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April 2019

## Audie Carlson

by Johnna Lush

Jerome J. Keating was not the only Branch 9 member to serve at the national level in the NALC. As I was preparing to do this series of articles on distinguished Branch 9 member, Audie Carlson was suggested to me as someone who could not be overlooked. Audie Carlson served as the President of Branch 9 from 1959 to 1961. He then served at the national level as the director of the NALC Health Benefit Plan from 1961 to 1968, the National Secretary Treasurer from 1972-1974 and the National Vice President under James Rademacher from 1975 until his retirement in 1977.

Because Audie Carlson is no longer with us, I was unable to ask him about his time. I was, however, able to see from the record in the Branch 9 news how his skill in debate, deliberation and decisive leadership improved our working conditions. One issue I found very interesting, was the union's push-back against the Post Office pressuring carriers to use their personal vehicles. This stood out to me because it shows how a well led and organized union can effect change.

*Carlson cont'd on page 15*

## Stamp Out Hunger® Food drive is on May 11

It's getting closer: The 27th annual Letter Carriers' Stamp Out Hunger® Food Drive is only a few weeks away. As Saturday, May 11, draws near, food drive coordinators in hundreds of branches around the country are finalizing preparations for the event.

"Too many people in this country are going hungry," NALC President Fredric Rolando said. "We know this to be true because we see it as we deliver to every address in the United States at least six days a week."

Sadly, statistics back this up. Nearly 50 million Americans are unsure of where their next meal is coming from. This includes millions of children, senior citizens and military veterans.

Last year, the food drive collected 71.6 million pounds of nonperishable food. All told, NALC has brought in 1.67 billion pounds of food since the drive began in 1993.

The event's timing in May was deliberate. By spring, the burst of holiday largess that keeps food pantries flush with donations has dwindled. In addition, most school meal programs aren't available in summer. A spring food drive helps replenish the empty shelves at a crucial moment for food banks, pantries and churches.

If you have any questions about the food drive: [nalc.org/food](http://nalc.org/food).



LETTER CARRIERS'  
**FOOD DRIVE**  
SAT., MAY 11, 2019

## RETIREMENTS



*Bryan Lemke (Anoka) receives his retirement recognition from EVP Samantha Hartwig.*



*Jim Fallon (Brooklyn Park) makes his last punch with steward Jon Raven. Happy Retirement!*



*Frank Gerten (Lake Street) makes his last punch with stewards Chris Riter and Bruce Okeson. Enjoy your retirement.*

**Branch 9 members will be voting on the By-Law proposals at the April 23, 2019 GMM**

## Welcome New Members

- Teresa Alvarado
- Daniel Coble
- Peter Craig
- Amy Cudo
- Cole Epperson
- Gregory Gruman
- Paul Holewa
- Ladarus Holmes
- Hasan Kamil
- Karen McGowan
- Kathryn Nichols
- Xou Schiung
- Thad Schifsky
- Michael Solomone
- Michael R Veblen

## In Memoriam

**Johannes Magdal  
Russell Magnuson**

## The Following is a list of Paid Members of PAL 9 for March 2019.

### Very Concerned Members

- Anthony Thompson
- David J Johnson
- James Hamilton
- John F Marszalek
- John Millner
- Dale Forde

### Regular Members

- Robert R Hollis Sr
- Morris R Gross
- Nancy T Hall
- Gordon L Hannah

Ron Lawrence  
Treasurer PAL 9

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**Exec. Vice President**  
Samantha Hartwig

**Recording Secretary**  
JoAnn Gilbaugh

**Treasurer**  
Lisa O'Neill

**Financial Secretary**  
Jim Nelson

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Johnna Lush

**Trustees**  
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Robb Petersburg

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The Branch Nine News is a monthly publication of NALC Branch 9, and is published in the interest of and for the members of NALC Branch 9.

The opinions expressed by the writers are not necessarily those of the OFFICERS, or of NALC Branch 9.

**Articles MUST be submitted to the editor by the 1st of the month, and must be signed.** The Editorial Staff reserves the right to edit or refuse to print articles which are derogatory in nature.

Any official NALC organization may reproduce our articles provided appropriate credit is given.

## PRESIDENT'S REPORT

**It's Spring!** Sort of, we're due for an April Snow Storm next week. Thank you all for your efforts to get through one of the worst winters in a long time. Now before you say what about the Halloween Blizzard or the Thanksgiving Blizzard, the main reason, is that our winter was compressed into 2 months. Even with the groundhog was predicting an early spring. Hah! The winter delivery problems were made worse by the 800lb Gorilla in the room staffing. We continue to be short CCAs. The staffing problems are not just a Minneapolis or Northland District problem. After last Committee of Presidents meeting, it's a nation-wide problem, but it differs between North and South. Which provides little comfort to you the members. We have few unassigned regulars left, which means that the Minneapolis Installation will be converting CCAs on April 13th (7 new careers) and April 27th (11 new careers) for a total of 18 which corresponds to the number of CCAs being brought on board next week. Its just the beginning, in comparison to what we need, but it's a start. The Postmaster believes that we will be fully staffed by Summer. The threshold for being converted is now at a begin date of October 2017.

### Other COP Info

**Bargaining** begins on the next National Agreement on June 26th at USPS headquarters. Our current Agreement expires at midnight on September 20th. The APWU and the Rurals have not reached an agreement and appear to be headed to arbitration. The Mailhandlers agreement also ends on September 20th. It will be a difficult round of negotiations. Once the National Agreement is resolved by ratification or

arbitrator's decision it will be time for local negotiations. Please take some time to review your LMOU and identify issues that you would like to discuss and let us know.

### **Other Contractual Issues**

As a result of the most recent negotiations, **there was a consolidation of the letter carrier grades** in November eliminating Grade 1 and Grade 2. Now it appears that this matter is headed for National Arbitration because the USPS maintains that the consolidation was for pay purposes only. They also maintain that the Article 12 (Withholding and Excessing) rules did not change and that they can still withhold vacant city carrier routes in anticipation of excessing employees from outside the letter carrier craft.

**Hold in Place** – last summer the national parties signed a Memorandum of Understanding rescinding the "Hold In place" rule (M-01893). Under this rule, in the fall of 2017, the USPS unilaterally changed the dates of future step increases for carriers who had been former CCAs and after conversion bid on a Carrier Technician position. To see if you were included in this group review your Form 50 from your OPF and review the time frames involved in your step increases since the fall of 2017 and see if the date of your next step increase was changed. If so, you're entitled to back pay under this award and your regular step increases. All payments should be made by the end of April. If you have any questions, please contact the branch office.

**Safety-** The National Parties had several discussions about a joint safety program whereby



**Mike Zagaros**

management and the union would establish teams to work with the units to improve their safety performance. While there seemed to progress, until the NALC presented a draft of the plan, the USPS has since not expressed any interest in pursuing the matter on a nation-wide basis. **JWIP** – Joint Work Improvement Plan that was a part of the last contract is on hold after intervention at the initial test sites has not borne any fruit.

**Legislation and Politics** – as stated by President Rolando, "Our legislative agenda has to be a priority for all letter carriers. Why are we engaging so much time and effort in legislation and politics? Because we are really under attack." This got the attention of the 300 branch leaders in the room. "Prefunding will take the USPS down if it is not addressed." The actions of a lame duck session of Congress created what was called the Postal Accountability and Enhance Act which included the prefunding requirement and its funding mechanism that made much of the mess that we are in financially. The current administration has repeatedly said that the USPS should be privatized. President Rolando said, "we need real postal reform that addresses the Postal Funding." he then listed several

*Pres. Report cont'd on page 9*

## OVERTIME RULES

### Before requiring a non-list carrier to work overtime on their own route on regularly scheduled day

- PTFs/CCAs working up to 10 hours
- Use all OTDL carriers up to regular OT rate
- Use Work Assignment carriers up to 10 on own assignment
- Non-OTDL carriers working on their own assignment on a regularly scheduled day

### Before requiring a non-list carrier to work overtime on another route other than their own or on a non-scheduled day

- 12-hour OTDL carriers up to 12 hours
- 10-hour OTDL carriers up to 12 hours
- Work Assignment up to 12 hours on own assignment
  - Non-OTDL Volunteers
- Non-OTDL carriers up to 10 by inverse seniority on a rotating basis

Work assignment carriers on N/S days are considered as not on the list

OTDL carriers are limited to 12 work hours per day up to 60 hours per week. 60 hours includes all paid hours. Once a carrier has worked 20 hours of OT there are not available for any additional OT

PTFs and CCAs are limited to 11.5 work hours per day

Non-OTDL carriers are limited to 10 hours per day and can work OT on 4 days per week.

Carriers can be excused from OT for "exceptional circumstances" such as; anniversaries, birthdays, illness, death etc.

A T-6 carrier not on any list: their assignment is only the route scheduled on that day.

A T-6 carrier on the work assignment list is considered available for regular overtime on any of the routes in their string first unless the regular carrier is also on the work assignment list.



Br. 9 Retired Letter Carrier  
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## Exec. Vice President's Report

### Spring has finally sprung.

The days are getting longer, the weather is getting better, and it appears that we are at the start of improved staffing. As I write this article there are CCA Academy classes that are including more CCAs than ever coming to the Minneapolis Installation. My hope is that this is an upward trend in hiring new carriers and the forced overtime becomes a downward trend.

The majority of the grievances that we are seeing at the Branch Office revolve around the forcing of non-overtime carriers mandated to work overtime off of their own assignments. Under Article 8.5.G it states: *Full-time employees not on the "Overtime Desired" list may be required to work overtime only if all available employees on the "Overtime Desired" list have worked up to twelve (12) hours in a day or sixty (60) hours in a service week.*

Management is not working the overtime list carriers to 12 hours in a day before the non-overtime carriers are being forced off their assignments in several stations in Minneapolis. The stewards in Branch 9 have been filing grievances for overtime violations, and carriers are starting to see payouts.

The other overtime violations we have been seeing are full-time regulars being worked over 12 hours in a day, and/or 60 hours in a week. The Joint Contract Administration Manual (JCAM) states the following: *Maximum Hours—60 Hour Limit. National Arbitrator Mittenthal ruled in H4N-NA-C 21 "Fourth Issue," June 9, 1986 (C-06238) that the 12- and 60-hour limits are absolutes—a full-time employee may neither volunteer nor be required to work beyond those limits. Limitations regarding part-time employees are governed by the ELM Section 432.32(See Maximum Hours-12 Hour Limit). The 12/60 limitations are inclusive of all*

*hours, including any type of leave taken, consistent with the 20-hour overtime limit (see M-00859 below).*

There are some stations where CCAs have been working over 11 ½ hours in a day, the JCAM states: ***Is there a limit on the number of hours CCAs may be scheduled on a work-day?*** *Yes, CCAs are covered by Section 432.32 of the Employee and Labor Relations Manual, which states: Except as designated in labor agreements for bargaining unit employees or in emergency situations as determined by the PMG (or designee), employees may not be required to work more than 12 hours in 1 service day. In addition, the total hours of daily service, including scheduled work hours, overtime, and mealtime, may not be extended over a period longer than 12 consecutive hours.*

CCAs are limited to 11 ½ hours of actual work. The language states that CCAs can't work more than 12 consecutive hours in day and this includes mealtime, therefore there is an hourly limit of 11 ½ hours of work in a service day. These violations are also being grieved by the stewards.

If you think that you are being worked beyond the limitations talk to your stewards.

With all these violations on hourly work limits for many stations this brings up the concern of safety. I have seen the hours that some carriers are working. They are working well beyond 60 hours in a week for full-time regulars. Some of these carriers are working over 70 hours in a week, and management is just looking the other way. While letter carriers want to get the mail delivered it does no one any good when the carriers are so exhausted, they make mistakes in safety; such as leaving their postal truck running when not sitting in the seat.

I can't stress the need to be safe and look out for each



**Samantha Hartwig**

other enough. If anyone feels so exhausted from constantly working over 60 hours in a week that they don't believe the mail can be delivered safely it must be communicated to your local management team. If management does nothing file a 1767 safety hazard form for excessive work hours and see your steward. Letter carriers are not machines, and not everyone can keep working such extreme hours.

This all seems like a lot of doom and gloom; but there is a bright side. The Post Office will be converting several CCAs to career in the month of April. For any CCA that gets converted to career there will be a career conversion class that you will be required to attend at the Main Post Office Downtown Minneapolis. The career conversion class will go over all the benefits such the Federal Health Benefits, Thrift Savings Plan, Life Insurance and many other important topics that will be important to a new career employee. As soon as you get your conversion to career letter follow up with local management, so you don't miss the class for your benefits. If you do miss the benefits class please call the Branch Office right away some your benefits i.e. Federal Health Plan are time sensitive, and you don't want to miss any deadline.



## A SHORT EXPLANATION OF A ROUTE EVALUATION.

In order to adjust a route, management must first evaluate the time of the route using the procedures in Chapter 2 of the M-39 Handbook. The data collected during the week of Mail Count and Inspection is then used to evaluate the time of each inspected route. The procedures require separate and distinct methods for determining the office and street time components of the total route evaluation.

Office time is based on the time used by the regular carrier during, or the standard time computed from, the count week. Street time is based on average times of the regular carrier and auxiliary assistance provided, either during the week of Mail Count and Inspection or from a random analysis of weeks throughout the year. Therefore, it is important for you to perform your office and street duties completely and correctly year-round, as well as during the week of count. Your route will not be fairly evaluated if you are intimidated into shortening your breaks or lunch, skipping comfort stops, or disregarding safety rules. It is also important that all street auxiliary assistance throughout the year be recorded on Form 3996 and a copy secured by the carrier.

**Office time** is based on the lower of two computations:

A. Average actual office time of the regular carrier during a week of Mail Count and Inspection, minus time spent counting mail and completing the 1838-C (Line 23) and time, if any, spent performing unusual activities not done in a normal work week (Line 22). This time is based on actual clock rings, less hand-recorded Lines 22 and 23 times; or

B. The average standard office time of the regular carrier during a week of Mail Count and Inspection. This time is based on

hand-recorded counts of volumes and times. Calculations are then made, including the 18/8 standard.

**Street time** is based on one of two computations:

A. The average street time of the regular carrier, including any street auxiliary assistance, during the week of Mail Count and Inspection; or

B. The average street time of the regular carrier, including any street auxiliary assistance, from an 8 week time card analysis.

Management may not choose a street time based solely on the fact that the time is the lowest.

### DAY OF INSPECTION

#### Form 1838-C and Form 3999

On the day of inspection, the route examiner will count the mail and fill out the Form 1838-C worksheet. The examiner will also follow you on the street, completing a Form 3999.

#### Verify the count

Upon request, you have a right to verify the inspector's count. This is an important right and you are strongly encouraged to insist that you be allowed to verify the count. This includes all DPS, 5999, and any machine counted mail as well.

#### Observe, not supervise

The examiner must act as an observer and not a supervisor. You should not be told to change the way you usually deliver your route. For example, if you are performing a dismount delivery the examiner cannot instruct you to leave the vehicle running to save time.

#### No standard pace, no setting the pace

NALC and the Postal Service have agreed that there is no standard or minimum street pace that a carrier is required to maintain. Do not allow yourself to be intimidated into speeding up on the day of inspection. The examiner may not set the pace for you, but should maintain a position to observe only.

#### No discussion of route evaluation or mail volume

The examiner may not discuss with you the mail volume or the evaluation of the route.

#### Fingering mail

Do not finger mail when walking up or down steps or curbs, when crossing streets, or at any time it would create a safety hazard to yourself or to the public. You must not finger mail while driving or hold mail in your hands while the vehicle is in motion. The examiner should not instruct you otherwise.

#### Crossing lawns

You should cross lawns to deliver mail only if there is, in your opinion, no safety hazard, such as a dog, slippery surface, snow, uneven terrain, or unusual obstacles, and only if there is no objection from the customer. During the route inspection, the examiner may not instruct you to cross lawns that you do not cross throughout the year. Only during street supervision, apart from the route examination, may a supervisor order a carrier to cross a specific lawn that the supervisor believes is an obvious shortcut. Such an order, of course, would be subject to the grievance procedure.

#### Breaks

Carriers are entitled to either one break in the office and one break on the street or two breaks on street time. Do not allow the examiner to intimidate you into skipping or short-changing breaks.

#### Lunch

You should take your full 30 minute lunch at one of the authorized locations recorded on the Form 1564-A.

#### Comfort stops

In addition to your lunch period and break periods, you may take any comfort stops reasonably necessary while performing your street duties. Reasonable comfort stops will not be deducted from your actual time.

# Review and evaluation of route adjustments

Many letter carriers are in the process of unilateral route inspections conducted by USPS management. One thing to keep in mind is that the process is not over for the routes that were just evaluated and adjusted. Management is now required to review and evaluate the adjustments that were implemented to ensure that the newly adjusted routes reflect as near to eight hours of daily work as possible.

When management conducts route inspections, they are guided by the provisions of *Handbook M-39, Management of Delivery Services*, specifically Chapter 2, which outlines the necessary procedures to follow for mail counts and route inspections. This review process begins with management's analysis of certain data after the implementation of the adjustments including, but not limited to, looking at volume reports and carrier time records. The evaluation of adjustments process is outlined in section 243.611 of that chapter and reads:

*After the adjustment of routes has been placed in effect, the manager must carefully study and analyze PS Form 3997 or electronic equivalent from a nationally approved computer system that provides equivalent information; PS Form 3997-B, Operations Analysis Report; PS Form 1813; street management records; volume recording data; and carrier's time records to see that the objective has been met, especially for those routes where extensive changes have been made.*

The above section provides detailed information as to what management must review to determine whether the routes were properly adjusted after the inspection. To ensure the adjustment was accurate, management is required to review all the data. This is a very important step in any route adjustment, and at times it is not conducted. Union representatives must hold management accountable for this responsibility.

After route adjustments are performed, the Postal Service must also complete a new PS Form 3999 on each adjusted route to establish that the most efficient way of delivering the mail was created during the route adjustment process. Its completion also helps determine whether an additional adjustment is required to fix any issues. This directive is outlined in the following sections of Chapter 2 of Handbook M-39:

## **243.612**

*After route adjustments are implemented or when travel patterns are changed on a motorized route, the delivery unit manager or designee must determine the new length of route by using the most practical means:*

*a. Record the correct mileage and travel times on Form 3999.*

*b. Record on Form 3999 the date and name of the individual who certified the new mileage for the route.*

## **243.613**

*When route adjustments or changes are implemented, complete a new Form 3999 to reflect the current authorized route travel pattern and schedules, etc.*

If, after completion of the review, the routes are found to be out of adjustment, Section 243.682 of Handbook M-39 requires management to make further adjustments to bring the routes to as close to eight hours per day as possible. The language reads:

*If the route is found to be too heavy, relief should be granted, and conversely if found to be light, work should be added. If the carrier frequently uses overtime or receives auxiliary assistance, determine if the route is in adjustment or if the carrier is not serving it efficiently, a special inspection may be in order.*

It is management's responsibility to fix any issues discovered during the review process. Achieving routes in proper adjustment requires management to follow through with the entire route count and inspection process, which includes an evaluation of the adjustments implemented. The goal of every route adjustment is clearly defined in Section 242.122 of Handbook M-39, which reads:

*The proper adjustment of carrier routes means an equitable and feasible division of the work among all of the carrier routes assigned to the office. All regular routes should consist of as nearly 8 hours daily work as possible.*

Too often, workroom floors are left in disarray as a result of a bad route adjustment causing unnecessary forced overtime, a decline in customer service and a poor labor/management climate. If, after a route count and inspection, your office is left with routes out of adjustment, then we should require management to "fix what it broke."

All letter carriers should be aware of one simple fact: Any adjustment must be reviewed. Letter carriers should always keep accurate information about any auxiliary assistance provided to them, copies of any PS Forms 3996 submitted and records of any instructions to clock to any code other than the ones normally used for their route. Remember, any day could play a role in the evaluation of a letter carrier's route, and just because a route adjustment has been implemented, it doesn't mean the review, evaluation and adjustment process is over.

## Director of Retirees Report

**Well, well! Surprise** not! The administration is going after your Social Security and Medicare. The "I will never touch your Social Security, Medicare and Medicaid" candidate, now president, is proposing to do so in his 2020 budget. Budget proposals are just that, DOA proposals. But it does exhibit his desires, which are dangerous. Killing Medicaid expansion (part of ACA), raising eligibility requirements to receive Social Security disability, reducing reimbursements to doctors for Medicare patients (lowering the number of doctors willing to take such patients) and reducing staffing at the SS administration (longer wait times). Social Security has a real budget crisis looming, but none of his budget proposals address this. The proposal to have "paid" family leave taken from your Social Security would be a disaster. People are supposed to be adding to their SS account, not taking out funds for childcare. Let's keep preaching Scrap the Cap to keep Social Security solvent. The White House administration is actively working to overturn

the ACA which will leave millions without any insurance or extremely expensive insurance. Abandoning the ACA leaves those with preexisting conditions at the mercy of insurance companies.

Talking about scams. Retirees are often the target of scam artists trying to separate you from your money. I have recently received three robo-calls with slight variations on a theme. They identify themselves as Social Security telling me that my number has been detected on "suspicious" websites or involved with illegal purchases. For my own protection, my number has been suspended and that I must contact them to get it restored. Of course, it was a blatant attempt to get my SSN. I have also received calls that a "sheriff" is ready to knock on my door and arrest me for an outstanding warrant. If I contact them, I can stop this by paying the fine immediately. During a meeting, one guy admitted to falling for this. In his case, he needed to help get his nephew out on bail. He actually showed



**Melia Derrick**

up in a Walgreens to exchange the money. Lucky for him the store clerk noticed his anxious face and his envelop of money and explained the scam. That says a lot. First, even reasonable people fall for scams. And that it happens often enough that clerks have caught on. The best way to deal with this? Hang up, don't engage. Talk to others so they don't get caught in the same trap. And report it to the police. It is really doubtful that you are the only one to be approached with any scam.



**Cole Ostendorf**

Hello, my name is Cole Ostendorf and I am your CCA liaison of Branch 9. I started working for the Post Office a little over a year ago and love what I do as a carrier. My dedication to my work is something that I am proud of as I want the best for the customers and also our safety.

## CCA Liaison The Expectations of a CCA

As a CCA, there are high expectations from management that I have observed since I've been hired. Being thrown around from route to route and every once in a while, station to station can be stressful at times. I have been told once that we need to get routes done in eight hours, even if we haven't done the route before.

I was once on an extended hold-down, and a supervisor confronted me about my performance on the street and told me, "If you like your job, ignore the union." My experiences early on with management have taught me that learning about the contract and our rights is essential to moving forward. This caused me to become more involved in the union and speak out for my fellow

CCA's, for them to become more educated and more independent. I'm sure that there are CCA's out there that have been told that they need to pick it up or "why is it taking you so long?" I understand because I have been there, and I still am.

I have been learning a lot and still have more to learn from mistakes made on the street, to the experiences in the office. If there's one thing I try my best to do, it is to help others with any questions they may ask. If I don't know, then I can point them to the people that do know.

My brothers and sisters, it's quite an honor and privilege to be working with this wonderful group in Branch 9 and I am looking forward to representing us.



*Pres. Report cont'd from page 3*

options that would reduce/eliminate the prefunding debt to what has already been set aside. Even with these options available, there are many in Washington that want to see the USPS as an institution completely changed as we know it. In December the White House Task Force on the Postal Service released its report. It was bad and then you combined the changes propose that would eventually eliminate the USPS's share of our retirement plans. It also changes the benefits in retirement. The NALC prepared a 15-page response to the report entitled **Misdiagnosis: A Review of the Report of the White House Task Force on the Postal Service**. It is available on the NALC's webpage under the **MEMBERS ONLY** tab. You can find the review by going to **Member Documents and the Forms and Document button** where you can find WHTF rebuttal button and read the response for yourselves.

I encourage you to read this and share your thoughts with you member of Congress and your family and friends. The members of Congress are the ones that can remedy this situation. This "can" cannot be kicked on down the road forever. We can't pretend that this will never happen, because left unguarded, it will. We have to get involved, let your voice be heard. The February issue of the Postal Record identifies the names of the contributors to the **Letter Carrier Political Fund (LCPF)**. Are you on it? The Branch Nine News list the contributors to our local Pac Fund, PAL9. Can you see your name on the lists? Imagine what we could do if everyone participated. There are a variety of ways to make your voice heard. If you aren't sure how to do it? Come to a meeting or give me a call my cellphone is 612-387-0220 and we can talk about it.

The last week of the month of April has several events that I would like to bring to your attention. First, our General Membership Meeting is on Tuesday April 23rd at 7:00 p.m. at the Crystal VFW. There will be a taco bar and we will be voting on the by-law proposals. Next takes place on Thursday April 25th, also at the Crystal VFW. This will be our retirement seminar. If you or your spouse has questions, bring them with you. We will attempt to de-mystify the retirement process and relieve some of your anxiety. Saturday is the Ron St. Clair MDA bowl-a-thon and silent auction. It is a great time and I hope to see you there. Finally, on Sunday April 28th is the "Worker's Memorial Day." It a time to reflect and remember those individuals who have lost their lives to the job. This day is celebrated on the anniversary of the passage of the OSHA bill into law.

Hopefully by May 1st it really will be spring. This is the last time I believe in any sign about the weather made by some dumb animal (groundhog). I should remember that groundhog never actually said we were in for early winter, so who's the dumb one now.

-MZ

### Contribute to the PAC

The Letter Carrier Political Fund is the anchor for NALC's legislative and political activities.

[nalc.org/government-affairs/political-activity](http://nalc.org/government-affairs/political-activity)



## Workers Memorial Day

No one should have to sacrifice their life for their livelihood, because a nation built on the dignity of work must provide safe working conditions for its people."  
—Secretary of Labor Thomas E. Perez.

On Dec. 29, 1970, Congress enacted the Occupational Safety and Health Act of 1970. The text of the law begins with:

*An Act: To assure safe and healthful working conditions for working men and women; by authorizing enforcement of the standards developed under the Act; by assisting and encouraging the States in their efforts to assure safe and healthful working conditions; by providing for research, information, education, and training in the field of occupational safety and health; and for other purposes.*

Article 34 of the Act established that the new law would take effect 120 days after the date of its enactment, making it effective April 28, 1971. Years later, April 28 was selected as Workers Memorial Day.

We all mourn the loss of our fallen brothers and sisters. What can we all do to stop adding names to this list? Find out how you can get involved in making your workplace safer for all. Article 14 of the National Agreement begins with the words: *It is the responsibility of management to provide safe working conditions in all present and future installations and to develop a safe working force...*

Keep an eye on your work environment and report all hazards. If management fails to correct the hazards we report, see your steward and, if necessary, process a grievance to enforce the contract.

## 2019 Proposed By-Law Additions & Changes

### ARTICLE I SECTION 3

#### **CURRENT LANGUAGE SECTION 3.**

Special meetings shall be called by the President upon the written request of one-sixth (1/6) of the members in good standing, or by vote of the Branch. Notification of such meetings, stating the object of the call, shall be given the members by the Recording Secretary as directed by the branch or as required by the By-Laws.

#### **PROPOSED NEW LANGUAGE SECTION 3.**

Special meetings shall be called by the President upon the written request of ~~one-sixth (1/6)~~ **225** of the members in good standing, or by vote of the Branch. Notification of such meetings, stating the object of the call, shall be given the members by the Recording Secretary as directed by the Branch or as required by the By-Laws.

Submitted by the Branch 9 Executive Board

### ARTICLE II, SECTION 3 C

#### **CURRENT LANGUAGE SECTION 3.**

As of January 1, 1989, forty percent (40%) of one month's dues, per year, per active and associate member shall be placed in the Convention Fund to be used for State and National Conventions. Revenue producing fund raisers may also be used to augment this fund.

c. The convention fund will be capped at sixty thousand dollars (\$60,000). Once this amount is achieved, contributions will be discontinued and reallocated in equal amounts to organizing, training and education and legislation.

#### **PROPOSED NEW LANGUAGE SECTION 3**

As of January 1, 1989, forty percent (40%) of one month's dues, per year, per active and associate member shall be placed in the Convention Fund to be used for State and National Conventions. Revenue producing fund raisers

may also be used to augment this fund.

c. **With the exception of the 2020 National Convention**, the convention fund will be capped at sixty thousand dollars (\$60,000). Once this amount is achieved, contributions will be discontinued and reallocated in equal amounts to organizing, training and education and legislation.

Submitted by Mike Zagaros

### ARTICLE II SECTION 2

#### **CURRENT LANGUAGE SECTION 2.**

The monthly dues of this Branch for all active and associate members shall be equal to 2 hours base pay of City Carrier Level 2, Step 0, payable biweekly. This ratio between the current minimum dues structure of the NALC National Dues would be maintained as the permanent dues structure for Branch 9. Retired members shall pay \$9.00 per annum. Members retiring after December 31, 1960 shall pay \$12.00 per annum. Members retiring after December 31, 1977 shall pay \$18.00 per annum. Members retiring after December 31, 1987 shall pay \$24.00 per annum. Members retiring after December 31, 1996 shall pay, per annum, an amount equal to two hours City Carrier Grade 1, Step D letter carrier's salary at the time of their retirement. Dues from: direct-pay retirees are due January first of each year

#### **PROPOSED NEW LANGUAGE SECTION 2.**

The monthly dues of this Branch for all active and associate members shall be equal to 2 hours base pay of City Carrier Level 2, **carrier technician Step 0**, payable biweekly. This ratio between the current minimum dues structure of the NALC National Dues would be maintained as the permanent dues structure for Branch 9. ~~Retired members shall pay \$9 per annum.~~ Members retiring after December 31, 1960 shall pay \$12.00 per annum. Members retiring after December 31, 1977 shall pay \$18.00 per annum. Members retiring after December 31, 1987 shall pay \$24.00 per annum. Members

retiring after December 31, 1996 shall pay, per annum, an amount equal to two hours City Carrier Grade 1, pay at Step D at the time of their retirement. ~~Dues from direct retirees are due January first of each year~~

Submitted by the Branch 9 Executive Board

### ARTICLE III SECTION 3

#### **CURRENT LANGUAGE SECTION 3.**

The President shall perform all duties as outlined in the National Constitution for Subordinate Branches. The President shall be Chief Steward of the Branch. The President shall be a full-time officer of Branch 9. Effective January 1, 1997, for the faithful performance of his/her duties, he/she shall be paid thirty percent (30%) more than a top-grade letter carrier, per annum, payable biweekly...

#### **PROPOSED NEW LANGUAGE SECTION 3**

The President shall perform all duties as outlined in the National Constitution for Subordinate Branches. The President shall be Chief Steward of the Branch. The President shall be a full-time officer of Branch 9. Effective January 1, 1997, for the faithful performance of his/her duties, he/she shall be paid thirty percent (30%) more than a ~~top-grade letter carrier~~ **a Carrier Technician Step 0** per annum, payable biweekly.

Submitted by the Branch 9 Executive Board

### ARTICLE III SECTION 3

#### **CURRENT LANGUAGE SECTION 3.**

The President shall perform all duties as outlined in the National Constitution for Subordinate Branches. The President shall be Chief Steward of the Branch. The President shall be a full-time officer of Branch 9. Effective January 1, 1997, for the faithful performance of his/her duties, he/she shall be paid thirty percent (30%) more than a top-grade letter carrier, per annum, payable biweekly...

## 2019 Proposed By-Law Additions & Changes

### **PROPOSED NEW LANGUAGE SECTION 3.**

The President shall perform all duties as outlined in the National Constitution for Subordinate Branches. The President shall be Chief Steward of the Branch. The President shall be a full-time officer of Branch 9. Effective January 1, 1997, for the faithful performance of his/her duties, he/she shall be paid thirty percent (30%) more than a ~~top-grade letter carrier~~ **Carrier Technician Step O** per annum, payable biweekly.

Submitted by the Branch 9 Executive Board

### **ARTICLE III SECTION 4**

#### **CURRENT LANGUAGE:**

The Executive Vice-President shall perform all duties as outlined in the National Constitution for Subordinate Branches. The Executive Vice-President shall be the Chair of the Stewards Board. The Executive Vice-President shall chair the Branch membership meeting at the discretion of the President or when the President is absent...

...The Executive Vice-President shall be a full-time Branch 9 officer. Effective January 1, 1997, for the faithful performance of his/her duties, he/she shall be paid twenty-five percent (25%) more than a top grade letter carrier, per annum, payable bi-weekly

#### **PROPOSED NEW LANGUAGE**

The Executive Vice-President shall perform all duties as outlined in the National Constitution for Subordinate Branches. The Executive Vice-President shall be the Chair of the Stewards Board. The Executive Vice-President shall chair the Branch membership meeting at the discretion of the President or when the President is absent...

...The Executive Vice-President shall be a full-time Branch 9 officer. Effective January 1, 1997, for the faithful performance of his/her duties, he/she shall be paid twenty-five percent (25%) more than a ~~top-grade letter carrier~~ **Carrier Technician Step O**, per annum, payable bi-weekly

Submitted by the Branch 9 Executive Board

### **ARTICLE III SECTION 5**

#### **CURRENT LANGUAGE:**

The Recording Secretary shall perform the following duties: the Recording Secretary shall keep a correct record of the proceedings of the Branch in a book to be kept for that purpose. He/She shall draw all warrants on the Treasurer ordered by the Branch. He/She shall notify applicants for membership in writing of their election or rejection, and members of their suspension, expulsion or acceptance of resignation. He/She shall report to the National Secretary-Treasurer immediately the suspension, expulsion or reinstatement of a member. He/She shall attend to all correspondence of the Branch, and properly mark and file all papers for inspection at any time, and notify the members of special meetings when ordered by the President. He/She shall make, semi-annually, a report to the Branch showing the number of members elected, rejected, initiated, suspended, reinstated, withdrawn, and the number of deaths, giving the date of death; also, the receipts, benefits paid, amount expended, and the amount on hand. Within one (1) week after his/her term expires, or upon an earlier termination thereof, he/she shall deliver to his/her successor all books and papers, together with all other property of the Branch in his/her possession. The Recording Secretary shall be paid the sum equivalent to 13 hours of top grade letter carrier pay each month.

#### **PROPOSED NEW LANGUAGE**

The Recording Secretary shall perform the following duties: the Recording Secretary shall keep a correct record of the proceedings of the Branch in a book to be kept for that purpose. He/She shall draw all warrants on the Treasurer ordered by the Branch **He/She shall draw all warrants on the Treasurer ordered by the Building Corporation.** He/She shall notify applicants for membership in writing of their election or rejection, and members of their suspension, expulsion or acceptance of resignation. He/She shall report to

the National Secretary-Treasurer immediately the suspension, expulsion or reinstatement of a member. He/She shall attend to all correspondence of the Branch, and properly mark and file all papers for inspection at any time, and notify the members of special meetings when ordered by the President. He/She shall make, semi-annually, a report to the Branch showing the number of members elected, rejected, initiated, suspended, reinstated, withdrawn, and the number of deaths, giving the date of death; ~~also, the receipts, benefits paid, amount expended, and the amount on hand.~~ Within one (1) week after his/her term expires, or upon an earlier termination thereof, he/she shall deliver to his/her successor all books and papers, together with all other property of the Branch in his/her possession. The Recording Secretary shall be paid the sum equivalent to 13 hours of ~~top-grade letter carrier~~ **Carrier Technician Step O** pay each month.

Submitted by the Branch 9 Executive Board

### **ARTICLE III SECTION 6**

#### **CURRENT LANGUAGE:**

The Financial Secretary shall perform the following duties: The Financial Secretary shall keep a record book showing the names of members, when admitted, and places of residence, collect dues and all other monies due the Branch, keep a regular account thereof, and at each meeting (or prior thereto whenever the prompt payment of the National per capita tax or other necessity may require same) pay the same to the Treasurer, take his/her receipts and retain them as vouchers in settlement...

... The Financial Secretary shall receive receipts for the Branch 9 Building Corporation and keep a regular account thereof. He/She shall draw all warrants on the Treasurer ordered by the Building Corporation. The Financial Secretary will reconcile all Branch accounts and all Building Corporation accounts per the account statement schedule. The Financial Secretary shall maintain  
*2019 Proposed By-Law cont'd on pg. 12*

## 2019 Proposed By-Law Additions & Changes

and coordinate the insurance policies of Branch 9 and the Branch 9 Building Corporation. To insure the faithful performance of their duties, the Financial Secretary and his/her deputies shall be bonded in such amount and in such manner as the Branch may direct. The Financial Secretary shall be paid the sum equivalent to 13 hours of top grade letter carrier pay each month

### **PROPOSED NEW LANGUAGE**

... The Financial Secretary shall receive receipts for the Branch 9 Building Corporation and keep a regular account thereof. ~~He/She shall draw all warrants on the Treasurer ordered by the Building Corporation.~~ The Financial Secretary will reconcile all Branch accounts and all Building Corporation accounts per the account statement schedule. The Financial Secretary shall maintain and coordinate the insurance policies of Branch 9 and the Branch 9 Building Corporation. To insure the faithful performance of their duties, the Financial Secretary and his/her deputies shall be bonded in such amount and in such manner as the Branch may direct. The Financial Secretary shall be paid the sum equivalent to 13 hours of top grade letter carrier **Carrier Technician Step O** pay each month.

Submitted by the Branch 9 Executive Board

### **ARTICLE III SECTION 7**

#### **CURRENT LANGUAGE:**

The Treasurer shall perform the following duties: The Treasurer shall receive, receipt for, and disburse all monies of the Branch, and keep a regular account thereof. He/She shall pay all warrants on him/her by the Recording Secretary voted by the Branch and signed by the President, and have all accounts receipted upon payment of the same. He/She shall pay all warrants on him/her by the Financial Secretary voted by the Building Corporation and signed by the President, and have all accounts receipted upon payment of the same. He/She will publish a monthly report of

Branch expenditures. He/She shall, whenever requested by the President, and at the end of his/her term, make a report showing his/her receipts, disbursements and amount of money on hand; deliver his/her books, papers and money to his/her successor in office, when qualified; and to insure the faithful performance of his/her duties, he/she shall be required to furnish a bond in such sum as the Branch may direct. The Treasurer shall be paid the sum equivalent to 20 hours of top grade letter carrier pay each month.

### **PROPOSED NEW LANGUAGE**

The Treasurer shall perform the following duties: The Treasurer shall receive, receipt for, and disburse all monies of the Branch, and keep a regular account thereof. He/She shall pay all warrants on him/her by the Recording Secretary voted by the Branch and signed by the President, and have all accounts receipted upon payment of the same. He/She shall pay all warrants on him/her by the ~~Financial Secretary~~ **Recording Secretary** voted by the Building Corporation and signed by the President, and have all accounts receipted upon payment of the same. He/She will publish a monthly report of Branch expenditures. He/She shall, whenever requested by the President, and at the end of his/her term, make a report showing his/her receipts, disbursements and amount of money on hand; deliver his/her books, papers and money to his/her successor in office, when qualified; and to insure the faithful performance of his/her duties, he/she shall be required to furnish a bond in such sum as the Branch may direct. The Treasurer shall be paid the sum equivalent to 20 hours of top grade letter carrier **Carrier Technician Step O** pay each month.

Submitted by the Branch 9 Executive Board

### **ARTICLE III SECTION 8:**

#### **CURRENT LANGUAGE:**

The Sergeant-at-Arms shall preserve order in the meeting under the instruction of the

President. He/She shall sign the attendance book one-half hour after the actual start of all Branch meetings. It shall be his/her duty to see that none but members are present at the meetings unless directed by the President or a vote of the Branch. The Sergeant-at-Arms shall be paid the sum equivalent to 5.5 hours of top grade letter carrier pay each month.

### **PROPOSED NEW LANGUAGE**

The Sergeant-at-Arms shall preserve order in the meeting under the instruction of the President. He/She shall sign the attendance book one-half hour after the actual start of all Branch meetings. It shall be his/her duty to see that none but members are present at the meetings unless directed by the President or a vote of the Branch. The Sergeant-at-Arms shall be paid the sum equivalent to 5.5 hours of top grade letter carrier **Carrier Technician Step O** pay each month.

Submitted by the Branch 9 Executive Board

### **ARTICLE III SECTION 9 CURRENT LANGUAGE:**

The Health Benefit Representative shall be enrolled in the NALC Health Benefit Plan, shall perform such duties as the Constitution and the Laws of the NALC Health Benefit Plan requires, and shall serve as N.S.B.A. and M.B.A. officer. He/She shall write a periodic article in the Branch Nine News to keep the members well informed on health benefits and insurance plans. He/She shall correspond with the Plan whenever the need arises to aid members of the Plan on any insurance policy. He/She shall make his/her telephone number available to the members. He/She shall visit the retired carriers club at least once a year to answer their questions on health benefits. The HBR shall be paid the sum equivalent to 13 hours of top grade letter carrier pay each month. The yearly rebate check from the Mutual Benefits Association will go to the Branch.

### **PROPOSED NEW LANGUAGE**

The Health Benefit Representative shall be enrolled in the NALC

## 2019 Proposed By-Law Additions & Changes

Health Benefit Plan, shall perform such duties as the Constitution and the Laws of the NALC Health Benefit Plan requires, and shall serve as N.S.B.A. and M.B.A. officer. He/She shall write a periodic article in the Branch Nine News to keep the members well informed on health benefits and insurance plans. He/She shall correspond with the Plan whenever the need arises to aid members of the Plan on any insurance policy. He/She shall make his/her telephone number available to the members. He/She shall visit the retired carriers club at least once a year to answer their questions on health benefits. The HBR shall be paid the sum equivalent to 13 hours of top grade letter carrier **Carrier Technician Step O** pay each month. The yearly rebate check from the Mutual Benefits Association will go to the Branch.

Submitted by the Branch 9 Executive Board

### **ARTICLE III SECTION 10 CURRENT LANGUAGE:**

The Trustees shall perform all duties as outlined in the National Constitution for Subordinate Branches. The Trustees shall examine and report to the Branch the condition of the Books of the officers at least once every three months, compare the vouchers and records and see that they correspond with the collections and disbursements. Trustees, in conjunction with the Financial Secretary, shall perform an annual inventory of Branch property and report same at the October General Membership Meeting. They shall have custody of all Branch property and shall perform such other duties as the Branch By-Laws may require. For the faithful performance of his/her duties each Trustee shall be paid the sum equivalent to 6.5 hours of top grade letter carrier pay each month.

### **PROPOSED NEW LANGUAGE**

The Trustees shall perform all duties as outlined in the National Constitution for Subordinate Branches. The Trustees shall examine and report to the Branch the condition of the Books of the officers at least once every three

months, compare the vouchers and records and see that they correspond with the collections and disbursements. Trustees, in conjunction with the Financial Secretary, shall perform an annual inventory of Branch property and report same at the October General Membership Meeting. They shall have custody of all Branch property and shall perform such other duties as the Branch By-Laws may require. For the faithful performance of his/her duties each Trustee shall be paid the sum equivalent to 6.5 hours of top grade letter carrier **Carrier Technician Step O** pay each month.

Submitted by the Branch 9 Executive Board

### **ARTICLE III SECTION 10**

#### **CURRENT LANGUAGE:**

The Trustees shall perform all duties as outlined in the National Constitution for Subordinate Branches. The Trustees shall examine and report to the Branch the condition of the Books of the officers at least once every three months, compare the vouchers and records and see that they correspond with the collections and disbursements. Trustees, in conjunction with the Financial Secretary, shall perform an annual inventory of Branch property and report same at the October General Membership Meeting. They shall have custody of all Branch property and shall perform such other duties as the Branch By-Laws may require. For the faithful performance of his/her duties each Trustee shall be paid the sum equivalent to 6.5 hours of top grade letter carrier pay each month.

#### **PROPOSED NEW LANGUAGE**

The Trustees shall perform all duties as outlined in the National Constitution for Subordinate Branches. The Trustees shall examine and report to the Branch the condition of the Books of the officers at least once every three months, compare the vouchers and records and see that they correspond with the collections and disbursements. Trustees, in conjunction with the Financial Secretary, shall perform

an annual inventory of Branch property and report same at the October General Membership Meeting. They shall have custody of all Branch property and shall perform such other duties as the Branch By-Laws may require. For the faithful performance of his/her duties each Trustee shall be paid the sum equivalent to 6.5 hours of top grade letter carrier **10 hours of Carrier Technician Step O** pay each month.

Submitted by Branch 9 Trustees: Ken Jambois, Stacey Ellingson, and Robb Petersburg

### **ARTICLE III SECTION 11 CURRENT LANGUAGE:**

The Editor will be responsible for publishing and distributing the Branch Nine News. He/She will publish a minimum of 10 issues per calendar year, unless directed. The Editor will coordinate a publishing schedule with the Branch President and Executive Vice President. He/She will communicate with the Branch 9 Webmaster to share information between the Branch Nine News and the Branch 9 Website. The Editor may perform other such duties as the President may direct. The Editor will be paid the sum equivalent to 16 hours of top grade letter carrier pay each month.

### **PROPOSED NEW LANGUAGE**

The Editor will be responsible for publishing and distributing the Branch Nine News. He/She will publish a minimum of 10 issues per calendar year, unless directed. The Editor will coordinate a publishing schedule with the Branch President and Executive Vice President. He/She will communicate with the Branch 9 Webmaster to share information between the Branch Nine News and the Branch 9 Website. The Editor may perform other such duties as the President may direct. The Editor will be paid the sum equivalent to 16 hours of top grade letter carrier **Carrier Technician Step O** pay each month.

Submitted by the Branch 9 Executive Board

2019 Proposed By-Law cont'd on pg. 14

## 2019 Proposed By-Law Additions & Changes

### ARTICLE III SECTION 15

#### **CURRENT LANGUAGE:**

Effective January 1, 2000, the Steward of any station, branch or section of Branch 9 shall be paid the sum equivalent to 4 hours of top grade letter carrier pay each month. Pay shall be divided into 2-1/2 hours of top grade letter carrier pay per Stewards Board Meeting and 1-1/2 hours of top grade carrier pay per General Membership Meeting, per month, payable quarterly, when each steward attends the Stewards Board Meeting or General Membership Meeting. Subsequent stewards pay increases will be recalculated and placed into effect January 1st of each year based on the cumulative carrier's pay increases from the previous year. In the event that a steward cannot attend the Stewards Board or General Membership Meeting, he/she may still receive his/her monthly allotment, provided he/she sends another carrier who signs the attendance book with his/her name, "for the Steward." Stewards may be excused from a meeting by a full-time officer (who will notify the Sergeant-at-Arms) for valid reasons including, but not limited to illness, vacation, labor and/or Union classes and bona fide emergencies...

#### **PROPOSED NEW LANGUAGE**

Effective January 1, 2000, the Steward of any station, branch or section of Branch 9 shall be paid the sum equivalent to 4 hours of top grade letter carrier **Carrier Technician Step O** pay each month. Pay shall be divided into 2-1/2 hours of top grade letter carrier **Carrier Technician Step O** pay per Stewards Board Meeting and 1-1/2 hours of top grade carrier

#### **pay Carrier Technician Step O**

pay per General Membership Meeting, per month, payable quarterly, when each steward attends the Stewards Board Meeting or General Membership Meeting. Subsequent stewards pay increases will be recalculated and placed into effect January 1st of each year based on the cumulative carrier's pay increases from the previous year. In the event that a steward cannot attend the Stewards Board or General Membership Meeting, he/she may still receive his/her monthly allotment, provided he/she sends another carrier who signs the attendance book with his/her name, "for the Steward." Stewards may be excused from a meeting by a full-time officer (who will notify the Sergeant-at-Arms) for valid reasons including, but not limited to illness, vacation, labor and/or Union classes and bona fide emergencies...

Submitted by the Branch 9 Executive Board

### ARTICLE III SECTION 16

#### **CURRENT LANGUAGE:**

The Director of Retirees must be a retired letter carrier and work with and under the supervision of the President. He/She shall perform the following duties: 1) Be active in 9 PAL, 2) assist in coordinating Branch 9 legislative programs, 3) serve as liaison between active and retired members, 4) attend retired letter carrier meetings and functions, 5) report on retiree issues at General Membership Meetings of the Branch, 6) write articles for the Branch Nine News, 7) prepare a plan of action for the year and submit reports as needed, 8) develop new and varied programs of interest to retirees, 9) assist retirees and

their families with questions or problems, 10) conduct such training sessions or seminars to provide appropriate information as deemed necessary to active and retired carriers. He/She may perform other such duties as the President may direct. The Director of Retirees shall be paid the sum equivalent to 13 hours of top grade letter carrier pay each month.

#### **PROPOSED NEW LANGUAGE**

The Director of Retirees must be a retired letter carrier and work with and under the supervision of the President. He/She shall perform the following duties: 1) Be active in 9 PAL, 2) assist in coordinating Branch 9 legislative programs, 3) serve as liaison between active and retired members, 4) attend retired letter carrier meetings and functions, 5) report on retiree issues at General Membership Meetings of the Branch, 6) write articles for the Branch Nine News, 7) prepare a plan of action for the year and submit reports as needed, 8) develop new and varied programs of interest to retirees, 9) assist retirees and their families with questions or problems, 10) conduct such training sessions or seminars to provide appropriate information as deemed necessary to active and retired carriers. He/She may perform other such duties as the President may direct. The Director of Retirees shall be paid the sum equivalent to 13 hours of top grade letter carrier **Carrier Technician Step O** pay each month.

Submitted by the Branch 9 Executive Board

# UNIFORMS UNLIMITED

Minneapolis  
2220 Lyndale Avenue South  
Minneapolis, MN 55405  
612-377-0011

## The Twin Cities Postal Headquarters

USA  
Union preferred

St. Paul  
935 N. Dale Street  
St. Paul, MN 55103  
651-224-7567



**ARTICLE VII SECTION 2  
CURRENT LANGUAGE:**

SECTION 2. These By-Laws shall not be repealed, altered or amended except by a two thirds vote of the members present and voting. All proposed amendments must be presented in writing to the Recording Secretary no later than the February General Membership Meeting. Changes will be voted upon at the regular April General Membership Meeting. A by-law may be brought up at any regular meeting if approved by two thirds (2/3) of the Stewards Board or upon written request of one-sixth (1/6) of the members.

**PROPOSED NEW LANGUAGE**

SECTION 2. These By-Laws shall not be repealed, altered or amended except by a two thirds vote of the members present and voting. All proposed amendments must be presented in writing to the Recording Secretary no later than the February General Membership Meeting. Changes will be voted upon at the regular April General Membership Meeting. A by-law may be brought up at any regular meeting if approved by two thirds (2/3) of the Stewards Board or upon written request of ~~one-sixth~~ (1/6) **225** of the members.

Submitted by the Branch 9 Executive Board

**BY-LAW CHANGE PROPOSAL  
PROPOSED NEW LANGUAGE**

If the position of Branch President or Executive Vice President becomes vacated for any reason, there should be a special election held for the open position(s), instead of having the position(s) appointed Branch President. Election to be held at the 2nd general membership meeting following the vacancy(s)

Submitted by Nate Serie

*Carlson cont'd from page 1*

Mail carriers were being pressured by management to use their own vehicles to drive mail to the relay points. For those of us newbies, mail was put into relay boxes and accessed by the carrier on the route. Although most are gone now, if you see a green "collection box" out on the street, those were used to hold mail for the carrier to access as he/she progressed along the route.

Carlson was concerned about the liability for carriers transporting mail in their own cars, as well as the special licensure needed to drive US Mail as part of the delivery service. Additionally, he feared that, if a compensation scheme was put forth, it would not keep pace with the costs associated with the inevitable wear and tear on carriers' personal vehicles. This issue was debated and discussed at the Branch 9 meetings, and the consensus was that all letter carriers should have access to vehicles from the Post Office for mail delivery. Participants in these deliberations predicted that, if carriers continued to use their vehicle in an ad hoc manner, then the Post Office would never provide adequate transportation for carriers.

I read a lot of back issues of the Branch 9 News and found in the President's Report that the vehicle issue was brought up in meetings, debated among members, and eventually the union encouraged members to no longer use their own vehicles and instead insist that they be provided with the tools they need to do their job.

A related quotation from the President's Report from March, 1960, can be applied to just about any struggle that we currently have (the only caveat being

the Carlson's use of exclusively masculine pronouns). Audie Carlson wrote, "Do they think they can make it so tough for the carrier that he would be willing to sign anything? Retaliation like this binds carriers together in unity more than ever. When men "STICK TOGETHER" like the carriers in Branch 9 have done, even in constant sub-zero weather and refuse to drive their cars, we have shown SOLIDARITY unequalled anywhere. My personal congratulations to you men who, by your actions, have stood by your convictions under extreme hardships and measures of retaliation and proved you are real UNION MEMBERS." Needless to say, the Post Office realized that in order to get the mail to the routes, postal vehicles were needed and carriers were no longer pressured to use their personal vehicles as a daily part of their jobs.

I know that in the case of a man with such a distinguished career, writing an article about Audie Carlson's fight for postal vehicles may seem like an odd choice. I chose the issue because it illustrated how Audie Carlson collaborated with membership for a plan and led members through a difficult time fraught with management retaliation and personal hardship to accomplish the greater good for letter carriers. I know that we too are currently struggling with terrible weather and conditions that don't seem to improve, but I took heart in seeing that solidarity and conviction have been improving our conditions since Branch 9 was founded in 1890 and inspiration can be taken from carrier's struggles in 1960.

Johnna Lush  
Robbinsdale Station

**J. Wesley Woods  
\$1,000 Scholarship Application Form**

Name \_\_\_\_\_ Phone \_\_\_\_\_

Address \_\_\_\_\_  
\_\_\_\_\_

High School \_\_\_\_\_

Member parent's name \_\_\_\_\_

Work unit \_\_\_\_\_

School to attend (if known) \_\_\_\_\_

**Jerome J. Keating/Austin B. Carlson  
\$2,000 Scholarship Application Form**

Name \_\_\_\_\_ Phone \_\_\_\_\_

Address \_\_\_\_\_  
\_\_\_\_\_

High School \_\_\_\_\_

Member parent's name \_\_\_\_\_

Work unit \_\_\_\_\_

School to attend (if known) \_\_\_\_\_

**Walter E. Couillard/Eugene P. McNulty  
\$2,000 Scholarship Application Form**

Name \_\_\_\_\_ Phone \_\_\_\_\_

Address \_\_\_\_\_  
\_\_\_\_\_

High School \_\_\_\_\_

Member parent's name \_\_\_\_\_

Work unit \_\_\_\_\_

School to attend (if known) \_\_\_\_\_

**High School Seniors,  
please submit your scholarship  
applications to Branch 9 by  
May 28, 2019 or bring to  
that night's GMM**

Every spring, Branch 9 awards three scholarships to graduating seniors: the **J. Wesley Woods Scholarship (\$1,000)**; the **Jerome J. Keating/Austin B. Carlson Scholarship (\$2,000)**; and the **Walter E. Couillard/Eugene P. McNulty Scholarship (\$2,000)**. These awards have made it easier for many students to begin their post-secondary education while honoring the sacrifices and contributions of important Branch 9 Leaders.

The following rules apply to all three scholarships:

A. Any senior graduating from high school and is a dependent of a Branch 9 member is eligible for these scholarships.

B. The scholarships may be used for any accredited trade school, vocational/technical institute, community college, or university.

C. Three names will be drawn for each scholarship. The first name picked will be the winner, then first and second runner-up respectively. The winners of any drawing will not be eligible for the other drawings.

D. The application for the drawings will run in the March and April issues of the Branch Nine News. The drawing will be held at the May General Membership Meeting. The applications shall contain the following information:

1. The applicant's name, address, and home phone number.
2. The name of the applicant's parent or guardian who is a member of Branch 9.
3. The intended school of choice, if known.

E. Payment to the winners will be made after they have enrolled and can show proof of payment towards their tuition.

**Members with dependents who graduate from high school this spring and who plan to attend an accredited educational institution next fall, should complete the applications and return them to the Branch Office by May 28 or bring them to that night's GMM. All three forms should be submitted as there are three separate drawings for each scholarship. Please enter the three scholarship drawings only once.**

# Adult Learners Scholarship

## Leonard A. Larson/ Barry J. Weiner Scholarship

**Adult Learners,  
please submit your scholarship  
application to Branch 9 by  
May 28, 2019 or bring to that  
night's GMM**

### Leonard A. Larson/Barry J. Weiner Adult Learner Scholarship Application Form

Name \_\_\_\_\_

Phone \_\_\_\_\_

Address \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Active or Retired \_\_\_\_\_

Work Unit \_\_\_\_\_

**Two (2) \$1,000 scholarships will be awarded.**

The following rules apply to the two scholarships:

- A. Any member active or retired in good standing of Branch 9 is eligible for one of the two scholarships.
  - B. The scholarships may be used for any accredited trade school, vocational/technical institute, community college, or university. The Adult Learner Scholarships may also be used for any community, county or state adult educational program.
  - C. One name will be drawn for each scholarship. The first name picked will be the winner. The winners of any drawing will not be eligible for the other drawings.
  - D. The application for the drawings will run in the March and April issues of the Branch Nine News. The drawing will be held at the May General Membership Meeting. The applications shall contain the following information:
    1. The applicant's name, address, and home phone number.
    2. Whether active or retired.
  - E. Payment to the winners will be made after they have enrolled and can show proof of payment towards their tuition.
  - F. Benefits under the Adult Learner Scholarships expire one year from date of drawing.
- Members who plan to attend an accredited education institution should complete the application and return it to the Branch Office by May 28, or bring to that night's General Membership Meeting.



## Nellie Stone Johnson Scholarship A Labor and Education Partnership

This scholarship provides financial assistance to racial/ethnic minority union members and their families who wish to pursue post-secondary education at one of Minnesota's State Universities or at one of the two year community and technical colleges that are part of the Minnesota State colleges and Universities (MnSCU).

Application for 2019 - 2020 academic year now being accepted.

<http://www.nelliestone.org>

# 2019 Red and Gold Retiree Banquet

## Sunday, May 5, 2019

### OLD LOCATION - NEW NAME

**Delta Hotels by Marriott Minneapolis Northeast  
1330 Industrial Boulevard, Minneapolis, MN**



**TIMES:**  
Registration: Noon - 1:00PM  
Social Hour: 12:30 - 1:15PM  
Lunch: 1:15 - 3:30PM

**REGISTRATION FEES:**  
Retirees & Guests - \$12.00/person  
Station Stewards - \$12.00/person  
Active Members - \$18.00/person

**\*The Registration Fee for Retirees is refundable upon arrival.\***

### 2019 Retiree Banquet Registration Form

Name: \_\_\_\_\_

Name of Guest: \_\_\_\_\_

70 Year Honoree     65 Year Honoree     60 Year Honoree

55 Year Honoree     50 Year Honoree     Retired

Active     Steward    Amount Enclosed: \_\_\_\_\_

I would like a ride to the Banquet  
Phone # \_\_\_\_\_     I am willing to give someone  
a ride (Please call Angie to  
volunteer at 612.781.9858)

*Return by April 30 to:  
Branch 9, NALC, 2408 Central Avenue NE, Minneapolis 55418*

**Branch 9  
Ron St. Clair MDA Bowl-a-thon**

**Saturday, April 27, 2019**

**LOCATION**

NEW HOPE BOWL  
7107 - 42nd Avenue North  
New Hope, MN 55427

**TIME**

7:00 - 9:30PM

- 
- ◆ 30 lanes of bowling
  - ◆ Teams of 4 - 5 - **FAX your teams including names of the bowlers** to the Branch Office at 612.781.9849
  - ◆ \$40 per bowler - checks made out to Branch 9
  - ◆ \$20 per non-bowler - checks made out to Branch 9
  - ◆ Bowlers will receive 2 games, shoe rental, pizza and a fun filled evening! Cash bar and restaurant on site
  - ◆ Gift Basket Silent Auction, 50/50 and raffle drawings
  - ◆ Contest for best gift basket - Three (3) winning stations will receive donuts
  - ◆ Deadline for registration is **Friday, April 19th**
  - ◆ All proceeds will go to MDA

**If you have any questions, please contact  
Joe Rian at the Branch office  
612.781.9858.**

Branch Nine News  
2408 Central Avenue NE  
Minneapolis, MN 55418-3712


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**Stay informed by:**

- \*Signing up for E-activist at [NALC.org](http://NALC.org)
- \* [Branch9nalc.com](http://Branch9nalc.com) (website)
- \* "like" our Branch 9 Facebook Page
- \* Follow us on Twitter

**Contribute to the PAC**  
The Letter Carrier Political Fund is the anchor for NALC's legislative and political activities.



[nalc.org/government-affairs/political-activity](http://nalc.org/government-affairs/political-activity)

## Branch 9 Calendar

- |   |   |
|---|---|
| <b>April 15</b><br>TAX DAY  | <b>May 5</b><br>Red and Gold Retiree Banquet<br>Noon<br>Minneapolis Delta Hotel   |
| <b>April 22</b><br>EARTH DAY  | <b>May 11</b><br>Stamp Out Hunger<br>25th Anniversary                             |
| <b>April 23</b><br>General Membership Meeting<br>7:00PM<br>Crystal VFW, Crystal, MN | <b>May 14</b><br>Steward Meeting<br>7:00PM<br>Crystal VFW, Crystal, MN            |
| <b>April 25</b><br>Retirement Seminar<br>6:30 PM<br>Crystal VFW, Crystal, MN        | <b>May 28</b><br>General Membership Meeting<br>7:00PM<br>Crystal VFW, Crystal, MN |
| <b>April 27</b><br>Ron St. Clair MDA Bowl-a-thon<br>7:00 PM<br>New Hope Bowl        |   |



PUT YOUR NON-PERISHABLE DONATION IN A BAG BY YOUR MAILBOX. WE'LL DELIVER IT TO A LOCAL FOOD BANK.

**Northside Retiree Breakfast**  
1st Tuesday of the Month  
9:30AM @ Elsie's  
729 Marshall St. NE, Minneapolis

**N Suburban Retiree Breakfast**  
1st Friday of the Month  
8:30AM @ Denny's Restaurant  
9020 Quaday Avenue NE, Otsego

**Southside Retiree Breakfast**  
2nd Tuesday of the Month  
9:00AM @ Fred Babcock VFW  
6715 Lakeshore Dr, Richfield

**Nokomis Retiree Breakfast**  
4th Tuesday of the Month  
9:00AM @ Fred Babcock VFW  
6715 Lakeshore Dr, Richfield

**POCUM**  
4th Monday of the Month  
6:00PM - Labor Centre -2nd Floor  
312 Central Ave, Minneapolis