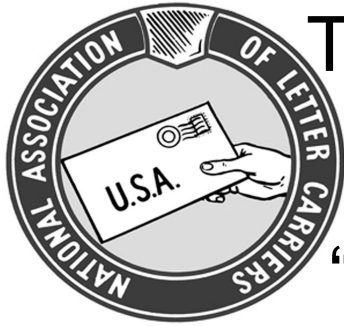


Airport - Alta Canyon - Bountiful - Cottonwood - Downtown - Dugway - Foothill - Heber - Holladay - Kearns - Lehi - Magna



The Pavement Pounder

Branch 111 NALC

"The Wasatch Branch"

Publication
2026.9
September/
October
edition

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



NALC

BRANCH 111

RETIREES DINNER



Wednesday, October 21, 2026



3:30–5:30 PM



Chuck-A-Rama • Draper
12344 Minuteman Dr



The President's Report

Navigating the Boorawcrass Sea

Let me start off by stating that I love the Post Office, and I have loved delivering mail for the majority of my career. I have loved providing service to the American people, and I have loved helping Letter Carriers in the great State of Utah as a union officer. Has it been perfect? No, there have been many problems and issues that I have witnessed during the last 39 years. But almost all of my frustration in working for the United States Post office, and serving Letter Carriers as a union officer, has to do with the Boorawcrass Sea. When we work for the Post Office, we always find ourselves afloat in the giant Boorawcrass Sea, and just like in Gilligan's Island, we sometimes wonder if anyone is coming to save us. I will explain. The Boorawcrass Sea (also pronounced bureaucracy) is a Lovecraftian organism, - (editor's note: definition: "Lovecraftian organisms" are fictional creatures and entities that defy human understanding, often described as beings so alien in form and nature that they challenge or mock reality - vaguely **akin to a corporation, that lives when it has no right to. In the wild it would die off due to its unnatural top-heavy obesity, and suicidal self-neglect (due to a lack of fiscal hygiene). In short, the Post Office would not exist without being a quasi-federal bureaucracy that is mandated by law, and it only exists as a SERVICE to the American people, definitely not as a business.**

So why does working in a bureaucratic system cause so many people to be frustrated? Because most of us were raised to believe that good work is rewarded, and that your boss will take care of you if you are a good worker. A bureaucracy rewards good work with yet more work (if you were expecting a pat on the back, your back will stay un-patted), and under a bureaucracy, your boss isn't really your boss, he or she is just your fellow worker with a different job description (and some of those "fellow workers with different job descriptions" are bad at their jobs, sad to say). Your supervisor doesn't control your benefits, your pay rate, or your retirement. They certainly can't give you a raise (only the contract can do that). Sure, an unethical supervisor can make problems for you, but so can any unethical person in your life. The bottom line is that **we sometimes think our supervisor or station manager is holding your job in their hands. The truth is that they really are our fellow employee with a different job description.** Part of that description is to give Letter Carriers instructions, and that brings me to my next point: The Post Office sometimes does stupid things in stupid ways. Why does this happen, you might ask? Because some bureaucrat (AKA Executive and Administrative Schedule Employee) six or seven levels above you is making a decision specific to your route based on data collected in Nome, Alaska, or the Empire State Building, or Gizzard Gulch, Texas.

"Under a bureaucracy, your boss isn't really your boss, he or she is just your fellow worker with a different job description"

Again, why does this happen? Because the Post Office used a slide rule or their Commodore 64 computer system (that could not be replaced due to a bureaucratic decision to not upgrade still working systems made by the self-same Commodore 64) to decide that the Post Office would actually save money by consolidating delivery units into giant Sorting and Delivery Centers that cost millions of dollars to retrofit, millions extra to lease, millions in extra gas, millions in extra hours for carriers who will drive millions of extra miles, and millions in in extra manager hours that will be used to try and figure out how their brilliant idea, that looked so good when they texted it on their USPS issued BlackBerry, is failing.

Ok, that was a bit of a rant, and is not intended to be taken literally, but I hope it illustrates my frustration with the bureaucracy in the USPS. So how do we navigate in the Boorawcrass Sea? (continued)

(continued)

They say attitude is everything, and truly that is the way to get through it. Even my own frustration dwindles down to near-nothing when I think about how we can get through it. The answer to most problems at the post office is that we have a contract, and the contractual way is the right way.

For example, management moves my route to the S&DC and now my route is taking 3 hours longer than it did before, and management is giving me pressure that it should take me the exact same amount of time as it did before (3 hours less). The contract says that I get paid by the hour, so whew, that was a close one, but I will get paid a lot more to do my route, or someone else will get paid a lot more to do my route if I am somehow limited to how many hours I can work (whew, another close one).

The answer to the pressure management is giving me is that I don't care about "pressure" because the contract says there is no set pace and no set standard for delivery, I just can't be doing "time-wasting" practices, which I am not doing. And if management does find a "time-wasting" practice that I am doing, I can change and start doing it the way they want me to (as long as it is safe to do so, and not immoral, not illegal, or not related to work). Whew, good thing we have a contract!

So my obligation is to inform them when I am of the opinion that I cannot finish my route in 8 hours, and then just do my job safely and efficiently, and if I do that, I have nothing to worry about. Management must treat me with respect (whew, thank you contract!), and if they don't, I ask for time to talk to my Shop Steward, and I stay in a pay status while I deal with any contract issues that my fellow employee with a different job description (AKA my boss) has created. Whew!

The bottom line is to see things in a different way. Instead of getting frustrated because management has just asked me to take a third bundle to the street, which I know will take me an extra half an hour, I simply see that half an hour for what it is: extra money in my paycheck (or extra money in the ODL's paycheck if I am restricted in my hours somehow). When I am asked to go back out and help someone who couldn't get their route done (management implies that it is because they are lazy but forgets to tell me that their vehicle broke down), I can get frustrated, or I can see it as extra money in my paycheck, and if I think management isn't following the contract in some weird way by assigning that overtime to me, I can ask for some time to speak to my Shop Steward and see if there may have been a contractual violation (again, taking the frustration out of it because it will all work out the contractual way, whew!).

My personal philosophy is that I don't want to do anything that won't be for the betterment of the situation. In other words, don't cause harm by your actions. If everyone subscribed to this philosophy, we wouldn't need a union. So, when the situation becomes worse while we are floating along in the Boorawcrass Sea, because someone has made the situation worse, it is now a problem and we need to find a solution, but we

"One thing we should never do is allow management to give their problems to us"

don't need to get frustrated about it. We just need to take the steps necessary to reach a resolution. Sometimes it is just as simple as seeing it differently; occasionally problems disappear using a different viewpoint. Sometimes we need to get the union involved to make sure things are done in the contractual way.

One thing we should never do is allow management to give their problems to us. I hear it all the time in stand-ups and go-arounds. A manager disagrees with our estimate or doesn't like our performance. Do they have the right to disagree? Yes, they absolutely do. Do you have the right to disagree? Yes, you absolutely do. If you get sick of the conversation, a great way to end it is to say, "I'm estimating based on how fast I can go while delivering efficiently and safely, are you asking me to be unsafe?". If their answer is yes, then you need to request time to speak with your Shop Steward. If their answer is no, then the conversation is over. I should also say that management has the right to go out with you and watch you deliver mail.

(continued)

Some Letter Carriers get frustrated by this. I always chose to view it as a chance to demonstrate my estimate, which I always did, and management then always found it harder to disagree with future estimates. Whew.

If you are having trouble navigating in the Boorawcrass Sea, please give me a phone call and I can always direct you to the contractual way, which is always the way to get through it. I don't have a magic wand, so I can't fix everything, but I do have the ability to get a contractual answer for every problem. Please be safe in all your travels, especially those in the bureaucracy of Benjamin Franklin's erstwhile dream.

Michael Wahlquist –
President
Branch 111, NALC



Collective Bargaining Update

Direct from the October 5, 2026 RAP Session

I had the opportunity on October 5th to hear directly from NALC National Secretary-Treasurer, Nicole Rhine regarding where we currently stand in collective bargaining and what comes next. One of the biggest takeaways from her presentation was the amount of member involvement that went into developing NALC's bargaining positions this round, and the amount of work that has already gone into preparing for the possibility of interest arbitration. She explained that our bargaining positions began with the membership. Resolutions adopted by delegates at NALC National Conventions become official bargaining positions of the union. Before bargaining began, rank-and-file bargaining committees reviewed those resolutions and developed ideas and proposals to bring forward. This round also included several additional opportunities for members to have a voice in the process, including the collective bargaining survey, member polling, the National Day of Action, regular bargaining updates, livestreams, the National Bargaining Conference and National RAP Session. After approximately 3 months of intense negotiations, NALC and the Postal Service were unable to reach an agreement.

WE ARE CURRENTLY AT IMPASSE.

When the previous National Agreement expired (May 22) its terms remained in effect. The parties then entered the required 60-day mediation period in an effort to reach an agreement. That mediation period has now expired. The next step is the selection of a

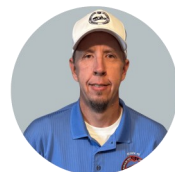
neutral arbitrator for interest arbitration. Secretary-Treasurer Rhine specifically addressed a rumor that has been circulating regarding the selection of the arbitrator. She said it is not true that the Postal Service is refusing to select an arbitrator. The parties simply have not yet agreed upon the arbitrator. Once an arbitrator is selected, arbitration dates will be scheduled based on the arbitrator's availability, and both NALC and the Postal Service will have the opportunity to present their cases. Secretary-Treasurer Rhine said the experts and individuals needed to present NALC's case have been lined up and that work continues on building the strongest case possible for letter carriers. The union must be prepared to support its positions with evidence, expert testimony and a well-developed case.

THE GOAL REMAINS THE SAME: ACHIEVE THE BEST POSSIBLE OUTCOME FOR LETTER CARRIERS.

The next thing to watch is for the selection of a neutral arbitrator. Once that happens, the interest arbitration process can move forward and hearing dates can be established. In the meantime, negotiations and discussions with the Postal Service can continue.

This update came directly from National Secretary-Treasurer Nicole Rhine's collective bargaining update at the October 5th, 2026 RAP session.

In Solidarity
Mike Hansen
Executive Vice President
Branch 111, NALC



Flex Spending Account (FSA): Keep more of your paycheck

Copays, prescriptions, glasses and childcare can take a real bite out of your paycheck. A flexible spending account (FSA) lets eligible employees pay qualifying expenses with pretax money.

The postal FSA program is administered by Inspira Financial, not FSAFEDS. USPS offers health care, limited-purpose and dependent care accounts. An FSA is a spending benefit, not health insurance, and it does not replace your Postal Service Health Benefits (PSHB) coverage.

OPM has announced the 2026 Federal Benefits Open Season: Monday, November 9, through Monday, December 14, 2026.

This is the fall enrollment window for the 2027 benefits year. Not a new window to change 2026 benefits.

For the postal FSA, start with the FSA icon on the LiteBlue employee applications page or the FSA page in MyHR. USPS directs employees from there to its dedicated Inspira enrollment page. You must make a new annual election each year.

Choose the account that fits your expenses

- **Health Care FSA (HCFSA).**

Pays eligible out-of-pocket medical, dental and vision expenses, including copays, coinsurance, deductibles, prescriptions and eligible over-the-counter items. Expenses must meet the rules and cannot already have been paid by insurance or another account.

- **Limited Purpose FSA (LPFSA).**

Pays eligible dental and vision expenses. USPS describes eligibility as active career employees enrolled in a high-deductible health plan who have a health savings account (HSA). A general health care FSA can interfere with HSA contribution eligibility; the limited-purpose account is designed to work alongside an HSA.

- **Dependent Care FSA (DCFSA).**

Helps pay eligible care costs that allow you to work, such as daycare for a qualifying child under age 13 or care for a qualifying spouse or adult dependent incapable of self-care. It is for care, not the dependent's medical bills. Earned-income and other tax rules apply, including rules for a spouse who is a full-time student or incapable of self-care.

How the tax savings work

Your elected contribution is taken out of your pay before federal income tax and applicable payroll taxes. Qualified health FSA reimbursements are also tax-free. State income-tax savings may apply depending on your state's rules. You do not have to itemize deductions to benefit.

For example, suppose you put \$2,000 into a health care FSA and use it all for eligible expenses. At an assumed 22% marginal federal income-tax rate, the federal income-tax savings alone would be \$440 ($\$2,000 \times 22\%$). Applicable payroll-tax and state-tax savings could add to that. This is an illustration, not a promise: your income, tax rates and payroll coverage determine your actual savings.

- **Know the limits, and avoid losing money**

FSAs are generally use-it-or-lose-it. Estimate predictable expenses instead of contributing the maximum simply because it is available. Your election generally cannot be changed during the year unless the law and your plan permit it.

For employees already enrolled for 2026, USPS's published schedule says you must use 2026 funds accordingly:

- Incur health care and limited-purpose FSA expenses by December 31, 2026.
- Incur dependent care FSA expenses by March 15, 2027.
- Submit claims for the 2026 benefit period by April 30, 2027.

The spending deadline and the claim-submission deadline are different. USPS also lists a 30-day claim-submission deadline after separation, resignation or retirement, so employees leaving during the year should contact Inspira promptly. These dates describe the 2026 account, not the account elected during this fall's Open Season.

- **A simple plan before you enroll:**

Add up next year's likely eligible costs, review your health plan and any HSA, and check the 2027 postal FSA terms. Enroll through LiteBlue/MyHR, keep your confirmation, and save itemized receipts and insurance explanations of benefits. Using an FSA debit card does not eliminate the need to document eligible purchases.

- **The goal is simple:**

Use your FSA benefit to help pay for expenses you expect to have anyway with fewer after-tax dollars, without setting aside more than you can use.

In Solidarity,
Destiney Reupena
Vice President
Branch 111



Health Benefits Open Season Report

Jim Kerekes

Open Season Dates for Health/ Dental/ Vision Nov. 9th to Dec. 14, 11:59 ET

For Help: Active Employees call USPS Human Resources Shared Service Center 877-477-3273 Option 5, Federal Relay Service 800-877-8339 OPM.gov/insurance website gives all PSHB 2027 Plans Premium rates. NALC Premium Rates below: Monthly rates are for retirees, Biweekly is for active carriers.

NALC CDHP (Consumer Driven)

	<u>Biweekly</u>	Monthly
	(Active Carriers)	(Retirees)
77 D Self Only	\$80.53	\$174.48
77 E Self & Family	\$198.26	\$429.56
77 F Self + One	\$183.15	\$396.83

NALC High Option

	<u>Biweekly</u>	<u>Monthly</u>
	(Active)	(Retired)
77 A Self Only	\$116.06	\$251.46
77 B Self & Family	\$270.37	\$585.80
77 C Self + One	\$290.00	\$628.33

Call me if you have any questions for Open Season this year.

Branch 111 Endorsed Candidates

Candidate Endorsed	Office
Sim Gill	Salt Lake County District Attorney
Erin Gemison	House District 14
Iva Williams	House District 42
Zach Robinson	Salt Lake County Council
Lannie Chapman	Salt Lake County Clerk
Silvia Catten	Senate District 13
Jen Dailey-Provost	House District 22
Stephanie Pitcher	Senate District 14
Liz Oates	House District 27
John Arthur	House District 41
Luke Maynes	Salt Lake County Council
Dale Cox	Murray City Council District 2
Ben Peck	Murray City Council District 3
Erika Carlsen	House District 5

Congratulations and a big thank you to Branch 111

Steward of the Year Connor Lawrence!

Charles Moran and Kortnie Chatterton were recognized as runners up.



NALC BRANCH 111
Minutes of the Regular Union Meeting
September 10, 2026

•Meeting Convened at 6:35 pm

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

Conducting: Mike Wahlquist, President

Pledge of Allegiance conducted by Nate Chester

Moment of Silence for Paul Robison who passed away.

Roll Call by Steve McNees

Minutes of the August Union Meeting were posted. With no objection the minutes will be filed for future reference.

Reading of the Communications by Steve McNees

- A letter was sent to the S&DC by Josh Thibodeau signed by the carriers in the 84101, 84103, and Airport/Collections regarding concerns with changing/merging of local Agreements including Magna.
- Received from Tony Cline: Notification of intent to implement Case Utilization and Equipment Standardization (CUES) at the SLC S&DC beginning 9/19/2026, for all routes in 84044, 84101, 84103, 84104, 84111, 84119, 84120, 84128.
- A merger MOU was signed for Magna merging with SLC. SLC's agreement will remain unchanged while Magna's will be accommodated by the SLC MOU.
- Notice was received reminding the union that the completion of union surveys are not to be completed on the clock.
- A non-AMS formal inspection is scheduled for this fall for the SLC Collections.

APPLICATIONS FOR MEMBERSHIP by Destiney Carrillo. New Members: Isaac Gomez, Kylie Butterfield, Weston Pontious, Caylee Gabbott, Dennis Russell, Nicholas Thompson, Rebecca Sorensen, Nehemiah Newton, Paige Olsen, Carter Bennett, Eddie Kuahiwinui III, Anthony Sandoval, Amanda Cimini, Reagan Leifson, Daniel Velasquez, Thomas Lundquist, Michael Klungervik, Samuel Starley, Kiana Vallette, Nicole Broadhead, Deyon Rowlett, Samee Chaudry, Lynelle Dea, Rocky Schofield, Christopher Pidgeon, Cynthia Velasco

GUEST SPEAKERS:

Liz Oates running for State House Dist 27. From a working-class family with humble upbringing in Magna. She was a precinct chair and a delegate before this year. Very pro-union. Concerned about pro-

tecting children, families, union members, and more. She supports mail-in voting. She uses the Magna P.O. a lot and is concerned about the changes she has heard are coming. She supports reserved postal parking in high density areas.

John Arthur running for State House Dist 41. He is a 6th grade teacher and union member. Running for re-election. He is working on businesses/contractors not offering required health benefits.

Luke Maynes running for SLCounty Dist 3. Hard work is frequently not rewarded. Is supported by most county employees that don't have representation by AFSME. Would like our endorsement. He is endorsed by Central Fed of Labor, IBEW354 and AFSME. Most county employees don't have union representation. He is working to fix that. He is working to get affordable child care, including bringing back affordable child care centers that were cut last year. He is running on protecting our air quality and the Great Salt Lake. He supports reserved postal parking in high density areas.

LETTER CARRIER POLITICAL FUND (LCPF) by Josh Thibodeau – excused/working.

Written report: At National Convention we received the LCPF 2nd place award for branches our size. • LCPF contributions will be important next year because the USPS is lobbying for a big postal bill in Congress. We need to be sure to have our voices heard in what is included. The best way to protect our jobs is to have Congress on our side.

MDA COORDINATOR by Nathan Chester

We raised \$1,875 at the Branch Steak Fry. \$8,033 has been collected so far this year. Our goal is \$10,000.

DIRECTOR OF VETERAN AFFAIRS by Jimmy Fleming – no report

LEGISLATIVE by Chad Mortensen

Vote by mail is a big thing for us. • Georgia now allows mailing medical cannabis because it is secure (we know the recipient and get a signature). • John Curtis wants to build rental property on USPS owned land. John Mister is following up on this. • Vote for your best interests this year.

TRUSTEES by Chad Mortensen –.

The trustees did not meet last month. We will meet later on this month.

HEALTH BENEFITS by Jim Kerekes

NEW: All changes to enrollment records must be completed through your employing office for OPM including address, phone, email, SSN, DOB, and full legal name. Active employee can call the P.O. sick leave number or goto LightBlue. Retirees call OPM. A card has been sent out by HB. Be careful when signing up for dental benefits, they may cost more and/or have hidden costs.

COMPENSATION by Bob Jewell –

COP issues, management is messing it up. Management often isn't giving injured carriers a CA-16 before they go to a doctor. You don't get paid COP and medical bills without the completed CA-16. • Managers aren't recording COP correctly so people aren't getting paid Admin Leave the entire day of the injury nor COP for the initial 3 calendar work days after injury. • They are often running carriers LWOP or other non-paid leave. The CA-16 can pay prior non-paid days/if you turn it in late.

ORGANIZER by Justin Lindquist –

Still getting 100% signing up for the union in most classes.

SAFETY AND HEALTH by Justin Lindquist –

He is going to the S&DC to check possible safety issues and get things fixed before we move in. • W issues and get things fixed before we move in. • When we are at home, we need to be more careful (many injuries there). We want you to suffer with us at the PO. Be safe!

DIRECTOR OF RETIREES by Jeff Asay –

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 a spouse just need to show up. May be some prizes. He will not be running for Director of Retirees next month.

TREASURER by Mike Madsen

There was no audit last week because he had some teeth pulled. • The summer party only cost us a total of \$284. The swimming pool double booked and Jimmie Johns made errors on our order. Both reimbursed us for their errors. • Last month we had income of \$35,275. Total expenses were \$ 39,765 for a \$4,490 deficit.

VICE PRESIDENT by Destiney Carrillo

The Stewards dinner is this Sunday at the Ball Park at 6:00pm. Contact Destiney or Mike Hansen if you have trouble getting your tickets. • Steward Training

on Wednesday will be led by Pres. Wahlquist with some invited guests. The class will be in person only with no Zoom. The S&DC will be discussed. • Members other than stewards are welcome to attend.

EXECUTIVE VICE PRESIDENT by Mike Hansen

• 1127 grievances filed so far this year. • He won't make it to the steward dinner because he will still be in New York for 22 days working on the National Elections. • The branch website (branch111.com) now has a box "Register Your Email" where you can enter your name and email to receive email updates of what is happening, in case you miss it on Facebook, Pavement Pounder, or the branch website.

• **Nominations for branch officers will be at the**

October meeting. If 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 continue at the October meeting.**

PRESIDENT by Mike Wahlquist -

Steak Fry: Over 200 present (most ever) at the steak fry. Best in a long time. It was catered this year.

• S&DC: Was out there this morning with Tony Cline. We were able to negotiate "no changes to the SLC LMOU". Good: We are the first of 118 S&DC to have overtime lists, etc, by zone. Everything else is bad: Only one 6 shelf case for every route. Grievances have been filed. Chunks will not be cased in (no room), they will be done on the street. The CUES has set up one slot for 6 or more deliveries per route. They don't know if we will have to route the mail for each slot as we pull it down or on the street. • There will be no space between cases. A little rack with 9 or 12 slots will be under the case for vacation hold mail (stool won't fit under now). The bathrooms will be a long walk away and will not be completed by sept 19th. Porta-potties may be required. • The saving grace is that we get paid by the hour. Take the time necessary to do it the right way. • The new parcel machine can handle 4600 parcels per hour. It will take 7 clerks to run instead of 14 clerks.. Start times will change to 8:00am. • The floors aren't done. They are going to sand the cement and seal it. It probably won't be done when we move in. • It looks like there will be

plenty of street parking. • 2 outside ramps are dock level and are not covered. • Bidding will be installation wide.

• **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. Or, email the president before the meeting.

• A motion to extend the meeting by half an hour was made. The motion passed.

SPECIAL ORDERS:

• Nominations for state convention: (will remain open through next month).

Jimmy Kerekes, Aaron Johnson, Kortnie Chatterton, Isaias AhumadaVelazquez, Adam Tobler, Gareth Davies nr, Gillian Morris, Atonauga Kitiona, Chad Mortensen, Mike Galvan, Bob Jewell, Adam Bryant, April Pettley, Nate Chester, Allen Nagata, Monte Jones, Mike Wahlquist, Mike Hansen, Quincy Mason, Brock Lister

• Nominations remain open until the October meeting. Self nominations will also be accepted by email or text to President Wahlquist until the October meeting.

UNFINISHED BUSINESS: None **NEW BUSINESS:**

The November meeting will be the day after Veterans Day. A motion to cancel the November meeting was made. The motion passed.

GOOD OF THE ASSOCIATION:

Sunday Parcel Delivery changes: Everyone be aware that we cannot deliver rural carrier parcels as we transition to new hub deliveries on Sundays. Sunday delivery moves: Bountiful is moving to Layton. Orem is moving to Provo. Midvale, West Jordan, Draper and Sandy are moving to Sandy. More information will be coming.

• Motion to endorse Liz Oates, John Arthur and Luke Maynes for their respective districts. The motion passed.

• A Carrier in Price, Logan Price, has passed away tragically. A gofundme has been set up for him on his Facebook page.

FOR THE IMPROVEMENT OF THE SERVICE: none **DRAW AND ADJOURN:** 7:39 pm

• **\$50 DRAWING WINNERS:** Adam Willden and Jeff Asay (donated to MDA)

• **RETIREEES** – \$175 (Alicia Kanegae was not present). Next month it will be \$200.

• **PROGRESSIVE A** - \$225 (Osman Mejia Castro was not present). Next Meeting it will be \$250.

• **PROGRESSIVE B** - \$175 (Cynthia Olsen was not present). Next Meeting it will be \$200

NALC BRANCH 111
Minutes of the Regular Union Meeting
October 8, 2026

• **Meeting Convened** at 6:30 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 Brad Cooke and William Irvine 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

• 9/15/26 Notice from Postmaster Cline that per Art. 17.2A only 3 stewards will be allowed at the new S&DC. Steward names are to be sent to him. • Logan Merchant is management's designated Formal A

Rep. for all grievances regarding Case Utilization & Equip. Standardization implementation. • 10 stewards from the S&DC met, agreed, and recommend Kim Mortensen to be the Chief Steward at the S&DC. • Luke Maynes, John Arthur, and Liz Oates were sent election endorsements from the branch. • OSHA was sent notice of safety/health hazards at the S&DC. Hazards include silica dust and chemical vapor from epoxy coating. OSHA has posted the complaint. • A letter was sent to President Renfro requesting help on how to determine what will be the proper method of selecting stewards if only 3 will be allowed at the S&DC. • Kim Tipler has been assigned as management's Formal A rep for route counts and inspection for the collections unit. • Several Notices of Alleged Safety or Health Hazards have been filed for the S&DC unit regarding: crowded conditions in and around single cases blocking proper egress, an exposed pipe,

several sets of swinging doors (non-fireproof) are not marked as "Not an Exit" for the Fire Escape Plan, numerous fire extinguisher in the building but no safety training for their operation, temporary lighting fixtures in a walkway with no cones or safety tape, large ground-mounted electrical boxes extending beyond the yellow poles, electrical boxes without covers (with exposed wires) above doors, 6 inch holes in the cement floor causing tripping hazards, uninstalled large electrical boxes blocking marked walkways with no cones or tape, broken drain gate in the loading area with folded metal (tripping hazard), fire extinguisher blocked by empty equipment, water access cover loose causing possible tripping and leg injuries, and smoking stands are too close to doors.

APPLICATIONS FOR MEMBERSHIP by Destiney Carrillo.

Gracie Walston, Derrick Smith, Christian Sanderson, Dane Stromness, Drew Szaryc, Chris Walczyk, Keith Knox, Heidi Jordan

LETTER CARRIER POLITICAL FUND (LCPF) by Josh Thibodeau

• At the National Rap Session Branch 111 won the National LCPF Award with an average contribution of \$41.05 and the second largest contribution size with 1,499 members. • The USPS will be pushing a bill next year. They will be pushing for fewer career employees and the ability to borrow more money. They will want congress to step in and change our contract. • We will really need people to donate to LCPF. Next year the USPS will be pushing for a Post Office Bill and we need to have our voices heard. We will really need people to donate to LCPF. Next year the USPS will be pushing for a Post Office Bill and we need to have our voices heard.

GUEST SPEAKERS:

Celeste Johnson is running for State House District 59 (Wasatch back). She appreciates the unions work and tell people that unions are necessary until all workers are treated fairly. She has been the Mayor of Midway for the last 8 years. • Utah has the longest running super majority in elected positions in the country. She would like to change that and bring diversity to the Capital. • State overreach is a problem she would like to fix. • She is 100% in support of vote by mail continuing in Utah. She would like to keep it simple, clean and easy to do.

od Moser is running for House District 45. • We have been suppressing wages in Utah for decades. Good legislation is always shot down. We need someone who can communicate with both sides of the aisle. We need to change the language and convince everyone of the need to bring wages back to a liveable spot. We have a crisis. The next generation can't afford houses and necessities. We have an opportunity to make a difference. Because so many are working too hard and more need the same opportunities we had when we were younger. • He supports vote by mail.

MDA COORDINATOR by Nathan Chester – no report

DIRECTOR OF VETERAN AFFAIRS by Jimmy Fleming – not present

LEGISLATIVE by Chad Mortensen

He has been talking to lots of candidates about street parking for our delivery trucks and vote by mail. • Just Vote! Vote for your interests. • He is working on an ordinance, in his hometown, to provide for non-parking areas in front of each mail box for postal access. He calls it a "drop off, pick up zone". Several cities have such regulations but no enforcement.

TRUSTEES by Chad Mortensen –

Met Tuesday. They had 4 months to review. Only one check from 2024 was not accounted for (now is). Our Costco card had warrants not in order in the file. The file is now updated.

COMPENSATION by Bob Jewell –

COP is the current problem. Management is denying COP, but only OWCP can deny COP. Too many cases are being turned down. • Stewards- make sure to get their documentation turned in: CA1, CA16 plus part B (attending physicians report). Without part B, management can suspend the COP. Once Part B is turned in, management must reinstate COP retroactively to when it was suspended. • The problem is that carriers aren't getting all of the documentation to their healthcare provider (CA16, CA17, and completed CA1).

HEALTH BENEFITS by Jim Kerekes

It is almost open season- Nov 9th thru Dec 14th. Check the Pavement Pounder for more information. You should check all of the plans for your situation. • He put the phone number in the Pavement Pounder to call if you need help.

ORGANIZER by Justin Lindquist – Excused
SAFETY AND HEALTH by Justin Lindquist – Excused

DIRECTOR OF RETIREES by Jeff Asay –
The Retiree Dinner is on Oct 21st from 3:30-5:30pm at the Draper Chuck-a-Rama. No reservations are needed, just show up. Bring your spouse/partner

TREASURER by Mike Madsen
September income \$37,900. Expenses \$60,753. Deficit \$22,853.

VICE PRESIDENT by Destiney Reupena
Steward training is Oct 14th. • Management is going to interrupt our steward time because of rules. Training is on form 1731 (steward time and information). She is working on getting out an updated list of B teams 4-1731 packets.

EXECUTIVE VICE PRESIDENT by Mike Hansen
• 1,295 grievances filed so far this year. This will escalate quickly because of the S&DC problems. • Ballots are due Oct. 19th for National Offices. Call national by tomorrow if you haven't got your ballot yet. Don't deface your ballot envelope. • At Rap Session they spoke about Collective Bargaining. • **The November Branch Meeting has been cancelled.**

• Check the branch website for more info on health benefits open season.

PRESIDENT by Mike Wahlquist –
The move to S&DC has happened. It is the worst thing I have ever seen at the Post Office. We're filing OSHA complaints, Unfair Labor Practices, and grievances like crazy. • Bad stuff highlights: We moved into a building that wasn't finished, it is still under construction, parking is far away and it will be in the dark soon. ONE CASE PER ROUTE is a nightmare (we have filed an OSHA complaint). There are no U-carts. The mail won't fit into one case which is taking a Lot More Time (1-3 hours per day). • These create safety issues. Be safe, file grievances. • Chunks cannot be cased anymore for some carriers. Carriers are working 11-12+ hours per day. • Bid to the S&DC if you want a lot of overtime. Nobody is happy. This is stupid. • Meeting with Tony Cline tomorrow to see what the new changes are. Still no office space for the union. No furniture. No longer have 3 stewards on the clock for informal and formal-A grievances. Steward will have to grieve for stewards being made to

work off the clock to file grievances. This is an attack on stewards. • Be prepared in case we need to picket at the main facility. • The S&DC has 4 supervisors and 1 manager. • Until Stewards are giving space and computers, etc. Stewards should be working in their old steward office in their previous office until new offices are provided. • Take the time to do your job safely and efficiently.

SPECIAL ORDERS:

Nominations of Branch Officers 2027-2029:

PRESIDENT: Mike Hansen, Josh Thibodeux

EXECUTIVE VICE PRESIDENT: Destiney Reupena, Fernando Pallofox

VICE PRESIDENT: Mike Galvan, Mike Simonsen

SECRETARY: Mike Wahlquist, Jennifer Ogden

TREASURER: Nathan Chester, Mike Madsen, John Mister

SARGEANT-AT-ARMS: Adam Tobler, April Pettley

HEALTH BENEFITS REP.- Jimmy Kerekes, Jeff Asay, Kim Mortensen

MBA & COMPENSATION: Bob Jewell (elected by acclamation)

SAFETY AND HEALTH: Justin Lindquist, A J Pasela

DIRECT OF RETIREES: Chris Zambos (elected by acclamation)

TRUSTEES (3): Cortney Chatterton, Trey Terry, Aaron Johnson, Kirk McLaughlin, Alan Nagata, Grace Lamoreaux, Blake Mellor, Chad Mortensen, Jenny Su'a, Jayne Hogan

• **Continuing Nominations for State Convention Delegates:**

Keith Warner, Destiny Repuena, Josh Jessup, Ami Gallo, Trey Terry, Blake Mellor, Jeff Asay, Spencer Heinz

UNFINISHED BUSINESS: none

NEW BUSINESS: none

GOOD OF THE ASSOCIATION: none

FOR THE IMROVEMENT OF THE SERVICE: none

DRAW AND ADJOURN: 8:15 pm

• **\$50 DRAWING WINNERS:** Kim Mortensen and Jayne Hogan

• **RETIREES – \$200 (Brent Bray was present & won).** Next month it will be \$25.

• **PROGRESSIVE A – \$250 (David Drotar was not present).** Next Meeting it will be \$275.

• **PROGRESSIVE B – \$200 (Robert Torrance was not present).** Next Meeting it will be \$225

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



October 8 Branch Meeting (Nominations)

October 19 NALC election ballots due

October 21 Steward Training

November 2 NALC officer election ballots

November 5 Eboard

November 12 Branch meeting (**CANCELED**)

November 21 Branch ballot return deadline

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

MBA & OWCP

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Safety & Health

Justin Lindquist
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Food Drive

Josh Jessop

MDA

Nathan Chester
801-450-0617

Director of Veteran Affairs

Jimmy Fleming
veteransaf-
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Trustees

Chad Mortensen
Kirk McLaughlin
Kortnie Chatterton