



The Pavement Pounder

Branch 111 NALC

“The Wasatch Branch”

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edition

NOTICE

OFFICIAL NOTICE OF NOMINATION AND ELECTION OF OFFICERS OF BRANCH #111

Nominations

Nominations for the election of **officers of Branch #111** will be held at the regular Branch meeting on **October 8, 2026**, at 6:30 p.m. at the Union Hall, 2261 South Redwood Road. Nominations for State Convention delegates will take place at the regular Branch meeting on **September 10, 2026**.

Candidates must accept nominations in person, by letter, by electronic communication, or by proxy.

Nominations may also be made in writing but must be received by the Branch Secretary no later than October 7, 2026 . Nominations will be held for the following Branch offices:

President	Executive Vice President	Vice President
Treasurer	Secretary	Sargeant-At-Arms
Health Benefits Representative	MBA and Compensation Representative	Safety and Health Representative
Director of Retirees	Trustees (3)	

The terms of office will be three (3) years beginning January 1, 2027. The candidate elected President in the forthcoming election shall be a delegate to the National and State Conventions which will take place during their terms of office. Candidates may accept nominations for only one office.

Election

The election will be conducted by secret mail ballot. Ballots will be mailed to the home addresses of eligible members on **November 2, 2026**. Any eligible member who wishes to request a replacement ballot for any reason must contact Branch 111 no later than **November 21**. Ballots must be mailed back to the Election Committee, P.O. Box 325 Bountiful, UT 84011, and must be received by 4:30 PM on **December 5, 2026**. At this time the Election Committee will collect the ballots, bring them to the Union Hall and begin the tally. Write-in votes are not permitted.

The President's Report

Fair, Firm, and Consistent

For many years now I have been telling management that their leadership should be **fair, firm, and consistent**. I usually bring this up when management is acting in a manner contrary to the foregoing attributes, and I often state it when I am pointing out contractual violations that have occurred because management failed to live up to what was promised (the contract). It is interesting that these principles (fairness, firmness, and consistency) are applicable to any leadership position, whether it be in USPS management, NALC leadership, as a leader in government, church, or community, or even as a parent. They are components that we all long for in leadership.

Fairness seems to be self-explanatory, but it can so easily be lost in leadership. Often, I see a lack of fairness when management deliberately misinterprets the contract, often in the face of a half-century-old mutually acceptable practice. Some managers think they can suddenly discover a new interpretation of the contract (that nobody has ever thought of before) that coincidentally allows them to do anything they want to do. What would be the odds? Fairness is staying reasonable, seeing both sides of a situation, and applying the rules as they were agreed upon. Fairness is disagreeing respectfully and showing a willingness to live by settlements and resolutions (post disagreement). Fairness is doing what you said you would do, always living up to your agreements and obligations if it is possible to do so. Fairness is taking your emotions out of the equation, treating people with professionalism, and being an active listener. Fairness is taking the time to explain things to the people you are seeking to lead.

Firmness is having the courage to do the right thing despite pressure to do otherwise, to stand up to intimidation or emotional outbursts, and to hold others accountable for what they agreed to do. Firmness is to give one's word and then honor that word when the time comes to do so. Firmness is the ability to change and adapt to better information when it becomes apparent that a situation has changed and will require a different approach. Some might argue that this would not be "firmness", but what I am talking about is a firmness (or steadfastness) to do the right thing, even when the situation changes and the right thing is now something different, based on new facts. Firmness is doing the right thing even when you believe that it would be easier to bend or break the rules, knowing that strength and honor will result from showing integrity. Firmness is supporting those you lead with everything you can give them to succeed.

Consistency is probably the hardest thing to achieve (when you lead people) because every situation can be described as unique. (President's Report continued on next page)

President's Report (continued)

Letter carriers will sniff out inconsistency like proverbial bloodhounds, and so will everyone else who is following a "leader", including your own kids!

Managers will often try to reward the carriers they like with "sweetheart deals" (breaking the contract just a little to reward their "favorites"). Offices where this happens become broken and divided, and even the recipients of the "sweetheart deals" become jaded, wondering if someone else isn't getting a sweeter deal than them.

Another way to lose consistency is to not enforce contractual consequences, a situation that I refer to as "The Wild West". The reality is that we all crave consistency. The rules need to be applied fairly and evenly across the board, and when that is done, everyone can live with the results. Union members want everything that was agreed upon under the contract. To ask for more wouldn't be right because we didn't negotiate that, but we are not going to settle for anything less because that's what was agreed upon! When leaders make exceptions for one, then they must be willing to make exceptions for all because consistency is paramount. Making an exception for one and not others will destroy the morale in an office because once they see it, carriers will wonder why no exceptions were made (or will be made) for them for every reason that you can imagine. That is why making exceptions becomes a "slippery slope". I have been asked to turn a blind eye to the contract on numerous occasions, but I learned a long time ago (way back when I first became president) that you should never make exceptions. If you turn a blind eye to the contract (even if it "doesn't hurt anybody", or it is "just this once"), it becomes the expectation that you will do so for every situation going forward. Consistency as a leader allows people to feel safe and secure, having the stability of knowing what to expect.

Of course there is more to being a leader than just being fair, firm, and consistent. We want our leaders to lead by example. When leaders act out the "do as I say not as I do" approach to leadership, all people can see is hypocrisy, and hypocrisy knows no bounds (or in other words, there is no limit to how hypocritical anyone can behave, and many of us are blind to our own hypocrisy). But the best leadership is fair, firm, and consistent. USPS leaders (and all leaders) who exemplify those attributes help the people who are relying upon them feel respected and secure, even during disagreements and problems (and we will never run out of problems). May our leadership always be fair, firm, and consistent.

Michael Wahlquist

President

Branch 111

NALC



Who Is Watching Your Paycheck?

When I started at the Postal Service back in 2006, the older carriers gave me a piece of advice that stuck: *"Pay attention to your check stubs."* They told me to watch my leave balance, track my overtime, and make sure I was paid correctly for every single click I worked.

So, I did. And honestly? Back then, the system worked. Mistakes were rare. Every now and then something would pop up, but for the most part, the numbers lined up perfectly.

Unfortunately, I can't say the same about today's postal world.

Over the last year or two, a lot of carriers have asked me to look over their payroll and Form 50s. When I first started helping out, I fully expected everything to line up just like it used to. But then I found a mistake. Then another. And then another. This year, every single case I've looked into had an issue.

I've seen carriers paid at the wrong step, missing "no lunch" clock rings, and leave hours processed completely differently than what the carrier requested. Every single time I dug into the numbers, I found a problem that needed a grievance or a management correction. Sure, management fixes it once it's called out but it makes me wonder how many mistakes are slipping by

because the carrier has no idea.

The reality is, it's happening, and it's going unnoticed by far too many of us.

The "system" just doesn't work the way it once did. Between scanner data, different people entering clock rings, and complex contract language, the door has been left wide open for "common mistakes."

So, what do you do about it?

My advice is simple: Get a calendar and write everything down. Track your daily hours, note your leave, and the second you get your pay stub, compare the two. Don't just assume your step is correct, either, especially if you jumped steps when the last contract was implemented. Check your Form 50.

If you find a discrepancy, don't sit on it. Take it to your steward right away and have them look into it.

Management has an entire postal system to look after and your steward watches dozens of carriers but you only have one person you have to watch: yourself. Take the time to protect your hard work. You earn every single click out there, just make sure you're actually getting paid for it.

In Solidarity
Mike Hansen
Executive Vice President
Branch 111, NALC



Health Benefits- 2026 convention report

Director Stephanie Stewart: she said "health care should not only treat you when you're sick but offer programs and wellness incentives to help you stay on the path of success. Those at the health plan are committed to providing more than basic insurance coverage and want to make sure you know about the many benefits available to our members".

There is a booklet coming out that will be a go-to

-source to stay on a positive health care journey. Current copy given out at convention has in the back an High Option and CDHP option Indexes. Each Index lists all the companies that the health plan has partnered with to help us accomplish this goal. The indexes have four columns. First lists the things of our body that has problems, then the name of the company partnered, then if FREE or a Co-pay, lastly what page in the booklet you can find each listing.

Jim Kerekes



Mental Health, Recovery, and Wellness

As letter carriers, we carry more than just the mail. Day in and day out, we navigate grueling physical demands, extreme weather, tight schedules, and the everyday pressures of life outside the uniform. It is easy to put on a brave face and keep pushing down the road, but no one is expected to walk through life's toughest challenges alone.

Whether you or a family member are navigating mental health struggles, coping with substance misuse (alcohol or drugs), or dealing with personal crisis or domestic abuse, reaching out for support is not a sign of weakness—it is a sign of strength. Fortunately, as NALC members, we have strong, contractually protected resources available to help us and our families heal and thrive.

EAP (Employee Assistance Program)

Under Article 35 of the NALC National Agreement, the Employee Assistance Program (EAP) is recognized as a joint effort between the Union and the Postal Service to provide meaningful assistance to employees and their families.

- **100% Confidential & Free:** EAP offers confidential short-term counseling, consultation, and referral services at no cost to you or your household.
- **Voluntary Support:** Seeking help through EAP is completely voluntary and strictly private.
- **24/7/365 Availability:** You can connect with a professional at any hour of the day or night.
- **Digital & Telehealth Options:** Access virtual tools like *Talkspace for online therapy and self-guided wellness programs*.

USPS Employee Assistance Program (EAP)

☐ **Phone:** 1-800-EAP-4-YOU (1-800-327-4968)
TTY: 1-877-492-7341

☐ **Web:** EAP4YOU.com

Comprehensive Therapy Through the NALC Health Benefit Plan & Optum

When long-term support or specialized mental health care is needed, the NALC Health Benefit Plan provides robust coverage for mental health and substance use treatment through Optum Behavioral Health.

Through Optum, plan members have access to a vast network of licensed therapists, psychologists, psychiatrists, and telemental health providers. Whether you prefer in-person visits or the convenience of virtual therapy from home, Optum can match you with a provider tailored to your specific needs.

Immediate Crisis & Suicide Hotline Support

If you or someone you know is in immediate emotional distress, struggling with thoughts of suicide, or experiencing a mental health crisis, immediate help is available 24 hours a day, 7 days a week.

988 Suicide & Crisis Lifeline

☐ **Call or Text:** 988

☐ **Web & Chat:** 988lifeline.org

Free, confidential, and available to anyone in need.

Within the postal culture, it's easy to feel like you have to tough it out through every storm. But addiction, depression, anxiety, trauma, and domestic hardship are health issues, not character flaws. Asking for help isn't giving up—it's taking charge of your life and protecting your future.

In Solidarity,
Destiney Carrillo
Vice President
Branch 111



NALC BRANCH 111

Minutes of the Regular Union Meeting

August 13, 2026

•Meeting Convened at 6:32 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 Simonson

Moment of Silence for Andy Diosdado Padilla who passed away.

Roll Call by Steve McNees

Minutes of the July Union Meeting were posted.

With no objection the minutes will be filed for future reference.

Reading of the Communications by Steve McNees

• Improving the USPS Network – Mandatory stand-up talks will be given regarding improvements. The latest is the creation of Sorting and Delivery Centers (S&DCs). Carriers at the SLC Airport are planning to move to the new S&DC on Sept. 19th. • We received notice of reversion of Vacant Part-Time Regular City Carrier Assignment, Rt 88002. • A letter was sent to Murray Parks & Recreation letting them know of our dismay at their scheduling another group to use the Murray Pool on July 11th, the same time which we had reserved. The park gave us a partial refund. • Mike Hansen received confirmation that he would serve on the Credentials Committee for the National Convention (last week).

APPLICATIONS FOR MEMBERSHIP by Destiney Carrillo. New Members: Mat Richins, Kyle Beeler, Kolin Mortensen, Caitlin Young, Jennifer Gonzalez, Redick Hatch, Ireland Krohn, Jarom Mulford, Trasi Tadehara, and Krystyl Walker.

GUEST SPEAKER: Nick Vafiades, National Business Agent Region 2 – He, Mike Wahlquist and Mike Hansen toured the new S&DC building yesterday. It is just a big empty warehouse. The new S&DCs are hit and miss about how they do things, but the one thing they will do, and the branch will have to fight it, once the post office changes the finance number, they take a strong position that all previous settlements, arbitration, and Step B decisions are no longer valid because it is a new installation. LMOUs will need to be merged as new offices are moves to the S&DC. This is all headquarters driven so local management doesn't have much say.

LETTER CARRIER POLITICAL FUND (LCPF) by Josh Thibodeau – not present

MDA COORDINATOR by Nathan Chester

The Steak Fry is coming up. You can help support MDA by buying raffle tickets. There will be some nice prizes. • \$6,500 has already been donated to MDA this year

DIRECTOR OF VETERAN AFFAIRS by Jimmy Fleming – no report

LEGISLATIVE and **TRUSTEES** by Chad Mortensen – Excused, on vacation.

COMPENSATION by Bob Jewell – Excused, on vacation.

HEALTH BENEFITS by Jim Kerekes

• Our health benefits company has teamed up with other companies to help with wellness care. 95% of the them are free. A brochure should be coming out soon. • Open season is coming up soon.

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

DIRECTOR OF RETIREES by Jeff Asay –

If a retiree is planning to attending the **Steak Fry (Aug. 29th)**, you must sign up on the branch website (branch111.com) to make a reservation so the caterer will have food for everyone. Retiree and partner will be free, but you still have to sign up. Preferably at least a week prior. The **Retiree's Only Dinner is October 21st** from 3:30 to 5:30pm at the Chuck-a-Rama in Draper. It is free and reservations are not needed. You and an adult partner just need to show up.

TREASURER by Mike Madsen

Last month we had \$38,435 income. Total expenses were \$63,302 for a \$24,867 deficit.

VICE PRESIDENT by Destiney Carrillo

Next Wednesday the steward meeting will be on Zoom. Log in on the branch website.

EXECUTIVE VICE PRESIDENT by Mike Hansen

• 988 grievances filed so far this year. • **The Steak Fry is on Aug. 29th**. Several have already RSVPed and paid on our website. Save the tab on your ticket for the drawings. Catered food will include steak, grilled chicken breast, fresh fruit, salads, au gratin potatoes, and more. Reservations need to be in by Aug. 21st. Contact Mike if you can't make a reservation on the website • The Steward's dinner will be Sept 13th at the Bees Game. Stewards will need to RSVP to Mike Hansen. • October 28th is the day ballots will be counted for National elections. • **Nominations for branch officers will be at the October meeting.**

In you want to run for office but can't be at the meeting then you need to have a proxy at the meeting who has a written statement that you accept the nomination and have not been in management in the last 2 years. • Nominations for the 2027 State Convention in Moab will also be at the October meeting. • August 21st is Central Feds Union Night at the Bees Baseball Game. Cost is about \$21. Tickets will be available online. A flyer with the info is posted on our website (branch111.com) and on our Facebook page.

PRESIDENT by Mike Wahlquist -

• Moving into an S&DC will mean that all previous

Minutes (continued)

office agreements will no longer be in effect. Mike will be there to make sure the post office follows previous agreements as much as possible. The USPS has taken the position that all previous local agreements are null and void as new offices are created. All offices in the new building will be considered as a new installation. Vacation rosters may not be valid in the new installation, but it will be grieved if necessary. • LMOU's should be merged, but that may not be the USPS way of doing it. Those not moving in to the new building will retain their agreements. But nobody is sure what is going to happen to those in the new building. • The S&DC will be a lot of problems. We do have a lot of well-trained stewards and officers to help get through the changes. Everything should remain the same, but we will wait and see. • Parking for the S&DC will be at the Remote Encoding Center which is about a 6-8 minute walk. There may be some parking closer to the new building for a while. • **The Branch Steak Fry will be August 29th at Murray Park**, pavilion 5. It will be catered this year and Bob Jewell will be bringing his Dutch Oven desserts. • Mike Wahlquist says he will not be running for President. • **Nominations for branch officers will be at the October meeting**. In you want to run for office but can't be at the meeting then you need to have a proxy at the meeting who has a written statement that you accept the nomination and have not been in management in the last 2 years.

SPECIAL ORDERS: none

UNFINISHED BUSINESS:

• **Proposed Bylaws Changes read last month:**

A- Current Language: ARTICLE 4 – OFFICERS SECTION 2

2. Elected offices to be filled are: President, Executive Vice President, Vice President, Secretary, Treasurer, Sergeant-at-Arms, Health Benefits Representative, MBA & Compensation Specialist, Safety and Health Representative, Director of Retirees and three (3) Trustees. The Trustees will choose the Chairperson of the Board of Trustees. Elected offices are for a term of three (3) years.

Proposed Change: Article 4, Section 2 -*Elected offices to be filled are: President, Executive Vice President, Vice President, Secretary (Recording Secretary and Financial Secretary duties are combined), Treasurer, Sergeant-at-Arms, Health Benefits Representative, MBA & Compensation Specialist, Safety and Health Representative, Director of Retirees and three (3) Trustees. The Trustees will choose the Chairperson of the Board of Trustees. Elected offices are for a term of three (3) years.* The motion to combine the offices of Recording and Financial Secretary passed.

B – Current Language ARTICLE 8 – FINANCIAL, SECTION 7.D

*D. The **Secretary-Treasurer** shall receive a monthly salary of 32 hours at NALC City Carrier Grade 2, Step P, Carrier Technician rate.*

Proposed Change:

*D. The **Treasurer** shall receive a monthly salary of 32 hours at NALC City Carrier Grade 2, Step P, Carrier Technician rate.*

Motion to strike out “secretary”. The motion passed

C- Current Language: ARTICLE 7 – COMMITTEES, SECTION 6:

Section 6. No delegate or alternate elected to any National, State, or AFL-CIO Convention shall receive any convention expenses from this Branch unless their regular Union Dues and assessments have been paid in full, as provided for in Article 3 Section 1 of the By-Laws and in accordance with Article V, Section 2 of the National Constitution.

Proposed Change: Delete this portion of Article 7 Section 6.

The motion passed.

D- ARTICLE 8 – FINANCIAL, Section 6.h.

Current Language: *H. The President shall have a discretionary payroll account, to distribute to any union member in good standing, to conduct union business, attend special meetings, regional assemblies, and conferences. Pay shall be equal to NALC Grade 2 Step P Carrier Technician rate. The Executive Board must approve the use of monies from this account to pay the President.*

Proposed Language: Delete Article 8, Section 6.h. Renumber all subsequent sections.

The motion passed.

NEW BUSINESS:

A Motion to sponsor the Labor Day Picnic by up to \$500 for the Bronze Level was made. The motion passed

GOOD OF THE ASSOCIATION:

Update your address on the national website to make sure you get a ballot for National Elections.

FOR THE IMPROVEMENT OF THE SERVICE: none

DRAW AND ADJOURN: 7:39 pm

• **\$50 DRAWING WINNERS:** Gillian Morris (zoom) and Blake Mellor

• **RETIREES** – \$150 (Stan Burmood was not present). Next month it will be \$175.

• **PROGRESSIVE A** - \$200 (Marissa Berela was not present). Next Meeting it will be \$225.

• **PROGRESSIVE B** - \$150 (Zhu Zhu was not present). Next Meeting it will be \$175

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

Steak Fry is by RSVP ONLY! Deadline to RSVP is August 21.

★ BRANCH 111 ★

STEAK FRY

SAVE THE DATE!



OFFICIALLY
AUGUST 29TH
★ ★ ★ ★ ★ ★ ★ ★
6:00 PM

WE ARE GOING
BACK TO
MURRAY PARK
★ PAVILION #5 ★



THIS IS A
CATERED EVENT!

RSVP REQUIRED

\$15
PER TICKET

**RETIREES
ARE FREE!**

**RSVPS
REQUIRED BY
8/21**

★ **SCAN THE QR TO**
RSVP AND BUY TICKETS ★

FOR MEMBERS AND ONE GUEST

