster in even better shape.

Looking back, I’m proud of what I accomplished. I took on something I had no prior experience in and turned it into a lasting resource for our members. The site preserves our history, provides tools for our stewards, and helps keep our members connected. Most of all, it’s something I hope will serve Branch 111 for years to come.

In Solidarity,  
Mike Hansen  
Executive Vice President  
Branch 111, NALC



Scan this code to go to Branch  
111.com

## NALC Extra Penalty Overtime Hours Codes 029 & 026 (Starting Pay Period 22-2025)

It looks like management has assigned the new TACS code for the Extra Penalty Overtime Hours. The following is the information I gathered from a USPS correspondence:

Beginning in Pay Period 22-2025, two new TACS hours codes were added for city letter carriers (NALC employees). These codes are used when a carrier works more than the daily or weekly limits and qualifies for extra penalty overtime pay.

### Code 029 – Extra Penalty Overtime

- Used only for NALC carriers in specific position codes (RSCs and Des/Acts).
- Applies when a carrier works more than 12 hours in a day or more than 60 hours in a week.
- Pay rate is 250% (2½ times the regular rate) — this comes from Article 8.4.G of the 2023–2026 National Agreement.
- In TACS, this code shows up as a negative (-) entry, in TACS.
- Code 029 = actual extra penalty pay for working over 12 hours/day or 60 hours/week.

### Code 026 – Extra Penalty Overtime Xfoot

- This code is for TACS balancing only (cross-footing).
- It does not pay anything to the employee.
- Used when total hours go over 60 in a week and the system needs to balance the timecard.
- Shows up as a positive (+) entry in TACS.
- Code 026 = used for system balancing, not pay.

### Important Notes

- TACS will automatically apply Code 026 when needed.

- For AdjustPay submissions, users must manually add Code 026 if the system doesn't do it automatically.
- These codes apply to Pay Period 22-2025 and after.

As we have just finished Pay Period 22-2025 we should still check and make sure the TACS code is applied.

In Solidarity,  
Destiney Carrillo  
Vice President  
Branch 111



## Upcoming Dates

### October

Saturday 25 MDA Poker Night

### November

Thursday 6 E-Board

M-F 10-14 Rap Session

Thursday 13 Branch Meeting  
(canceled)

Wednesday 19 Steward Training

### December

Thursday 4 E-Board

Thursday 11 Branch Meeting

Wednesday 17 Steward Training



MDA

BRANCH 111 DONATED

\$5,025 for Quarter 3

\$8,039 for 2026 (so far)

Grab some friends and come to our 2nd Annual Poker Party on Saturday, October 25. It's at the Union Hall (2261 South Redwood Road). \$25 donation gets you a drawing ticket for the Power Wheels mail truck, entry into the poker tournament, and pizza and drinks. Thanks for your support and donations! Go to Branch111.com to enter the drawing to win



this PowerWheels battery powered mail truck! Or use this QR code for quick access.



## HEALTH BENEFITS

### OPEN SEASON INFORMATION:

1. Open Season begins November 10<sup>th</sup> through December 8<sup>th</sup>. Remember eastern time is two hours ahead of our time.
2. 2026 Premiums for NALC HEALTH PLAN

### Active Employees: Pay BI-WEEKLY

#### HIGH OPTION:

Self only	\$121.14
Self plus one	\$293.31
Self and Family	\$267.42

#### CDHP OPTION:

Self Only	\$67.11
Self plus one	\$152.63
Self and Family	\$165.21

### Retirees : Pay Monthly

#### HIGH OPTION:

Self only	\$262.47
Self plus one	\$635.51
Self and Family	\$579.41

#### CDHP OPTION:

Self Only	\$145.40
Self plus one	\$330.69
Self and Family	\$357.96

3. If you want to review your current plans 2026 coverage, or if you want to make a change or sign up for the first time use the following steps.
  - A. Keepingposted.org will let you compare, and help you choose if you want to change plans. It will also show what your current plan is covering in 2026.
  - B. To change plans: go to [health-benefits.opm.gov/pshb](https://health-benefits.opm.gov/pshb) You can also call Open Season Express at 1-800-332-9798.
  - C. Virtual benefits presentations will be available during all of open season. Go to [2025uspsopenseasonbenefits.vfairs.com/](https://2025uspsopenseasonbenefits.vfairs.com/). to access virtual fairs.
4. Dental/Vision:  
To enroll, change, or cancel go to FEDVIP program, go to web site [benefeds.gov](https://benefeds.gov)
5. Medicare
  - A. If you have Medicare A&B you're Part B premium you've been paying for 2025 was \$185.00 per month. For 2026 your Premium will be \$206.50/month.
  - B. Advantage Plans- Don't have any information for NALC/AETNA ADVANTAGE plan yet.
  - C. Those who may have suspended your NALC Health insurance for a local Advantage plan listed in the back of your medicare and you booklet, I have limited information so far.
6. SILVER SCRIPT for NALC/MEDICARE A&B members:
  - A. I still suggest you call and have silver script send you a drug coverage book and the "Evidence of Coverage" book. Both covering the year 2026.

For more information, please go to [NALCHBP.ORG](https://NALCHBP.ORG) to see the official brochure and 2 booklets. One booklet is for the high option and the other is the CDHP option. The premium rates are listed inside the booklets on page 3.

If anyone is planning to do anything don't miss any time frames. Text, leave message and I will call back. HAPPY THANKSGIVING. Just in case I forget later.

Jim Kerekes



**NALC BRANCH 111**  
**Minutes of the Regular Union Meeting**  
**October 9, 2025**

**Convened** at 6:38 pm

The meeting was also broadcast over Zoom for those unable to attend in person.

**Conducting:** Mike Wahlquist, President

**Pledge of Allegiance** conducted by Mike Simonsen

Moment of Silence for Dave Wilding who passed away.

**Roll Call** by Steve McNees

**Minutes** of the September union meeting were posted. With no objection the minutes will be filed for future reference.

**Reading of the Communications** by Steve McNees

• Per the vote of the branch a Formal Endorsement was sent, endorsing Erika Carlsen to be the Representative for Salt Lake City Council, District 5. • A letter regarding 10 grievances being held since 1999 to 2019 was sent to the branch by Labor Relations requesting, they be closed, as being moot. The cases were evaluated and determined to still be within time limits due to a national arbitration decision regarding caser/deliverers testing. Labor Relations was so notified. • Stormy Blood's appeal of her removal from administrative duties as Shop Steward in the 84103 zone was read (read last month also). • A letter from National President Renfro regarding the proper procedure for the charges and appeal in Stormy's case was read. • President Wahlquist's response to Stormy's appeal was read. A motion to file the communications for future reference passed.

**Charges/appeals/vote:** (required before any branch business is conducted) Immediately following Communications, an appeal of the actions of President Wahlquist regarding shop steward Stormy Blood was addressed. • Stormy Blood was given notice that she has been removed from administrative duties as Shop Steward in the 84103 zone. She retained the title of Shop Steward with pay. • Stormy appealed the action to the branch which was read along with President Wahlquist's response to the appeal. Stormy's response to the president's letter was read also. • Stormy was given time to present her side of the issue and then President Wahlquist was given time for his position. A motion passed to continue discussion and voting under unfinished business.

**Application for Membership** by Mike Hansen

• Elizabeth Dagsen, Larry Tea, Jonathan Starr, Daniel Llanes Alvarado, Stein Svare, Brandon Greer, Emilio Valverde, Tanner Adamson • Elizabeth Dagsen and Brian Fortie were sworn in as new members.

**LETTER CARRIER POLITICAL FUND** (LCPF) by Josh Thibodeau – no report

**MDA COORDINATOR** by Nathan Chester

• \$8,039 was collected and sent in this year to MDA. We are 7<sup>th</sup> in all the branches in the national for donating to MDA. • Poker night will be at the union hall on Oct. 25<sup>th</sup>. \$25 donation to play, there will be pizza and drinks. We will have 3 prizes for the top three players (2 Mammoth hockey tickets, 65" TV, and Power Wheels electric postal truck). • People with Muscular Dystrophy get hurt most with the government shutdown and the bill that will take away some of their health benefits.

**DIRECTOR OF VETERAN AFFAIRS** by Jimmy Fleming – no report

**LEGISLATIVE** by Chad Mortensen

• Ballots go out Oct. 14<sup>th</sup>. • Chad says that vote by mail (delivering and collecting the ballots), makes him proud to be a letter carrier. • The laws have changed. Ballots need to be received by election day rather than be mailed by election day. • The Hatch Act limits us from talking politics, but we can remind customers and family to mail their ballots on time. • Mail and email your congressmen because we need to end this shutdown. Everyone needs to vote. • The letter to Senator Lee about his threats to mail in ballots is being sent to Newspapers. Be careful at work about what you say.

**TRUSTEES** by Chad Mortensen

• They met Tuesday and it took only 15 minutes to get through all of the warrants. If you have questions about warrants or where money is going, contact Mike Madsen. He will be happy to show you.

**COMPENSATION** by Bob Jewell

• He just spent 4 days getting OWCP training in Vancouver, WA. They learned about communicating with doctors. •

On Oct 27<sup>th</sup> the AFL-CIO is sponsoring a Trunk or Treat at the Union Hall. Bob will be making his Dutch oven cobblers for everyone. Last year they had 20 unions participate with treats for the kids. They had a school bus converted into a haunted house.

**HEALTH BENEFITS** by Jim Kerekes

• Nov 10-Dec 8<sup>th</sup> is open season this year. This is the yearly opportunity to see everything that is available and how to make changes. They will have virtual meetings on zoom also. • Medicare people need to make sure they continue holding onto their health plan. To access everything to know about health plans, go to [keepingposted.org](http://keepingposted.org). To make changes to your health benefits plan, go to [health-benefits.opm.gov/pshbp](http://health-benefits.opm.gov/pshbp). Medicare advantage plans are making cutbacks. Changes are coming, check to make sure your plan is still available (check your new booklets).

**ORGANIZER** by Justin Lindquist -not present

**SAFETY AND HEALTH** by Justin Lindquist –not present

**DIRECTOR OF RETIREES** by Jeff Asay

Next Thursday (16<sup>th</sup>) is the Retiree dinner at the Chuck-a-Rama in Draper from 3:30-5:30pm. There will be drawings for cash prizes (only time/place to get retiree prizes this year). Call Jeff if you need a ride.

**TREASURER** by Mike Madsen

• All officers and stewards have been paid this month except for Adam.

**VICE PRESIDENT** by Destiney Carrillo

• Steward training is next Wednesday on zoom or at the branch office. The subject will be on research. • The new tax code (029) may be implemented for the extra penalty overtime.

**EXECUTIVE VICE PRESIDENT** by Mike Hansen

1,723 grievances so far this year. He is a student in the National Leadership Academy. On the 31<sup>st</sup> he has class in Baltimore. From his last class he was to select a project he is working on and present it to the branch. He selected the branch website (branch11.com). He has rebuilt the website from the ground up and presented all the resources on it. This will be a great resource for years to come.

**PRESIDENT** by Mike Wahlquist

• We have had more remands from region than ever before. Mike thanked those stewards that have been working on the remands. There were almost 5 cages of files returned to the branch.

**SPECIAL ORDERS:**

• **Discussion and voting on Stormy's appeal:** The appeal by shop steward Stormy Blood who was removed from her steward duties, was read and discussion began prior to a vote to determine if the actions of President Wahlquist will be upheld by the branch. • Because branch bylaws require the meeting to end by 8:30pm, a motion to continue the meeting until 9:00pm passed. • President Wahlquist presented his reasons for his actions. • Stormy was then given time to present her side of the issue. • A motion to extend the meeting until 9:15 was made and passed. • A motion to vote by secret ballot was made. It was defeated • A motion was made to support the president's position on the issue. The motion failed. • A motion to reconsider was made (this means the discussion/voting on this issue will continue at the December meeting). A motion to draw and adjourn passed.

**GOOD OF THE ASSOCIATION:** none

• Nominations for delegates to national convention will remain open through the December meeting.

**FOR THE IMPROVEMENT OF THE SERVICE:** none:

**DRAW AND ADJOURN:** 9:15 pm

- **\$50 DRAWING WINNERS:** Frank Davis and Elizabeth Dagson
- **RETIREES – \$75** (Lance Henry was not present). Next month it will be \$100.
- **PROGRESSIVE A - \$75** (Phillip Schow was not present). Next Meeting it will be \$100.
- **PROGRESSIVE B - \$225** (David Reed was not present). Next Meeting it will be \$250



Second ANNUAL



BRANCH 111

**\$25**  
Donation Buy In

**\$10**  
Re-Buy



# POKER NIGHT

## COME SUPPORT MDA

Every entry gets a shot at the power wheels mail truck drawing. Everyone Welcome, Pizza and Drinks Provided, Limit Hold'em, No experience needed, Prizes, Friends, and Fun.



### BRING YOUR OWN BEER



**TIME**  
7:00 PM

**WHEN**  
Oct 25th

**WHERE**  
UNION HALL

#### Prizes

- Utah Mammoth Tickets
- 65" TV
- Another Powerwheels Mail Truck
- Bluetooth Speaker

#### For More Info

Call Nate Chester 801-450-0617

or

Visit [branch111.com](http://branch111.com)



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



**RETIREE'S  
DINNER  
2025**

- Branch 111 Officers**
- President**  
Mike Wahlquist  
385-216-0476
- Executive Vice-President**  
Mike Hansen  
801-628-1848
- Vice-President**  
Destiney Carrillo  
562-370-3590
- Treasurer**  
Mike Madsen
- Secretary**  
Steve McNees
- Sergeant-at-Arms**  
Mike Simonsen
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