



VOLUME 69 No 4

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NALC/USPS reach

TENTATIVE



AGREEMENT

See Pages 7 - 9 for all the details on this Tentative Agreement.

RETIREMENTS



Last Punch for Barry Smith (W. Edina) with Steward Mike Smith. Happy Retirement!



Final tour for Pete Tabor (Lake Street) with Steward George Kell. Happy Retirement!



Steward Ken Jambois congratulates John Meyer (BC) on his retirement.



Happy retirement Melia Derrick (BC) with Mike Zagaros.



Happy Retirement Becky Weed (Lowry) with Darrell Maus.

As we celebrate this Memorial Day holiday, please remember the service men and women and their families that have/are fighting for our country and beliefs.

*Thank you all for serving so valiantly!
The Officers of Branch 9*

Memorial Day

Remembering those who served.

*All Gave Some,
Some Gave All,
Gone,
But NEVER Forgotten!*



"Freedom is not free!"

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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

Patience and Persistence

Every week for the past year someone has asked me if there is any news about the contract? My response has been they are still talking. In the last two weeks, I have had the opportunity to hear our National President Fred Rolando speak about the negotiations towards a new National Agreement. Once at the NBA's Regional Training and again at the Spring Committee of Presidents Meeting (COP) in Chicago. Each time, I was hopeful that I would be able to report back to our membership that the national parties had reached an agreement. During each speech, we heard that they were close. The negotiations were of a fragile nature, but as long as the parties were still talking ...

So, with the "they are close, but not yet" in mind. I started to write my article about the Branch 9 Spring Blitz (Ron St. Clair MDA Bowl-a-Thon, Regional Training, Committee of Presidents meeting, the Annual Red and Gold Retiree Banquet and the Food Drive). Sure enough, just as I finished my article for this paper, it was announced that we have a tentative agreement, so back to the article writing drawing board I went so I could include information on the tentative agreement. The highlights (also found on the NALC.org website) of the tentative agreement are printed on pages 7 and 8 (the center pages) of this month Branch Nine News.

In a nutshell, if ratified by the membership, this contract that will go through September 20, 2019. The pay package, will contain general pay increases and

Cost of Living (COLA) increases, including retroactive pay going back to 2016. In the last year of this contract there will be an increase in paygrade and a consolidation of the pay schedules. This agreement also calls for recent retirees to receive the retroactive pay. There are additional provisions for the former TEs allowing them to receive additional step increases based on their time as a TE. There are additional provisions for CCAs.

Both the no layoff protections and the prohibition against contracting out city carrier work are continued in this tentative agreement. In addition, there is a memorandum of understanding that the parties will address the increasing conflicts on the workroom floor and improving workplace culture. The parties have agreed to establish a Joint Workplace Improvement Process to address a number of issues to provide safe, efficient work environments in which employees are treated with dignity and respect. It is too soon to try and determine what this process will be or how effective it will be. It is a work in progress.

For those who have not been through a ratification process, all active NALC members will receive a copy of the full tentative agreement for you to review. The ability to approve or ratify a collective bargaining agreement is a fundamental tenet of a union workplace. It is the opportunity, for the rank and file to say that they agree with the language of the tentative agreement that has been negotiated on our behalf.

Right now, we have only the summary which does not include all the language. There will be more information about the



Pres. Mike Zagaros

agreement and the ratification process in the days and weeks ahead. You can keep informed by downloading the NALC Member app (available now in the iPhone App Store and the Google Play Store for Android) or on the NALC website www.nalc.org or the Branch's website www.branch9nalc.com or the Facebook page "Branch 9 On Line" to keep up to date on the latest information.

There will be a Rap Session in mid-June where hopefully we will be able to get many of our questions answered. After the Rap Session, Branch 9 will have several listening sessions around the area covered by Branch 9 to talk about the tentative agreement, the ratification process, and continue to prepare for upcoming local negotiations if the contract is ratified. You are welcome to forward your questions through your steward.

This round of negotiations is unprecedented in the length of the negotiations and the persistence of the parties to come to a tentative agreement. Now the decision is in the membership's hands. As we prepare for the ratification process, I would like to

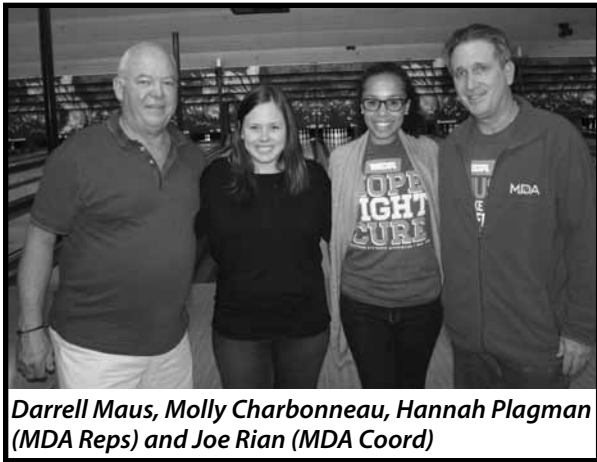
"Pres. Report" continued on pg. 4

Executive Vice President's Report

Ron St Clair MDA Bowl-a-thon

On April 22nd Branch 9 held its annual Ron St. Clair MDA bowl-a-thon fundraiser to benefit the MDA. Before I get into the results of the event let me give you some background on how and why this event was established in our branch.

The MDA (Muscular Dystrophy Association) was established in 1950 and the NALC named it as its official charity in 1952 becoming



Darrell Maus, Molly Charbonneau, Hannah Plagman (MDA Reps) and Joe Rian (MDA Coord)

the first national sponsor of the organization. To date letter carriers across the nation have raised and contributed more than \$100 million dollars dedicated to the research and development of new drugs and therapies in their pursuit to find a cure to the disease. The membership of branch 9 have been committed to being a part of this national endeavor. Our bowl-a-thon is named in honor of Ron St. Clair who passed away while treasurer for our branch and was a strong supporter of the MDA.

This year's function was again a success with over \$10,000 collected from the event. Bowlers receive pledges for their bowling which is one of the ways money is raised but just as important is

the silent auction baskets that are donated by the individual stations to be auctioned off to the highest bidder. The branch has always provided a breakfast to the stations that had the donated baskets that went for the highest bid in 3 categories. This year's winners were; Most Daring basket-Lowry, Most Useful-Andover, and Most Risqué- Coon Rapids. We had a total of 37 baskets donated and 82 bowlers participating.

All of this success does not happen without dedicated volunteers doing the work. A huge Thank

You to Joe Rian for the planning and handling of this function. Joe is the MDA Coordinator not only for our branch but also the Minnesota State Letter Carrier Association. Helping Joe were numerous volunteers; Dar Zagaros, Susan Becker, Pat Paplow, Pam Thompson, Scott Vee, Connie Beissel, Christa Abraham,

Vince Froehlich, Nate Serie, Matt Fussy, Naomi Bristlin, Jeremy Rothstein, Ken Jambois, JoAnn Gilbaugh, Jim Nelson, Renee Hickerson and Hellen Obiri.

A HUGE THANK YOU TO ALL THE VOLUNTEERS, STATIONS AND BOWLERS THAT HELP EVERY YEAR TO MAKE THIS EVENT THE SUCCESS THAT IT IS IN OUR FIGHT TO FIND A CURE TO THIS DISEASE.



"Pres. Report" continued from pg. 3

thank you the members for your patience with this. We will work to keep you posted.

Spring Blitz

Even without a tentative agreement, it has been a busy spring, and the end of the Spring Blitz is in sight as we make our final preparations for the Food Drive.

First, we had a very successful silent Auction and Bowl-a-Thon for MDA (see Darrell's article on this page). I want to give special props to our Branch MDA Coordinator Joe Rian for adapting on the fly as circumstances changed just prior to the Bowl-a-Thon starting. With the help of his volunteers, he was able to make it a fun and enjoyable evening. I would also like to thank all Branch 9 members, friends and family who bowled, bid on silent auction items, and cheered for the teams on a Saturday night to help raise money for the Muscular Dystrophy Association. It was very much appreciated and we couldn't do it without you.

On the first Sunday in May we honored our retirees at the Red and Gold Banquet. This year we honored 5 members who have 70 years of membership in the NALC and Branch 9. We also honored 12 members with 60 years of membership and 25 new Gold Card members (50 years of membership). We also began recognizing members who have achieved 55 and 65 years of membership. There will be more in next month's issue of the Branch Nine News about the Retiree Banquet and this year's Food Drive.



Samantha Hartwig
Branch 9 Financial Secretary
and OWCP Rep.

OWCP

Since July of 2016 I have been working at the Branch 9 Union office on most Thursdays to better assist our members with their OWCP claims. Unfortunately, I have been discovering that many times, carrier claims don't make it out of the local station, which causes them to be delayed, and in some cases denied by OWCP.

The best thing anyone who suffers an on the job injury can do is keep in daily contact with the management at the local station. When an injury occurs, it is management's responsibility to assist with the claims process. The proper forms must be given to the injured employee, and an accident report must also be completed.

The accident report generates all the forms needed for any on the job injury, there is no excuse for management to not get claim forms to injured employees.

Management must do the following:

1. Get injured employee needed medical attention.
2. Complete the accident report at the station, and print off all needed forms.
3. Give the forms to the injured employee for completion.

4. Employee returns claim forms to management along with ALL medical documentation for that injury. You only have 10 days to submit medical documentation from date of the injury.
5. Management completes the Notice of Receipt of Injury, and gives that to the employee.
6. Management completes their portion of the forms, and submits claim forms AND all medical documentation to the USPS injury Compensation Department immediately.

When management does not follow these steps, the injured employee is the one who suffers through delayed compensation payments, delayed medical payments, and even claim denials by OWCP. Any time management fails in their obligation to assist with the claims process a grievance needs to be filed.

Unfortunately, when a CCA is injured on the job, in almost every case I have assisted with, management has done even less to assist with the claims process then when a Regular Carrier is injured on the job.

The new obstacle management has thrown up to avoid paying Continuation of Pay (COP) to CCAs in traumatic injury claims is to not schedule the CCA to work, and not pay COP during the time not scheduled to work. CCAs have the right to receive compensation when injured on the job, and unable to work due to the injury. If the CA-1 is filed within 30 days, and the box for COP is checked, then management must either work the CCA within his/her restrictions; or pay COP for up to 45 days.

Management can't just stop scheduling a CCA because of the on the job injury. When a CCA suffers a traumatic injury, and has worked for the USPS less than

12 months, the pay for the CCA is based on the average hours of a similar situated CCA. Anytime an injured CCA is not being scheduled to work; unless there are medical restrictions, there should be a grievance filed, and the station steward needs to be informed.

Communicating with local management is critical for any injured carrier so that he/she knows what is happening with the processing of the claim from the beginning. Ask management what day they sent the claim forms to injury compensation, did they send in the medical documentation, and any other question you have. If management will not answer your questions don't wait for a denial letter, immediately ask your steward for assistance; or give the Branch Office a call for help at 612.781.9858.

There are far too many OWCP claims being delayed by management. Do not be afraid to ask questions, and do not be afraid to ask for help from the branch office.

Important phone numbers for Injury Compensation:
Phone: 612-321-5945;
Fax: 612-349-4426



Just an observation on Postal Employees and saving for their future.

As I get much closer to the end of my postal carrier. I am reminded of the opportunity of time and compounding interest, specifically regarding the TSP.

There is a lack of planning for the future and an inability to take matters into your own hands. Almost everyone has the ability by the time you get to retirement to have \$500,000 to \$1,000,000 in your TSP account depending on market conditions. You accomplish this by steadily putting in 15% of your base salary. As we start, we are told to put in 5% and you end up with a matching 5%. So you end up with 10% in your account to start with. A great start but more should be done for yourself and family. You must continue to increase this amount so you can attain your final goal.

In the newspaper reports (yes I am old) there is a lack of people planning their own future. The evidence of this - their 401K accounts. The median account savings of a 401K plan for the group 55-64 years old is \$104,000 of those who have a retirement account. The 401K pioneers who started this in the late 70's, are now saying that it was a mistake! Getting away from a defined benefit plan. (WSJ 1/03/17) The

pension is gone basically and probably not coming back soon, if ever. The replacement is the TSP or the 401K and you are responsible for funding it and managing it.

The Federal Plan is a 3 legged stool. 1. **Social Security**; 2. **USPS Pension**, which will be funding your health plan premiums. Any guesses on the premiums for health care? Not sure on how realistic that might be, in this age of rising health plan prices? Not trying to be bleak but objective; 3. The **TSP Account** where you have total control of the funding contributions, reminds me of the credit card commercial *"What's in your wallet"*! Your wallet is this account. So what will be in there at the end? How do you get there? The TSP has calculators which can help or scare you, depending on your view.

To get there you must take action and for that to happen you must be informed. To put it on cruise control or hope to contribute more later in life, when you can afford it, might not be a great use of the power of compounding and dollar cost averaging.

Take action now, so when it's time for you to retire you can do so with a smile on your face, confident that your retirement benefits are all in order.

by Pat Paplow
Assoc. Office Rep. and
Andover Steward

CCA Retirement Savings Plan

NALC CCA Retirement Savings Plan is a retirement income plan designed for City Carrier Assistants (CCA's) to supplement your pension. You make small payments to the plan while you're young, so you can receive a lifetime of monthly payments after you retire—even if you live to be 200!

Under the NALC CCA Retirement Savings Plan, you can also request a guaranteed number of monthly payments.

City Carrier Assistants who participate in the plan may transfer their Traditional IRA funds to the Thrift Savings Plan once they become career letter carriers. The Surrender Charge will be waived in this instance only.

You choose the amount you want to contribute to your NALC CCA Retirement Savings Plan. It can be as little as \$15 per pay period (the minimum amount allowed). You may also select your method of payment: MBA can deduct payments automatically from your paycheck, or bill you monthly or annually.*

With as little as a one-time \$15.00 payment, you can start your NALC CCA Retirement Savings Plan and never have to make any additional deposits in order to maintain your policy in force. You may also make a lump sum deposit into the NALC CCA Retirement Savings Plan at any time to help build your plan's value.

*CCA Retirement Savings Plan
cont. on pg. 9*



Br. 9 Retired Letter Carrier
Kerry Herdine
Home: 952.854.2655
Cell: 612.805.8407

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Tentative National Agreement is reached (from the NALC.org website)

The National Association of Letter Carriers and the U.S. Postal Service have reached tentative agreement on a national labor contract, covering 213,000 active city letter carriers across America.

The tentative agreement includes provisions rewarding all letter carriers for their contributions to the Postal Service's extraordinary comeback following the Great Recession; narrowing the compensation gap between city carrier assistants (CCAs) and career letter carriers; creating a formal mechanism to address the problems that have undermined the workplace culture of the Postal Service for much of its history; and preserving the core achievements of our bargaining history, including regular general wage increases and cost-of-living adjustments (COLAs), protections against outsourcing and layoffs, as well as other contractual elements that define our standard of living.

NALC President Fredric V. Rolando issued the following statement after the NALC Executive Council unanimously recommended approval of the tentative settlement:

"I'd like to thank all the officers and staff who worked so hard to help reach this tentative National Agreement. Most importantly, I want to thank our members for their patience and steadfast solidarity during the long bargaining process – the strength and unity of our union has always been our most important asset in collective bargaining. Although we were fully prepared, if necessary, to fight for our interests in binding interest arbitration, I am very happy that our members will have a chance to make the final decision about this contract through the ratification process outlined in our

union's constitution. The Executive Council unanimously recommends ratification of this contract."

The major features of the contract are summarized below. Full details about the tentative agreement, along with paycharts, other contractual changes and information about new and amended memorandum of understanding (MOUs), will be presented in the next NALC Bulletin and in the June issue of The Postal Record. They will also be distributed through the union's electronic platforms in the days to come. All these communication channels will also be used to announce the members of the Ballot Committee (who will oversee the ratification vote); the timing and details of the ratification process; and the arrangements for the 2017 National Rap Session, a meeting that will be held in mid-June to educate branch leaders about the proposed contract so they can pass on information to their members before they cast ratification ballots.

NATIONAL ASSOCIATION OF LETTER CARRIERS HIGHLIGHTS OF TENTATIVE AGREEMENT WITH THE U.S. POSTAL SERVICE 2016-2019 NATIONAL AGREEMENT

Term

The 2016 National Agreement will last 40 months, covering the period May 21, 2016, to Sept. 20, 2019.

General wage increases and pay upgrade

All letter carriers, career and non-career alike, will receive two wage increases and a pay upgrade resulting from a consolidation of

the letter carrier pay grades as follows:

- 1.2 percent effective Nov. 26, 2016, paid retroactively.
- 1.3 percent effective Nov. 25, 2017.
- Carriers paid at the Grade 1 level will be upgraded to Grade 2, and all Grade 2 carriers will receive 2.1 percent additional compensation for all hours effective Nov. 24, 2018.

CCAs will receive additional wage increases of 1.0 percent on these three dates for a total of: 2.2 percent on Nov. 26, 2016 (paid retroactively); 2.3 percent on Nov. 25, 2017; and an additional 1.0 percent increase at the time of the upgrade, Nov. 24, 2018. These additional increases will be paid in lieu of COLAs for CCAs.

Cost-of-living adjustments for career letter carriers

All career letter carriers will receive seven COLAs based on changes in the Consumer Price Index (CPI-W) and using the existing COLA formula and the July 2014 CPI as the base month. The first two COLAs will be paid retroactively and the remaining five will be paid in the future as follows:

- The first COLA will be \$21 annually effective Sept. 3, 2016, paid retroactively.
- The second COLA will be \$333 annually effective March 4, 2017, paid retroactively.
- The third COLA will be effective in September 2017.
- The fourth COLA will be effective in March 2018.
- The fifth COLA will be effective in September 2018.
- The sixth COLA will be effective in March 2019.
- The seventh COLA will be effective in September 2019.

The COLAs will be applied to the two pay tables for career city carriers in the same manner used in the 2011 National Agreement.

Recently retired letter carriers

Letter carriers who have retired over the last several months will receive applicable retroactive general wage increases and COLAs. The Office of Personnel Management will also make any annuity adjustments made necessary by the retroactive increases.

Step increases for city carrier assistants

The tentative agreement would establish step increases for CCAs. In addition to the wage increases described above, CCAs will receive a 50 cents per hour raise after 12 weeks of service and an additional 50 cents per hour increase after an additional 40 weeks of service. These step increases will be paid retroactively to Nov. 26, 2016, for CCAs with paid hours since Nov. 26, 2016. *For example, CCAs with 52 weeks of service as of Nov. 26, 2016, will get a \$1.00 per hour raise, effective on that date and paid retroactively.*

<u>Length of creditable TE service</u>	<u># of add'l steps</u>
2 years but less than 3 years	1
3 years but less than 4 years	2
4 years but less than 5 years	3
5 or more years	4

Step advancement for certain former transitional employees

Effective May 26, 2018, eligible former transitional employees (TEs) will be advanced in Table 2 of the letter carrier pay scale based on their length of service as TEs after Sept. 29, 2007. Such former TEs will be entitled to between one and four step increases as follows:

For those eligible former TEs converted to career status prior to May 26, 2018, the step advancement will be effective on that date. For those converted thereafter, the step advancement

will be effective upon conversion to career status. All employees eligible for step advancement will retain time-in-step credit.

Health insurance

In 2017, there is no change in the Postal Service's share of premium costs for career letter carriers' health insurance (76 percent of the weighted average Federal Employees Health Benefits Program (FEHBP) plan premium, capped at 79.25 percent of any given plan premium). Following the pattern of previous contracts, the Postal Service's share will decline by a total of 3.0 percent over the term of the tentative agreement. The share will decrease to 74 percent in 2018 and to 73 percent in 2019. The maximum employer contribution for any given plan will be 77.25% in 2018 and 76.0% in 2019. Over the course of the entire contract, the Postal Service's share for career letter carriers will remain higher than that paid by other federal agencies that participate in the FEHBP (72 percent of the average premium, capped at 75 percent for any given plan).

The bi-weekly impact of these Article 21 changes will depend on which plans carriers enroll in but will, in any case, represent a small fraction of the bi-weekly pay increases provided by Article 9 of the tentative agreement.

On health insurance for CCAs, the tentative contract maintains the Postal Service's bi-weekly contribution of \$125 toward self-only coverage in the USPS Non-career Health Plan, but it would significantly increase the Postal Service's contribution toward self-plus-one and self-and-family coverage in that plan (now set at the same \$125 bi-weekly contribution available for

self-only coverage). In the initial year of CCA employment, the USPS will pay 65 percent of the premium costs. In the second year of CCA employment and beyond, the USPS share would rise to 75 percent of the total premium.

Job security protections for letter carriers

The no-layoff clause that protects letter carriers after six years of service as career employees is retained in the tentative agreement. In addition, prohibitions against contracting out city carrier work would be continued for the duration of the 2016-2019 contract, if the contract is ratified.

Joint Workplace Improvement Process

The tentative accord includes an MOU on improving workplace culture. The parties have agreed to establish a Joint Workplace Improvement Process to address a number of issues to provide safe, efficient work environments in which employees are treated with dignity and respect.

CCA complement and conversion to career status

Upon ratification, there would be a one-time conversion to career status for CCAs with relative standing date at least 30 months prior to the ratification date. The conversions would work as follows:

- In 200-workyear offices, eligible CCAs will be converted to full-time regular career status in their installation.
- In 125- and 100-workyear offices, eligible CCAs will be converted to part-time flexible career status in their installation, rather than waiting to convert to full-time career status as a CCA. The parties have agreed to consider the possibility of another one-time conversion after one year.

Tentative Agreement cont. on pg. 9

Tentative Agreement cont. from pg. 8

Additionally, the parties have agreed to address situations where CCAs work in small offices with no clear path to a career opportunity.

There is no increase to the CCA employment caps in Article 7 of the Agreement or to the number of CCAs currently on the rolls. However, the Postal Service will maintain a percentage of the additional CCAs previously agreed to by the parties through a number of MOUs. These MOUs, which would continue in the tentative agreement, have provided additional career conversion opportunities for CCAs, about 47,000 to date. The vast majority of these CCAs did not have to serve probationary periods as career employees. The MOUs continue to include a weekly meeting to monitor appropriate staffing levels through career conversions and voluntary transfer requests.

CCA holidays

The tentative agreement provides for six paid holidays for CCAs.

CCA leave provisions in local agreements

The agreement requires the parties to negotiate choice and incidental leave provisions for CCAs during local implementation. It also establishes an alternate dispute resolution process for impasses related to CCA leave prior to arbitration.

Article 8 improvements

All overtime, regardless of whether such overtime was worked on

a carrier's own route, will count toward equitability for overtime desired list (ODL) carriers. Additionally, management will be required to post equitability totals weekly, rather than quarterly.

An MOU is incorporated into the agreement to continue to allow the local parties the option of developing a process that allows employees who transfer from another installation or are converted to full time following the sign-up period to place their names on either the ODL or the work assignment list. Existing agreements pursuant to previous versions of this MOU will remain in effect.

CCA Retirement Savings Plan cont. from pg. 6

As your NALC CCA Retirement Savings Plan grows, you can expect to earn competitive interest rates. The plan is tax-deferred, which means you do not pay taxes on any of your interest until you draw on it, further improving your yield.

When you're ready to retire, MBA offers a choice of four ways to collect monthly benefits:

Life Annuity With Period Certain. Receive a lifetime of monthly payments. You're guaranteed this income for as long as you live. If you die during a specified period (5, 10, 15 or 20 years), payments go to your beneficiary until the end of the period.

Life Annuity. Receive monthly

payments through your lifetime. No further benefits will be paid after your death.

Joint Life Annuity. You or your beneficiary receive monthly payments as long as either of you live.

Full Cash Refund. Receive monthly payments as long as you are alive. When you die, the MBA will pay any money in your account to your beneficiary.

*Retirees may choose to pay premiums monthly or annually. Sorry, retirees are not eligible to use payroll deductions.

**WELCOME
NEW MEMBERS**

- Tesgaye Agonafir
- Brandon Bretz
- David Greeley
- Twila Mattson
- Qadeer Omar-Taylor
- Jon Raven
- Kyle Rozendaal
- Howard Smolen
- Issa Suleiman
- Ashley Vadman

IN MEMORIAM

- Richard Hedlund
- Daniel Holland
- Robert Hooper
- Albert Olson
- Michael Solarz
- Walter Stanke



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**M.C. MIKE ZAGAROS WITH
MOLLY CHARBONNEAU
FROM MDA**



TEAM CHAMPLIN / ANDOVER



TEAM RETIREE



TEAM CHAMPLIN / ANDOVER



VOLUNTEERS



TEAM BROOKLYN CENTER



TEAM ZONE 4/54



TEAM COON RAPIDS



TEAM WEST EDINA



TEAM ELMWOOD



JIM NELSON & NATE SERIE



TEAM LOWRY



TEAM BLOOMINGTON/ UNIVERSITY



TEAM ST LOUIS PARK / RICHFIELD



TEAM POWDERHORN



TEAM MINNEHAHA

NEW EMPLOYEE AGREEMENT

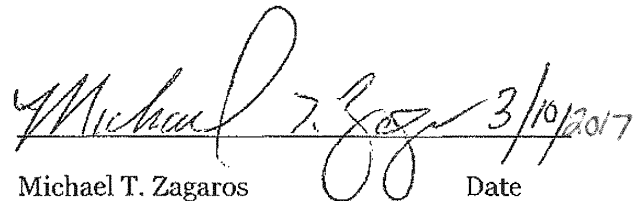
1. If possible before a new employee arrives or upon arrival at a unit, management and the JIT(s) (Job Instructor Trainer/OJI - On the Job Trainer) will decide who will train and on what type of routes(s). Dates will be set-up on a calendar for the 30, 60 and 80 day performance reviews.
2. On the new employee's first day, the manager or a designated supervisor will greet the new employee and introduce them to the stations union steward, safety team and the JIT. A short tour of the station will follow as well as locating their locker and showing them where the office is in relationship to the rest of the delivery area. In addition, the new employees will be provided all contact phone numbers and information that may be used.
3. There will be at least 3 days of initial training with a JIT and additional training between the 30th and 60th day. The first day the new employee will remain with the JIT for the entire day.
4. The JIT will be present during the 30 and 60 day reviews. The role of the JIT during the reviews will be to observe and to take notes. The JIT is responsible for writing down any deficiencies or achievements noted by management. It will be the JIT's responsibility to retrain the new employee if a deficiency is noted and to report back to management of the progress of the retraining. The manager or designated supervisor will insure that proper training is available, whether it is a driver refresher course or a safety demonstration. Most of the other retraining will be completed by the JIT.
5. The additional training between the 30th and 60th day will be administered by the JIT. The JIT will be allowed time (in the office) to observe casing skills and deficiencies. They will also be allowed time to observe the new employee on street delivery for at least one (1) hour. The JIT will make suggestions and recommendations at that point directly to the new employee. This information will be used for discussion in future reviews. All observations by the JIT will be approved by management first.
6. Prior to management taking official personnel action to terminate employment, a meeting will take place to make sure that all training was completed and the appropriate retraining was attempted. If, at that point, management and the JIT are in agreement that the employee was given a fair opportunity for continued employment, the employee will be notified of management's decision for termination. If there is a disagreement between management and the JIT about the level of training and opportunities at the unit, The Minneapolis Postmaster or his/her designee and the President, NALC Branch 9 or his/her designee will be notified by the above parties so they can determine the final outcome of employment. PS Form 50 will not be sent to personnel until the above parties make a decision.
7. The Postmaster and the Branch President must be notified of possible termination by not less than 10 days before the expiration of the probation period. The new employee must be notified prior to the 80 day review that termination is being considered.
8. In extraordinary cases of termination in the later days of a probation period (i.e. theft, safety of other employees, misuse of equipment, inappropriate behavior, etc.) there will be no redress to Postmaster and Branch President for consideration.
9. The parties agree that this agreement is meant to cover all new employees in the City Letter Carrier Craft regardless of their designation.
10. The parties agree that either party may annually seek modifications by providing notification to the parties' signatory to this agreement for further discussions.



3/10/17

William D. Jones
Postmaster
United States Postal Service

Date



Michael T. Zagaros
President, Branch 9
National Association of Letter Carriers

Date

STATION SAFETY PROGRAM
“Safety is Everyone’s Responsibility”

The Station Safety Team (SST) will consist of the Manager/Supervisor, NALC Steward and the Safety Liaison. They will meet bi-weekly to jointly discuss safety issues for the unit. They will also review root causes of station safety issues, accidents, injuries and hazards. In addition, the SST will:

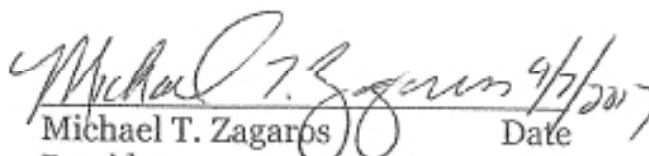
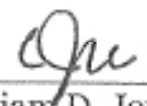
- Conduct weekly safety talks.
- The Safety Liaison will conduct daily station safety inspections (up to 10 minutes a day). Once a week the Safety Liaison will be accompanied by a Manager/Supervisor.
- The Safety Liaison will spend at least 30 minutes per month with each CCA to observe their working practices and based on their observations review & suggest possible changes with the CCA to enhance the CCA’s personal safety practices.
- Conduct a joint thorough review of any accident, injury or safety violation. This will be done through the *Joint Root Cause Report*. This will be done before discipline is considered by Station Management. This shall in no way abrogate the right of Management to issue discipline or the Union’s right to grieve it. The *Joint Root Cause Report* will be forwarded to the MCSO and the Branch 9 Office.
- Maintain a Safety Bulletin Board.
- Yearly inspections for each carrier unit.
- Submit quarterly reports to City Safety Committee recording safety talks and accident/health and safety reviews.

The names of carriers and management participating in their Station Safety Team will be submitted to the City Safety Team for review.

There will be training for the local Station Safety Team.

The City Safety Team (CST) will meet monthly and will consist of the Branch President and the Postmaster and no more than two (2) designees who will also participate in the monthly meetings.

The Branch President and the Postmaster reserve the right to approve or reject individual Station Safety Team members.

 Michael T. Zagaros President NALC, Branch 9	Date	 William D. Jones Minneapolis Postmaster USPS	Date	9/7/2017 4/7/17
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CCA SAFETY COACHING PROGRAM

Requirement: The station Safety Liaison/or designee will observe each CCA employee for at least 30 minutes per month with the following normal duty daily actions observed and consulted with the carrier. This program is not to be confused with the separate CCA Mentor Program.

Office Observation: This can be done throughout the morning spending a few minutes at each function to total 30 minutes for the total observation.

- o Handling of mail buckets, cutting bypass strapped mail bundles, removing post from hampers with proper lifting and bending techniques.
- o Explain the importance on keeping case area including floor clear of clutter-binder straps, empty tubs and equipment.
- o Observe the pull down process for loading trays and hampers to include how the post is handled and loading in equipment and stacking of trays.
- o Safe moving of loaded hamper to garage and observe the loading of the vehicle.
- o **MAKE SURE** carrier has the proper safe clothing/shoes and satchel and dog spray for the street duties.
- o Upon return to office observe carrier's functions of handling of empty equipment properly.
- o **MAKE SURE** to ask if carrier has any questions or concerns.

Street Observation: Done during the day while on the street.

- o Make sure vehicle is properly parked, locked and at a safe park point for carrier to load and unload satchel.
- o Make sure carrier has proper attire on for the day since you hadn't done office observation that morning.
- o Observe carrier how they load satchel, how they carry it, and are able to function safely where it is positioned and able to retrieve dog spray quickly.
- o While walking is the carrier able to see where they are stepping with mail in hand, using steps safely especially in winter weather, crossing lawns where it is safe and not taking unsafe shortcuts.
- o Is the carrier attentive and concentrating on their surroundings; listening for dogs, aware of children outside with dogs, rattling fences before entering yards, traffic.
- o Crossing of streets safely at intersections.
- o **MAKE SURE** to ask if the carrier has any questions or concerns.

Combined Management and Liaison Responsibilities:

- o Develop schedule and monitoring process to record date and time of observation which would be available anytime someone would like to reference it.
- o Have the schedule available so CCA's will know ahead of time when they will be observed.
- o Jointly be responsible for the scheduling and completion of the observations.

REMEMBER ONLY BY ALL PARTIES WORKING TOGETHER CAN WE IMPROVE SAFETY!

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


Change Service Requested

PRSR 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

May 23
General Membership Meeting
7:00PM
Crystal VFW, Crystal, MN

May 29
Memorial Day
HOLIDAY

June 6
D-Day

June 13
Steward Meeting
7:00PM
Crystal VFW, Crystal, MN

June 14
Flag Day

June 18
Father's Day

June 21
Summer Begins

June 27
General Membership Meeting
7:00PM
Crystal VFW, Crystal, MN

July 4
Independance Day
HOLIDAY

July 13
Steward Meeting
7:00PM
Crystal VFW, Crystal, MN

July 25
General Membership Meeting
7:00PM
Crystal VFW, Crystal, MN

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