

Delegate Election Notice for the 2020 National Convention

This is an official notification to the membership of Jerome J. Keating Branch 9 NALC Minneapolis, Minnesota.

Nominations for delegates to the 2020 NALC National Convention in Honolulu, Hawaii will be held during the September GMM on Tuesday, September 24, 2019 at 7:00PM. General Membership Meetings are held at the Crystal VFW, 5222 - 56th Avenue North, Crystal, MN 55429

Candidates must complete the appropriate Letters of Intent and return same to the Recording Secretary at the September General Membership Meeting in which they are nominated or within 10 days thereafter by no later than 5:00PM.

Should an election of delegates to the 2020 NALC National Convention be necessary, it will be held at the October General Membership Meeting on Tuesday, October 22, 2019.





Last Punch for Dale Deminski, Pat Beck and Mark Sundberg (Golden Valley) book ended by their Stewards Joe Tiemann and John Rothstein. Happy Retirement!



Mike Smith (West Edina) last punch with President Mike Zagaros. Enjoy your well deserved retirement.



Renee Hickerson (Andover) makes her last punch with Fmr. Steward and Friend Pat Paplow. Happy Retirement!



Mark Olufson (St. Louis Park) last punch with President Mike Zagaros. Best Wishes in Retirement

NEW MEMBERS

Tsering Dorjee Michael D Dubay Larry E Goodermont Mohamud M Guled Travis M Hanson Jonathan A Herda Evan A Jones William T Klobe Bahar A Mohammed Jeanette K Novak Jacob J Solberg Mesfin Tewolde Andrew D Thao Virasak R Thongratsamy Robert R Warren Mitalo C White Teng S Yang

The Following is a list of Paid Members of PAL 9 for June & July 2019.

Very Concerned Members Dale F McNellis

> Regular Members Karen Torell Darwin J Rian Daniel V Magnuson Glenn Paulson

> > Ron Lawrence Treasurer PAL 9



Steve Kern (Powderhorn) last punch with President Mike Zagaros. Good Luck in Retirement!



Doug Ogren (Champlin) with his coworkers celebrating his last punch. Enjoy Your Retirement!

Branch 9, NALC 2408 Central Ave. NE Minneapolis, MN 55418 Voice: (612) 781-9858 Fax: (612) 781-9849 Website: branch9nalc.com

Branch 9 Officers

President Mike Zagaros

Exec. Vice President Samantha Hartwig

Recording Secretary JoAnn Gilbaugh

> <u>**Treasurer**</u> Lisa O'Neill

Financial Secretary Jim Nelson

Editor Jeremy Rothstein branch9news@branch9nalc.com

> Sergeant at Arms Johnna Lush

<u>Trustees</u> Ken Jambois Stacey Ellingson Robb Petersburg

Director of Retirees Melia Derrick

NALC Health Benefits Rep. Mike Smith HBR: (612) 963-6252

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

On a hot, steamy day

in July, I had the opportunity to take part with other union members in a job action at the Amazon Fulfillment Center in Shakopee. It was the first time that Amazon employees walked off the job to bring attention to the conditions inside these centers. As I talked to several of the employees on the line, the issues that brought them out dealt more with working conditions rather than wages and benefits. Make no mistake there are issues about the compensation and the difference between full and parttime and temporary employees. They talked about being treated like robots or a machine with ever increasing guotas that must be reached otherwise you are at risk of losing your job. If you are injured on the job and you report it, you may be putting your job at risk. Walking the picket line with the employees it appeared to be like any other Unfair Labor Practice (ULP) job action with picket lines. The traditional labor songs were being sung by those on and near the line. I heard about the quotas that these employees are required to maintain for hours on end. There is a quota during normal hours and a quota for the hour with you have your lunch beaks and other rest breaks. I tried put this in context with what the letter carriers face. Imagine being managed to the DOIS projections and be disciplined and removed for failing to meet 18 and 8 or what has been euphemistically called demonstrated performance. Nearly 50 years ago, letter carriers also, walked off the job in protest to the wages, benefits and working conditions. Like the Amazon workers, letter carriers wanted a direct voice to management as well as the ability to bargain about wages, benefits and working conditions. 50 years ago, we were just like these Amazon employees. We know about the success of the 1970 strike. Now imagine if there

had been no Branch 9. That is the position of the Amazon employees are in. They would like to have some of the same rights that we have and may take for granted. Take a look at the language of Article 34 they would leap to agree with this. The principle of a fair day's work for a fair day's pay is recognized by parties to this agreement. They would also like the principle that no employee may be discipline or discharged for failing to meet standards except for unsatisfactory effort. There will be other such actions as the Amazon employees seek recognition from their employer. We need to continue to support them. If you would like more information about the Amazon campaign you can go to the Awood Center's website http://www.awoodcenter.org/

Above and Beyond the Call of Duty Awards

At the last General Membership Meeting three of our members were recognized for their actions where they made a difference in people's lives.



Ashley Patterson receives the Above and Beyond the Call of Duty Award at the July GMM from EVP Samantha Hartwig and Pres. Mike Zagaros

Ashley Patterson

While making deliveries on a route that was not, her normal route, she noticed that smoke was coming out of one of the apartments



Mike Zagaros

on the route. She also noticed a burning odor outside the building. Ashley immediately notified the Site Manager for the apartment complex. The Manager said "We then checked it out, it turned out there was a resident who let food burn in their oven, and it would have become a fire had she not notified us in a timely fashion. Ashley potentially saved the lives of many people."

Benjamin Stadler

While making deliveries at an apartment on his route, Ben heard someone calling for help. It was a handicapped patron who become ill and had fallen and was trapped on the floor. Ben entered his apartment and let him know that he was there to help him. Ben then assisted in moving the patron to the living room where he would be safe. The grateful patron later contacted the Elmwood station to express his overwhelming thankfulness to have a carrier that was willing to do this to help, even with how unpleasant the situation was. The patron believed that he would have been trapped in the corner of his kitchen until something worse may have happened.

Duane Pederson

While making deliveries on his route, he noticed that the mail for one of his patrons had been piling up. Duane checked all the windows and doors and found them all to be locked from the

Pres. Report cont'd on page 6

ACTION NEEDED: Tell your Representative to repeal pre-funding mandate today!

The USPS Fairness Act (H.R. 2382) is NALC's highest legislative priority in the current Congress. The bill would repeal the mandate that USPS pre-fund decades' worth of health benefits for its future retirees that was enacted by the Postal Accountability and Enhancement Act (PAEA) of 2006.

Introduced April 28 by Rep. Peter DeFazio (D-OR), Tom Reed (R-NY), Xochitl Torres Small (D-NM) and Brian Fitzpatrick (R-PA), H.R. 2382 would eliminate a mandate that has cost an average of \$5.4 billion annually since 2007 and accounts for 92 percent of USPS reported losses over the last 12 years and 100 percent over the last six years. Absent, this burden, which applies to no other federal agency or private company, USPS would have recorded a surplus of nearly \$4 billion since 2013.

If enacted, the USPS Fairness Act would significantly improve the financial situation at the Postal Service, allowing the agency to focus on much-needed improvements to its networks and infrastructure, such as fleet replacement, and develop or improve products and services.

The NALC urges all letter carriers to contact their U.S. House of Representatives member to urge him or her to co-sponsor the bill. The USPS Fairness Act (H.R. 2382) hit 206 cosponsors. Since its introduction less than three months ago, letter carriers have done tremendous work educating lawmakers on the bill and the burdensome mandate that USPS pre-fund retiree health benefits it repeals. NALC is not aiming simply for a bipartisan majority (218 cosponsors) though, we'd like to see this bill exceed 300 cosponsors if possible. To that end, NALC is urging all letter carriers to reach out to their lawmakers to cosponsor the bill so that we may build as much support for it as possible.

The House is now on August Recess, which means they're back in their respective districts for both vacation and home work periods. With Representatives back home, now is a great time to schedule an in-person meeting with them to discuss our priority issues or pick up your phone and help the effort by asking your Representative to cosponsor H.R. 2382 – the 'USPS Fairness Act,' which would repeal the pre-funding mandate.

The following are currently co-sponsors of the act: Rep. Craig, Angie [D-MN-2]; Rep. Omar, Ilhan [D-MN-5]; Rep. McCollum, Betty [D-MN-4]; Rep. Peterson, Collin C. [D-MN-7]; Rep. Phillips, Dean [D-MN-3].



Exec. Vice President's Report

Getting a paycheck every two weeks from the Postal Service is the one day that everyone looks forward to. No one expects his/her paycheck to be wrong; however, errors occur more often then we realize. These paycheck errors can be in the form of the wrong rate of pay, reduced annual, and/or sick leave balances; or missing overtime hours. The question then is, how do these pay issues even happen? Unfortunately, there are too many scenarios to list out as to why we see the payroll issues we do. The best defense to pay issues is tracking your pay, sick leave, and annual leave every pay day.

Carrying a pocketbook calendar with you is a great way to track your total hours worked each day. In addition, the NALC National Webpage (NALC.ORG) has a member only section. If you have not created your log in password for the member only section, I highly suggest setting up your log in. When you log into the member only section there is a tab for the Nalc Work Hour Tracker. The Work Hour Tracker is an excellent resource to help keep a history of all your work hours. There is even an option to export it to an Excel Spreadsheet. Knowing what you worked is going to help determine if there is an error on your paycheck.

A recent pay error occurred when many of the CCAs promoted to career status on May 25, 2019 were still being entered in as CCAs during week one of the pay period. When that happened, the new career carriers were paid at the wrong rate of pay, and were missing overtime pay for overtime that was worked. Management claims that this will adjust itself in a couple of pay periods. I wasn't aware that this anomaly had ever happened before. I discovered what happened when a newly converted career carrier had sent me her paystubs, and a printout of her earnings statement from her Lite Blue Page. After investigating I figured out that she was paid at the wrong rate, and she did not get paid for the overtime she worked. This is something that would have been missed if it wasn't for the carrier tracking her work hours. Now everyone who was converted to career on May 25 is watching for the adjustment to show up on their paystubs; otherwise this could become a grievable issue. It is very important to track your work hours, and not wait to ask questions if something doesn't look right.

There are also times when carriers will receive an invoice from the USPS stating that they owe money to the USPS. These invoices almost never explain what the alleged debt is for, and they can be very confusing. The contract requires management to issue a Letter of Demand for any alleged debt. An Invoice from the USPS is not the same thing as a Letter of Demand. The Letter of Demand will describe when the debt occurred, and what the debt is for. An invoice only lists the amount of the debt owed to the USPS. Many times, the only thing a carrier will receive is an invoice, and no Letter of Demand from the USPS.

Article 28 of the JCAM states the following: The parties agree that continued public confidence in the Postal Service requires the proper care and handling of the USPS property, postal funds and the mails. In advance of any money demand upon an employee for any reason, the employee must be informed in writing and the demand must include the reasons therefor.



Samantha Hartwig

When anyone receives an invoice from the USPS, and/or a Letter of Demand, requesting to pay back any alleged debt; they need to immediately inform their Steward, or contact the Branch Office if the Steward is not available. Many of these alleged debts are due to injured carriers being out of work on leave without pay (LWOP). For example, if an OWCP claim is denied by the Department of Labor (DOL), any money paid to the injured carrier by the USPS: such as Continuation of Pay (COP), will be recorded as an overpayment to the carrier by the USPS. When this occurs the USPS attempts to get the overpayment back. Many times, the USPS overlooks sending a Letter of Demand, and just sends an invoice.

Even if the carrier does receive a Letter of Demand, this may also be grieved. The grievance will put any collection of debt on hold and give the Union time to investigate to determine if the debt is owed to the USPS. If the debt is determined to be owed, then the grievance can be used to set up a payment plan for the carrier. If a timely grievance on a Letter of Demand, or an invoice is not filed then the USPS will begin

EVP. Report cont'd on page 6

Pres. Report cont'd from page 3

inside. He then contacted the Police and asked them to make a welfare check. He then continued on his route. He later learned that the Police broke the door down and found the patron in distress.



Duane Pederson receives the Above and Beyond the Call of Duty Award at the July GMM from EVP Samantha Hartwig and Pres. Mike Zagaros

Duane also followed up with the patron at the hospital where he learned that but for his actions, she most likely would not have survived.

If you know of someone who should be recognized for going above and beyond to call of duty, please nominate them by contacting the Branch Office. The Branch 9 Executive will meet on all nominations.

Legislation

The millstone that has been around the Postal Services

EVP. Report cont'd from page 5

to automatically take deductions from your paycheck after several invoices have been mailed to the carrier's home address. Do not wait a couple of weeks to ask questions about any debt that the USPS attempts to collect.

The USPS can even attempt to reclaim an alleged debt owed after you retire. After retirement a grievance cannot be filed; financial neck is close the making its first step toward being eliminated a reality. The bill, HR 2382, the USPS Fairness Act, would repeal the pre-funding requirement of future retiree health benefits that has been the cause of 92% of the Postal Services losses. It is close to reaching a majority in the House the first step to becoming a reality. As of this writing, there are 206 co-sponsors. At the July General Membership Meeting, the Branch 9 members in attendance took a few minutes to contact their representative during the meeting. It just takes a few minutes and it makes a difference. The DFL caucus from Minnesota have all signed on to be a co-sponsor. We still have 3 Representatives who have not signed on, Representatives Hagedorn (1), Emmer (6) and Stauber (8). If you live in their district, please give them a call and ask for their support.

The House & Senate Resolutions related to the Postal Service have reached have all reached bi-partisan majorities except for HRes. 60. This resolution, which expresses the sense of the House that the Postal Service should take appropriate actions to restore the delivery standards that existed in 2012. This resolution has 4 co-sponsors in the Minnesota **Delegation:** Representatives Craig (2), Phillips (3), McCollum (4) Stauber (8). If you live in the 1st, 5th, 6th, and 7th, please contact your representative. Getting involved can be done in

however, the alleged debt can be appealed. The important thing to remember is that you only have 30 days to appeal the alleged debt from the date that the debt collection notice is received. The USPS has an internal debt collection appeal process specific for retirees. Once the appeal procedure is initiated the law prohibits the USPS from collecting the debt. If you do nothing the USPS will turn over collection of this debt to the Treasury a variety of ways: from making phone, email or letter to you're Representative or Senator (the addresses are in your calendar or on the Branch 9 website <u>www.branch9nalc.com.</u> You can contribute to the Letter Carrier Political Fund (LCPF) or the Branch's PAC Fund (PAL 9). You can attend townhalls or visit their district office. Finally, you can volunteer as we get ready for Labor 2020. We need everyone to be involved, the risks are to great to sit on the sidelines.

-MZ

2020 COLOR CODED CALENDARS

\$4.00 each/payable to: "Richdon"

Orders/money are due by the September 24 GMM or Mailed to: Brooklyn Center PO c/o K. Jambois 6848 Lee Ave N, Brooklyn Center, Minnesota 55429

Contact Ken Jambois at 763-370-1392 if you have any questions.

Department, and once that happens there is no way to stop the collection of the debt. When the debt gets to the Treasury Department, penalties and interest charges are added to the original debt.

The key is to take the time every pay day to review your pay stubs and track your work hours every day.

In Solidarity, Samantha Hartwig

OSHA® OUICK CARD®	OSHA® QUICK
Protecting Workers Heat Illness Heat Illness Exposure to heat can cause illness and death. The most serious heat illness is heat stroke. Other heat illnesses, such as heat exhaustion, heat cramps and heat rash, should also be avoided. There are precautions your employer should take any time temperatures are high and the job involves physical work. Risk Factors for Heat Illness • High temperature and humidity, direct sun exposure, no breeze or wind • Low liquid intake	 Modify work schedules and arrange frequent rest periods with water breaks in shaded or air-conditioned areas. Gradually increase workloads and allow more frequent breaks for workers new to the heat or those that have been away from work to adapt to working in the heat (acclimatization). Routinely check workers who are at risk of heat stress due to protective clothing and high temperature. Consider protective clothing that provides cooling. How You Can Protect Yourself and Others Know signs/symptoms of heat illnesses; monitor yourself; use a buddy system. Block out direct sun and other heat sources. Drink plenty of fluids. Drink often and BEFORE you are thirsty. Drink water
 Heavy physical labor Waterproof clothing No recent exposure to hot workplaces Symptoms of Heat Exhaustion Headache, dizziness, or fainting 	 every 15 minutes. Avoid beverages containing alcohol or caffeine. Wear lightweight, light colored, loose-fitting clothes.
 Weakness and wet skin Irritability or confusion Thirst, nausea, or vomiting Symptoms of Heat Stroke 	What to Do When a Worker is III from the Heat • Call a supervisor for help. If the supervisor is not available, call 911. • Have someone stay with the worker until help arrives
 May be confused, unable to think clearly, pass out, collapse, or have seizures (fits) May stop sweating To Prevent Heat Illness, Your Employer Should Establish a complete heat illness prevention program. 	 Move the worker to a cooler/shaded area. Remove outer clothing. Fan and mist the worker with water; apply ice (ice bags or ice towels). Provide cool drinking water, if able to drink. IF THE WORKER IS NOT ALERT or seems confused,
 Provide training about the hazards leading to heat stress and how to prevent them. Provide a lot of cool water to workers close to the work area. At least one pint of water per hour is needed. 	this may be a heat stroke. CALL 911 IMMEDIATELY and apply ice as soon as possible. If you have any questions or concerns, call OSHA at 1-800-321-OSHA (6742).
US. Department of Labor For more information: WWW.osha.gov (800) 321-OSHA (6742)	U.S. Department of Lator



BRANCH 9 2019 SCHOLARSHIP DRAWING WINNERS

WALTER E. COULLARD/EUGENE P. McNULTY - \$2,000.00

Winner	Alana Becker	<u>School Attending</u> U of MN	<u>Parent</u> Susan Becker	<u>Work Location</u> Richfield
winner	Alalia Deckel		Susan Decker	Richlield
1 st Runner-Up	Christine Allmann	Normandale Comm	Dave Allmann	Normandale
2 nd Runner-Up	Kali Folland	Anoka Ramsey	Greg Praml	Eastside

JEROME J. KEATING/AUSTIN B CARLSON - \$2,000.00

Winner	Basil Rothstein	School Attending	<u>Parent</u> Jeremy Rothstein	Work Location Normandale
1 st Runner-Up	Christine Allmann	Normandale Comm	Dave Allmann	Normandale
2 nd Runner-Up	Abbigail Vetter		Lisa Vetter	Anoka

J. WESLEY WOODS - \$1,000.00

		School Attending	Parent Parent	Work Location
Winner	Sean Phan	U of MN	Sam Phan	Brooklyn Park
1 st Runner-Up	Ryan Schilling	Normandale Comm	Peter Schilling	W. Edina
2 nd Runner-Up	Cynthia Pierson	South Dakota State	Robin Trempe	Brooklyn Park

LEONARD A. LARSON/BARRY J. WEINER - ADULT SCHOLARSHIP - \$1,000.00

		Position
1 st Winner	Charles Rivers	Retired
2 nd Winner	Mary Weegman	Retired



Dave Allmann

I'm a carrier at the Normandale Post Office and have been carrying mail for 22+ years. Recently I've been asked to represent Branch 9 as the Safety Liason. I've been a Safety Captain for close to 10 years and am looking forward to this opportunity.

We have seen many changes in safety and how safety is looked at. Today, I think that it's become more of a top priority. In which it should be. I'm sure that your stations are no different than Normandale. We have all seen accidents over the years. Some of which involve lost time from work and more importantly from their own personal lives. The rest of the unit must absorb the hours it takes to deliver their route.

We are all affected when it comes to safety. We all can admit that we

9's Safety Liason Report

will never see accidents/injuries get down to zero. However, there are ways that we can reduce the amount of injuries and lost time. It all starts with us, acting in a safe manner.

I have heard it over and over again, and I have said it myself many times. *I'm being asked to carry 9 hours and have to be back in 8.* Or *it shouldn't have taken you that long yesterday.* The pressures that we feel from management is real and will always be there. We simply can't sacrifice our personal safety because of it.

We are instructed to do what management tells us. Have you ever been instructed to drive without the seat belt fastened? Been told to run? Been told to go to every house and deliver mail when there is a dog loose? Have you been told to do anything unsafe in order to get the job done? If you are ever given these instructions please contact your steward immediately. In the meantime, safety is up to you.

Hopefully August will come with some cooler weather than what July offered. We have already seen an increase in bee activity. Let your supervisor know if you have a nest near the mailbox. They should send a letter to the homeowner to remove the nest. Bring back the mail if there is bee activity around the mailbox.

Be alert out there and always expect the unexpected.

-DA

The National Institute for Occupational Safety and Health (NIOSH) and Occupational Safety and Health Administration (OSHA) have collaborated to update OSHA's original Heat Safety Tool app for smartphones.

The updated app, available for both Android and iPhone, provides a clearer user interface while still providing the same information to help keep employees safe when working outdoors in hot weather.

Extreme heat causes more deaths than any other weather-related hazard; each year more than 65,000 people seek medical treatment for extreme heat exposure.

Letter carriers who are exposed to hot and humid conditions can use the app to check the heat index and learn about the relevant protective measures. The app displays the heat index in the user's location and shows the current risk level.



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



The Twin Cities Postal Headquarters

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

Director of Retirees Report

There are big changes regarding withdrawal options coming to the Thrift Savings Plan September 15. The July Postal Record has an excellent article on these changes and for once the news is good. For retirees, we will now be able to make partial withdrawals while receiving post-separation installment payments; make unlimited partial withdrawals after separating from federal service (well, not more than one every 30 calendar days); changes to installment payments will be allowed any time of the year. The Postal Record includes more details, so read it or go to tsp. gov for the latest. Make the most of your TSP money.

Number 45 promised to drain the D.C. swamp. Yet every Cabinet head the administration has appointed has a known distain for the Department they now lead. So it should come as no surprise that Eugene Scalia has been nominated to be Secretary of Labor (SOL). Scalia has built his career as a lawyer advocating for big business causes at the expense of workers. He was the driving force behind **the rejection** of OSHA's ergonomic regulation to improve worker health and safety. OSHA today issues citation

for ergonomic problems under the General Duty Clause (not an ergonomic regulation), which could change if Scalia is confirmed. Carriers frequently are treated for ergonomic ailments such as carpal tunnel and rotator cuff problems. The Union works with management to identify potential work conditions that might aggravate such injuries. Will management make reasonable changes to working conditions if the SOL thinks ergonomics is "junk science"? Or will all employers be encouraged to ignore abatement measures to save money? Carriers, like all workers, want to retire with some degree of good health. Having a SOL who has fought to recognize ergonomics as only a burden on employers means some protections could disappear.



Quick scam alert. Everyone should know not to give out their Social Security number. How about your



Melia Derrick

Medicare number? Scammers are calling Medicare beneficiaries offering a genetic test kit. Once you say, sure, they ask for your Medicare number so they can send you the kit "paid" for by Medicare. When the thieves have your number it can be used to steal your identity or to file false benefit claims. No one outside of your physician's office should have your Medicare number.

The first retiree post on **Branch 9's Facebook page** has been made. Retiree pictures will be posted as I receive them. Other information and happenings can be included, just send the information my way. If you are not on the Facebook page, join up!

Stay Tuned in



AME'S UNIFORMS OUR BUSINESS IS MAKING YOU LOOK GOOD!

Br. 9 Retired Letter Carrier Kerry Herdine Home: 952.854.2655 Cell: 612.805.8407 We offer "Life of the Garment" guarantee. If fixable we will repair your uniform at no cost to you. Take waist in/out and change hem length

Ame's Uniforms are a UNION PREFERRED vendor

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

* 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

Branch 9 Calendar

<u>August 13</u> Steward Meeting 7:00PM Crystal VFW, Crystal, MN

August 22 MN STATE FAIR BEGINS

<u>August 27</u> General Membership Meeting 7:00PM Crystal VFW, Crystal, MN

> September 2 LABOR DAY

Steward Meeting 7:00PM Crystal VFW, Crystal, MN

> September 22 MDA Muscle Walk

September 24 General Membership Meeting 7:00PM Crystal VFW, Crystal, MN

September 29 MSALC Convention Begins

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