**VOLUME 69 No 5** 

Official Publication of Branch Nine, NALC

June 2017

# Do's, Don'ts & What If's to Prevent a Dog Bite and/or Attack

Minneapolis is ranked as one of top 10 cities nationwide for letter carriers being bitten by dogs.

The following list is a reminder of the do's, don'ts and what ifs.

#### DO's

- Be aware of your surroundings. The regular carrier should be aware of all bad dogs on his route. He should warn utility and substitute carriers by using a Form 1778, Dog Warning Card, and by entering it in the Carrier's Route Book.
- Keep your fingers out of the mail slot openings.
- Be cautious when placing mail in a mailbox attached to a fence. Just because a dog is inside the fence is no guarantee that it won't bite you. Dogs can and do jump upon fences and stick their mouths through small openings.
- When calling on a customer, listen for a dog bark. Keep a knee or foot against a storm or screen door. Ask customer to keep the dog inside until you have left the premises.
- Use your satchel as a defensive item and keep it between you and the dog.
- Use dog repellent (Halt). It is very effective against all dogs at

close range, 10 feet or less. It must be sprayed in the dog's face. It is a harmless mixture of mineral oil and cayenne pepper. The effects wear off in 10 to 15 minutes. It is approved by veterinarians, the Humane Society, and kennel clubs and is registered by the U.S. Department of Agriculture.

- Carefully back away, using caution and watch your step so you don't trip while backing.
- Report all instances of animal interference to your supervisor.

#### DON'T

- Don't startle a dog. If it is asleep, make a soft sound, such as a quiet whistle, to arouse but not startle the animal. Do this before getting too close, while you still have time to make a getaway if necessary.
- Don't trust dogs. Stay away from chained dogs or dogs on a leash.
- Don't assume. Even supposedly friendly dogs have been known to bite when in the wrong mood or when they feel threatened.
- Don't hand mail directly to a customer while in view of a dog. Dogs are protective of their "territory" and of their owners.
- If there is a dog there, insist that the customer put it in another room before opening the door.
- · Don't show fear or scream
- · Don't turn your back and run.

#### **If the Worst Happens**

- Call Animal Care and Control at 311 in Minneapolis or call 911 outside of Minneapolis.
- Contact station management immediately.
- After the incident is reported, management will do the following:
- All mail will be put on hold for the address until management and the customer can come to an agreement on how future delivery will be handled.
  - Place a lime green placard on top of held mail
  - A letter to the customer will be generated.
  - Letters to be delivered to the customer by management or placed in their 'held' mail.
  - Complete the EH&S on line of the 1769/301 report and on the Northland District Accident reporting page.
- Carriers must utilize the dog warning cards (red cards). They are to be cased in daily, at least two houses prior to the house.
- Lime green warning cards will be cased in front of every split that there is a dog or dogs on that block.
- Management will complete a Joint Investigation with the safety liaison/steward.

An update on the USPS and NALC Tentative Agreement and Ratification Process is on page 3 under President's Report.



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# WELCOME **NEW MEMBERS**

**Andrew Case** Nicholas Dahl Nikolas Deyo Rebecca Eckman Mohamud Farah Griffin Hauck Rick Huseth Nikia Leonard **Gregory Lue** Dillon Maki **Curt McLelland** O'lufemi Moore Johnson Oluwalowo Cole Ostendorf Joshua Sajec Nicholas Torrez Joshua Violette Laura Weitz **Dorian Willis** 

#### The Following is a List of PAL 9 Paid Members for April, May & June 2017.

#### **Very Concerned Members**

**David Burandt** Stacey A. Ellingson Dale Forde Russell Humphrey Patrick D. Keeler William A. Mechels John Millner Ronald C Moore

#### **Regular Members**

Michael R. Adams David M. Blank Steven Boice John Hilden Daniel V. Magnuson Gene McNulty Alice E. Nopola Jeffrey W. Smeets Raymond Chris Williams

Thank you.

Ron Lawrence Treasurer PAL 9

## RETIREMENTS



Steward David Flynn and Ken Simon (Thomas Burnett) are all smiles as Ken makes his last punch.



Rodney Jerve (Diamond Lake) makes his last punch with Steward Chris Pennock looking on. Congratulations Rodney!



Mike Zagaros, with newly retired carrier Steve Robinson (Richfield) and Steward Joe Rian. Enjoy your retirement Steve!

## <u>IN MEMORIAM</u>

**Donald Bodger Adrian Hames** Richard Hedlund **Daniel Holland** Robert Hooper Albert Olson Walter Stanke

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
Darrell Maus

Recording Secretary JoAnn Gilbaugh

Treasurer Lisa O'Neill

Financial Secretary Samantha Hartwig

Editor Jeremy Rothstein branch9news@branch9nalc.com

> Sergeant at Arms Jim Nelson

#### **Trustees**

Ken Jambois Stacy Ellingson Joe Rian

**Director of Retirees Rodney Anderson** C: (651) 270-7807

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.







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# PRESIDENT'S REPORT

# It's Your Turn -The Ratification Process and Getting Involved

By the time you read this issue, it will be your turn to have your say about the Tentative Agreement. It's time to vote yes or no on the terms of our collective bargaining agreement (the contract). Voting on a new National Agreement is one of the fundamental rights that we, as NALC members, and active letter carriers have. To say yes or no on the wages, hours, and conditions of employment that we, management and letter carriers, will be subject to until September 20, 2019, if ratified. An Accept vote means that you are willing to accept the terms of the agreement. A Reject vote means that you are not and the parties will either reopen negotiations or certify the matter to binding arbitration.

Scholars have determined that the right for members to vote on a collective bargaining agreement comes from a variety of sources. Ours is found in our National Constitution, Article 16; and Title I of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA). Many believe that the provisions of Title I guarantee all union members a right to a meaningful vote on proposed collective bargaining agreements and that Title I of the LMRDA represents a clear congressional mandate that union affairs be conducted in a democratic fashion. But only if we, the membership, exercise our rights to have our say. To not only let management, know that we are or are not in agreement, but that the majority of us are speaking.

We just finished 4 informational meetings about the Tentative Agreement where we answered questions about the changes in the proposed agreement. I was asked several times what I thought about the agreement. I explained that everyone needs to read the

agreement and make up their own mind. That while I may think favorably about this contract, which I do; The most important thing is that you vote. Accept or Reject the agreement, whatever your decision is, let your voice be heard.

The ratification process for this agreement is similar to those done in the past. 1. All active members who joined the union prior to February 11, 2017 should receive a mailing from the NALC that contains a full text copy of the Tentative Agreement, a ballot, an instruction sheet and two envelopes (a ballot envelope and a business reply envelope). You should receive this mailing by the 4th of July. If you haven't received your mailing or it is incomplete, contact NALC Headquarters directly at 1-202-393-4836 or contact the Branch Office. The deadline to request a replacement ballot is July 14th by close of the business day. All ballots must be received by 11:59 P.M. on July 29th in order to be valid. Given the closing date of the ratification ballots, hopefully we should know the results sometime in August.

The NALC had 4 goals going into these negotiations 1. Reward all carriers; 2. Retain the Cost of Living Adjustments (COLA) and the contracting out language; 3. To close the gap in between CCAs and Career carriers; 4. Address the environment on the workroom floor. All four have been addressed to one degree or another. Now it is up to you to have your say.

#### Rap Session

JoAnn Gilbaugh, Samantha Hartwig, and I attended a Rap Session earlier this month to hear President Fred Rolando explain the terms and conditions of the



new proposed agreement. There were a lot of questions about what was and what was not in the agreement There were also workshops on various topics taught by the national officers and staff.

President Rolando also explained the threats from the new one party government. They could take away any gains that we have received and could have a major impact on our wages and benefits package. The specific issues he discussed were Postal Reform and the President's Budget.

Postal Reform HR 756 - there were several questions asked about why the NALC would support the legislation that included language that would eliminate door to door delivery. President Rolando explained that the NALC is part of a fragile coalition that included all 4 postal unions and 7 trade organizations with over 400 companies (mailers, paper companies, ecommerce, etc.) that have a relationship with the US Postal Service. This group along with the postal service focused on certain areas of agreement and then met with members of congress to discuss. Eventually, a bipartisan group of representatives drafted a bill. That bill had most of what the coalition wanted or were at least willing to agree upon, but the committee added stuff. President Rolando explained that "we needed to get

"Pres. Report" continued on pg. 7

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# **NALC Membership Survey**

Brothers and Sisters,

In order for us to provide you with the latest information and with the advent of newer technologies such as email, text messaging, social media outlets (Facebook, twitter, etc.,) and our own <a href="mailto:branch9nalc.com">branch9nalc.com</a> website. We are asking you (our members) if we may communicate with you through these methods.

Please complete the survey below and return to branch office. You can do that by giving this survey to your station steward, mailing it to Branch 9 at 2408 Central Ave NE, Minneapolis, MN 55418, emailing the information to <a href="mailto:mikez@branch9nalc.com">mikez@branch9nalc.com</a> or sending a text to 612-387-0220.

Are you a Retired Member Full-time Regular CCA			
Your Preferred Name:			
Address:			
Home Phone: Cell Phone:			
Email Address:			
Are you willing to receive text messages? Yes No			
What is your preferred way of receiving information?			
Branch Nine News			
Email			
Text Message			
Branch 9 Website			
Branch 9 Facebook Page			
Twitter			
Comments:			
<u>.</u>			

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# **Executive Vice President's Report**

#### **Weingarten Rights**

June 2017

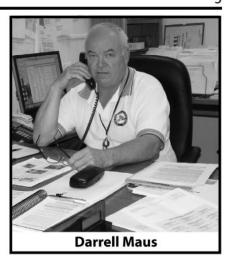
With the number of carriers being called into managers offices for discussions I want to make sure every carrier knows their rights under Weingarten. The J-Cam states, "Federal labor law, in what is known as the Weingarten Rule, gives each employee the right to representation during any investigatory interview which he or she reasonably believes may lead to discipline." This rule cannot be exercised by the steward but rather the employee must request their steward to be present. Also, the employee has the right to a pre-interview consultation with the steward before going into the office where information can be discussed privately. The branch has become aware of instances where the steward was not requested prior and afterwards the carrier has informed the branch they wished they had requested their steward's representation prior to the meeting especially when it involves the OIG agents or postal inspectors. This especially occurs in cases that deal with our newer and junior employees whether CCAs or Regulars. Watch out for them and lets all make sure they know they are not alone. In all Minneapolis offices, there has been a long time established and recognized agreement that whenever a carrier is called into the office for any type of discussion the steward is to be present, unless the carrier does not want the steward there. This rule also gives the employee the right for the steward's assistance, the steward is not there only as a silent partner. Management would be in violation of the rule if they were to try to restrict the steward to the role of only a witness or a passive observer. So, when your presence is requested in the office by a supervisor or manager know your rights and exercise them. Ask

for your steward representation for your own protection under the contract.

#### Safety

We deliver mail in an environment that is completely out of our control. We cannot control other drivers, bike riders, pedestrians, pets or even the weather (although that would be nice). Watch where you are walking and make sure the ground is level and free of debris to avoid slips, trips, or falls. Take the time to be safe on steps and make sure they are in good condition, and if not, your supervisor is to be notified. Be alert and always be aware of the conditions around you whether it's the weather, dogs or the busy street traffic we contend with daily. When loading your vehicle mail should never be placed on the dash, floor or double decked on top of another tray as it will slide around at every stop or turn. This could be a distraction and may cause you to be in a vehicle accident while trying to keep the trays in one place. Never use your cell phone when vehicle is in motion period.

Carriers on mounted routes should never work the mail from their laps. This is considered a safety issue even though many carriers have been observed doing precisely that by management (whether on a 3999 or street observation) and nothing is ever said to them. You must walk and drive safely between stops whether the mail is ready to be put in the box when you get there or not. You need to take the time when driving to keep your hands and feet in control of the vehicle. On a park and loop route make sure you curb the wheels properly and apply the brake at each park point. On a mounted route put the vehicle in neutral on level ground or in park on unlevel ground at each box. With the



changing weather conditions on certain days whether storms or hot weather you must be even more focused on safety. Do not take shortcuts that may put your safety at risk. We cannot sacrifice safety for time. It is our responsibility to be safe on the clock at all times. If ever an instruction is given to you by management that puts your safety at risk, see your steward.

As Mike and I have said at several safety talks "always leave yourself an out."

## THANKS TO OUR MDA BOWLATHON LANE SPONSORS

On behalf of the membership of Branch 9 National Association of Letter Carriers (NALC) I would like to express our profound thanks for the businesses and individuals who supported the 2017 Ron St. Clair MDA Bowlathon as lane sponsors. Your support was critical to our success as we were able to donate more than \$10,000 this year to the Muscular Dystrophy Association (MDA). Your exceptional generosity helped nearly 200 kids with neuromuscular diseases attend Camp Courage this summer. That is just fantastic! Thank you so much!

See page 6 for the list of our 2017 Lane Sponsors.

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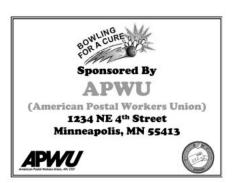






# Thank You 2017 Branch 9 Ron St Clair Bowl-a-thon Lane Sponsors



























the bill out of committee. There are still several steps that this bill needs to go through, and at that time we will have the opportunity to seek changes. He explained that there were two specific issues that needed to be changed in order for the NALC to support the bill". 1. To provide a hardship exemption to the mandatory Medicare Integration for those who won't be able to use it. 2. To change/ eliminate the new language about door to door delivery. He also explained that having the majority of the members of the House supporting and cosponsoring HRes. 28 is important and it expresses the sense to the House that the USPS should take all appropriate measures to ensure the continuation of door delivery for all business and residential customers. With the majority supporting door to door delivery, it is believed that we will be able to satisfactorily resolve this issue.

The second issue is the President's 2018 Budget which is as bad as or maybe even worse than the presidential budgets from the 1980's. This new budget includes increases in the FERS contribution requirement with no corresponding increase in benefits. Eliminates the FERS supplement "the bridge". Changes how retirement benefits are determined. Currently they use the high three-year calculations and want to change it to high five-year calculations. This change will reduce the amount of the FERS defined benefits. This budget also wants to eliminate COLAS, Saturday Delivery, reduce/ eliminate door to door delivery along with other changes for Federal Employees and retirees. So, what can be done about it? In July and August our members of Congress will be "in district" and may be willing to speak to their constituents. It you are in the 2nd, 3rd or 6th CDs, please contact Representatives Lewis, Paulson, and Emmer about postal issues. Let them know about the impact

of Postal Reform and the potential impact on your job and your family. You can call, email or write a letter the choice is yours. But as President Rolando said, "we need a steady stream of people (members, family and friends) contacting our members of Congress asking them for their support on Postal Issues." If you live the 1st, 4th, 5th 7th and 8th CDs please thank your representative for their support.

There is also another way to get involved, and that is by contributing to the Letter Carrier Political Fund (LCPF) and Branch 9's Political Action League (9PAL). These funds are not only used to financially support candidates who support postal issues, but help in our lobbying efforts on behalf of letter carriers and our families. If you are able to contribute to the LCPF, you can initiate the process on Lite Blue or by following the instructions on the NALC.org website, attend a monthly General Membership Meeting (every 4th Tuesday) or the monthly Officer and Steward's Meeting (every 2nd Tuesday) and there will be assistance available to help you sign up. It you are interested in contributing to 9 PAL, just mail a check to 9 PAL, Attn. Treasurer, 11581 Ilex Street, Coon Rapids, MN 55448 or bring your contribution to any meeting and we will make sure it gets delivered. You can call it job insurance or getting a foot in the door, but be assured our participation matters. It you have any questions about the new proposed agreement or the legislative and political issues please give me a call or send letter to the branch office or send me an email to mikez@branch9nalc.com.

#### **Food Drive**

Thank you all that participated in the 25th NALC Stamp Out Hunger Food Drive. Your hard work helped the Minneapolis/ St Paul branches to collect over 1 million pounds of food and cash equivalency. I would like to thank our station coordinators, drivers and volunteers for their efforts on behalf of the hungry. This

year's efforts provided 813,132 meals to those in need. I want to particularly, thank our own **Branch 9 Food Drive Coordinators** Samantha Hartwig and Michelle Guzman for all their efforts. We would not have been as successful as we were without you. This was Samantha's last food drive as the Branch 9 Food Drive Coordinator. Thank you Samantha for all your efforts on behalf of the hungry! I know that Michelle will be looking for another co-coordinator for next year. It you are interested please let us know.

#### **Member Survey**

As time marches on, the way we communicate with each other is changing too. The Branch has a website www.branch9nalc. com, a Facebook page "Branch 9 Online", and a Twitter presence @ Branch9NALC, (although we are still trying to get it up to speed), we have several email lists and we receive multiple texts from members, and of course we still have mailings and the telephone, but as more and more people get rid of their land lines this presents us with a question. What is the best way to reach you, our members? On page 4 of this issue is a member survey. We would like you to let us know your current contact information and also your preferred method of receiving information related to the NALC. Please fill out the form and mail it to the office, or give it to your steward or the director of retirees at one of the retiree breakfasts, or you can bring it to one of our monthly meetings. Our world is changing, and changing rapidly, and I believe that it is important that we give you as much information as we can in the method that you would prefer. We are not eliminating our more traditional means of communication. We are simply trying to communicate with the membership in the method that you would prefer.

Enjoy your summer and remember to be safe





# 2017 NALC FOOD DRIVE

Branch 9 letter carriers know the second Saturday in May is a special day to do what we can to fight hunger in Minneapolis and our surrounding cities. This year Saturday May 13th was no exception as branch 9 carriers again shown their commitment and determination to fight the ongoing problems in our cities of people especially children going hungry. This being the 25th annual Letter Carriers' "Stamp Out Hunger" Food Drive again has been the largest one

day collection of food in the world. Our branch letter carries along with rural letter carriers collected 463,476 pounds of food and combined with the online donations totaling \$35,099.50 converts in to a daily collection of food total of 602,119 pounds of food. As in other years we combine totals with St. Paul and their associate offices and the Twin City total for this one day is 1,119,696 pounds. While the carriers are collecting on their routes there are many groups of volunteers

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that also work alongside including several other union volunteers along with community groups that help make this the success that it is yearly. Everyone that contributed, volunteered, moved food containers, picked up from mailboxes and transported the food I say a giant "THANK YOU". BECAUSE OF YOUR EFFORTS PEOPLE IN NEED WILL NOT GO HUNGRY.

Darrell























































0 Branch Nine News June 2017

# **Beat the Heat, Stay Cool**

It's that time of year again when the temperature rises, and the potential for heat-related illness becomes a factor in your daily work routine. Beat the heat with these quick tips:

- Hydrate before, during, and after work. Prevention is important; maintain good hydration by drinking at least 8 ounces of water every 20 minutes.
- Dress appropriately for the weather. On warm days, wear

light-colored, loose-fitting, and breathable clothing to keep your body temperature down.

- Use the shade to stay cool. When possible, use shaded areas to stay out of direct sunlight.
- Know the signs of heat stress. Understand what heat stress is, and how it can affect your health and safety. Watch out for:
- Hot, dry skin or profuse sweating;
- Headaches, confusion or dizziness, Nausea;
- Muscle cramps;
- · Weakness or fatigue; & rashes

Notify your supervisor or call 911 if you experience signs of heat-related illness. This not only ensures your safety, but can also save your life.

— Safety and OSHA Compliance Programs, Employee Resource Management, 5-25-17

#### BRANCH 9 2017 SCHOLARSHIP DRAWING WINNERS

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

		School Attending	Parent	Work Location
Winner	Peyton Good	Unknown	Robert Good	Coon Rapids
1st Runner-Up	Dylan Hecksel	Alexandria Tech	Troy Hecksel	Chanhassen
2 <sup>nd</sup> Runner-Up	Carter Niklason	Iowa Central CC	Chad Niklason	West Edina

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

		School Attending	Parent	<b>Work Location</b>
Winner	Jens Liebel	Normandale Comm College	Dane Liebel	Richfield
1st Runner-Up	Benjamin Carlson	Unknown	Kathy Carlson	Jordan
2 <sup>nd</sup> Runner-Up	Natalie Cierzan	U of MN	Terrance Cierzan	Lost Lake

#### J. WESLEY WOODS - \$1,000.00

		School Attending	Parent	WORK LOCATION
Winner	Lexi Radotich	College of St. Benedict	Kevin Radotich	Anoka
1st Runner-Up	Carly Kujawa	Mayville State	Paul Kujawa	Main Office
2 <sup>nd</sup> Runner-Up	Zachary Cierzan	U of MN	Terrance Cierzan	Lost Lake

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

		Position
1st Winner	Douglas Bier	Retired
2 <sup>nd</sup> Winner	Theresa Johnson	Retired



# **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

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## City Carrier Assistant and New Career Employees Meeting

Thursday, August 17th, 2017 7:00PM

Crystal VFW 5222 56th Avenue North (Bass Lake Road) Crystal, MN 55429

This meeting provides CCA's and new career employees a great opportunity to learn more about your rights at work and your future with the Postal Service.

#### LOCAL MEMORANDUM OF UNDERSTANDING

The 30-day period of negotiations on the 11 LMOU's for the Branch 9 installations will begin on October 16, 2017.

During the July 25th and the August 22nd General Membership meetings at the Crystal VFW we will be discussing and gathering information for possible changes on the current LMOUs.

Join Branch 9 for

"The Great Minnesota Get-Together"

# August 24 - September 4



2 shifts available: 9:00AM - 1:00PM



1:00 - 5:00PM

Call the Branch or see your steward to sign-up.

# UNIFORMS

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



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

Change Service Requested

PRSRT STD US POSTAGE PAID TWIN CITIES MN PERMIT NO. 91964

## 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**

#### July 4

Independance Day HOLIDAY

## July 13

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

# **July 25**

General Membership Mtg 7:00PM Crystal VFW, Crystal, MN

#### August 8

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

## **August 22**

General Membership Mtg 7:00PM Crystal VFW, Crystal, MN

## August 24

State Fair Bgeins

#### **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