



VOLUME 63 No 1

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NOTICE TO ALL BRANCH 9 MEMBERS

Any proposed amendments to the Branch 9 Bylaws must be presented in writing to the Recording Secretary no later than the February 22, 2011 General Membership Meeting.

HONORING THE DREAM

DR. MARTIN LUTHER KING, JR.
1929-1968

Human progress is neither automatic nor inevitable... Every step toward the goal of justice requires sacrifice, suffering, and struggle; the tireless exertions and passionate concern of dedicated individuals.

Martin Luther King, Jr.

Bylaw Change

Article 1 Section IV

Branch Steward Board Meetings will be held on the Second Tuesday of each month.

The General Membership Meetings will be held on the Fourth Tuesday of each month.

The meetings will be held at 7:00PM. The place of the meetings will be determined by a standing motion of the Branch. By decision of members in attendance at a General Membership Meeting, future meetings may be combined or cancelled, or meeting night changed for legitimate business reasons.

Bylaw acted upon at the 11/30/10 General Membership Meeting. Bylaw passed.

HAPPY TRAILS TO YOU



Bruce Temte (Burnsville) slides into his retirement as Stewards, Connie Beissel and Rich Schulz witness.



Mike Welch and Pam Welch are flanked by Stewards Barb Lutz and Mike Smith from West Edina



Ella Brodziak (Plymouth) makes her last punch as Bhanu Chemmangattumana (Steward) looks on.



Mike Rasmussen (Steward) is present as Steve Lemieux (Golden Valley) makes that final clock ring.



Chuck Glover (Burnsville) receives his 25 year pin from Mike Zagaros (Branch 9 Exec Vice President).



(L to R - W. Edina carriers) Dave Shaw, John Prochaszka, Mike Welch, Pam Welch, Denny Ellis, Scott Dehn, Steve Tingelstad, Pam Smith & Ron Tunby received their 25 and 30 year pins.



Thomas Hoban is all smiles on his last day at Fridley station.



Russell Flatten and Michael Bangsund (Main office) with Jim Wood (Steward).

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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 3rd Friday 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

STAFFING WOES

The story is the same across the Branch 9 area. There are simply not enough people to do the work. Across the board, all crafts are short. In Minneapolis, things are worst of all. There are not enough mail handlers, retail clerks, custodians or back room workers, all of which contribute to delays in our ability as letter carriers to do our job. If the mail isn't around, we have to wait. If the post isn't all thrown, we have to wait. If the hot case hasn't been worked, or the Express Mail hasn't yet arrived at the station, or the heavies aren't ready to go, carriers wait. All of the workers are doing the best with what they've got...but none of us can perform efficiently, professionally or with much pride given the skeletal work force that is currently assigned. We are all demoralized, frustrated, exhausted and worst of all, often told we are taking too long to do our job! What a load!

The responsibility for the colossal staffing blunder rests solely with postal management. Using the same flawed formulas and a strategy of "give them less and they will do more", management watched our ranks shrink through retirements and other attrition without adding any new letter carriers. In Minneapolis, carriers are delivering mail until 9pm in some cases. On some Mondays, over half of all carriers are out delivering past 7pm, with forced overtime every single day.

By the time anyone in upper management would admit the

short staffing problem, it was mid-December and their calculation had us 100 carriers short! (I had been continuously warning upper management of short staffing since July, my pleading falling then on deaf ears). With assurances of new hires, I did sign an agreement with the Minneapolis Postmaster to provide staffing flexibility. The agreement allows carriers who are on the overtime desired list (ODL) to work overtime outside of their own station on their non scheduled day.

This agreement is in affect until February 28th. I did not enter into this lightly, as my experience with postal management is that when they fail to heed our advice, the consequences of their own "failed plot" usually provides enough corrective action. But in this situation, the consequences were destroying the personal lives of our members AND the service we provide our customers. Carriers not on any overtime list were being forced to work 10 hours on their NON SCHEDULED day as well as all other days they were scheduled. Carriers were ordered to cancel doctor's appointments in order to report to work. They had to make arrangements for someone else to care for their children because they were still working past 6pm and 7pm. This wasn't just once a month, this was every day! These were carriers who weren't on any OT list at all.

No grievance or any subsequent settlement can remedy the stress, the worry, the exhaustion or the despair this level of understaffing has caused. Our service image and the confidence of our public takes



Pam Donato Branch 9 President

a beating too, at a time when both need to stay impeccably solid. Nearly 35 letter carriers signed up to work this overtime, which did initially provide some relief. Unfortunately, shortly after signing this agreement, the postmaster made an ill advised edict: all mail delivery was to be completed by 5pm (or 5:30pm, or 6pm, depending on the day or the mood). Management is calling this a "window of operation". To achieve this order, stations have gone back to forcing NON LIST carriers on any day that ends with a Y. (So much for trying to help with that agreement.) And simply giving an order doesn't make it come true either. We still have over 100 carriers out past 6pm, with still many out past 7pm. There is no consistent "window of operation", just what I call "operating in crisis" mode.

Whatever the wording, for each carrier the affect is personal. It's the lack of professionalism you feel when you're still delivering mail well past dinner time (or even late night snack time). It's the loss of any control over your home/family life due to continual forced work.

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SAFETY FIRST

FROSTBITE

Frostbite, an injury to superficial tissues caused by freezing, is probably the most common injury resulting from exposure to cold elements. Exposure to cold, humidity, and high winds are the main factors involved with frostbite, but many other things contribute to its development.

Frostbite Guidelines

As with burns, frostbite is classified by degrees.

First degree, the least severe, is freezing without blistering or peeling.



Second degree, is freezing with blistering and peeling. **Third degree**, the most severe, is freezing with death of skin and possibly deeper tissues.

In mild cases of frostbite, the symptoms are generally numbness, prickling, and itching of the affected part. As frostbite develops, the symptoms become more intense.

Initially the frozen flesh will be hard and white, but later will become red and mottled. Pain may be felt initially, but it will subside. Often there is no pain. Blisters may form and the affected part is intensely cold and numb. Drink warm fluids and rewarm the frozen part rapidly by immersing it in warm, **not hot**, water. If water is not available or practical to use, wrap the affected part gently in a sheet and warm blanket.

Don't rub the affected part. Don't apply a heat lamp or hot water bottle. Don't break the blisters. Don't rub the affected part with snow or ice-water. And if the feet are involved, don't walk on them after thawing. After the affected area has been warmed, it may become puffy and blister. The affected area may have a burning feeling or numbness.

When normal feeling, movement, and skin color have returned, the affected area should be dried and wrapped to keep warm. **Note:** if there is a chance the affected area may get cold again, do not warm the skin. If the skin is warmed and then becomes cold again, it will cause severe tissue damage.

Seek medical attention as soon as possible.



*Barb Wateczak
Branch 9 Safety
Liaison*

Dear fellow mailman/letter carrier,

Thanks for delivering all the packages and for "luggin" the mail around this past year;

- a) On your back, your shoulders, forearms, wrists and fingers.
- b) Through snow storms, cold bone chilling rain, humid sweltering heat, below zero temperatures and insane wind chills.
- c) Over puddles of water, sidewalks of ice, hilly streets, soggy grass, fresh fallen snow, slippery steps and steep driveways.
- d) Watching out for our patrons, our elderly, our neighborhoods, customer connect opportunities, pit bulls and inner city violence.
- e) For eight or more hours a day and 70+ hour work weeks in December in the dark of winter.
- f) While being questioned about numbers, times, scans, methods and work ethic by supervisors.

Who are pressured by managers, who are micro-managed by area managers, who are told what to do by postmasters, who say, "yes sir, yes sir, three bags full sir" to district managers who are accountable to.....

In summary, from one mailman/letter carrier to another, Thank You!

Tim, in Minnesota

Executive Vice President's Report

Improving Communications

Did you know every species communicates in some fashion or another either through sight, sound, touch or smell. Communication is nothing more than passing on information from one to another, a sender and a receiver. As human beings, we can communicate on all these levels, but as senders, we communicate primarily through the spoken or written word. As letter carriers, we work for a communications company, the US Postal Service that focuses on the written word. The same could be said about the union. One of the main jobs of the NALC and Branch 9 is to communicate. We communicate to management, to Congress, to the media and to our own members. If both management and the union are in the communications business, how come we do such a lousy job of communicating?

This question is heard on every workroom floor and at every meeting whether it is held by the union, management or jointly. For some reason, we have problems with communicating our thoughts and ideas and disseminating information to others. It is not just the Postal Service but anytime there is more than one person involved in a situation eventually there will be some type of communication problem. Branch 9 and the NALC are no different. As a Branch, we have a number of ways we use to communicate in writing through mailings to the Stewards, with fliers and the occasional News by Nine.

We ask the stewards to announce the information in these mailings to you the rank and file. We also ask them to post these mailings on the Union's Bulletin Board so everyone can have access to the information. But it doesn't always work. We know that fliers and postings are not always the most effective ways to communicate with the membership, primarily because we leave out our retirees who do not have access to the Union's Bulletin Board, so we have to look to other options.

We use the Branch 9 News as our primary vehicle to communicate with the membership. The Branch 9 News has been around since August of 1932. Its first issue had a simple explanation as to why it was started. "At the last regular meeting of Branch #9, it was requested that the President appoint a committee to edit a monthly paper. President Keating appointed Brothers, M.M. Kirschner, J.D. Shortridge, W. C. Smith, and Howard Asp. Here is your paper. The committee has worked hard and faithfully and hopes that their work will be appreciated. Be considerate in overlooking mistakes in this first issue. Principally we hope it acts as a means of contact for the Brothers who never attend a meeting. That continues to be the purpose of the Branch 9 News today. It is the official publication of Branch 9. It continues to provide information about the issues facing letter carriers and their families from inside and out of the Postal Service. The members can read about the latest news from the officers and information about upcoming events



Mike Zagaros Executive Vice President Branch 9

that they can participate in alone or with their families. It is also used to communicate to the members who are not at the meetings. The Branch 9 News is mailed around the country and has a circulation of about 3,000 copies, and is published 10 times per year. It works as a communication vehicle when people read it. It works best when there is feedback. The problem with a monthly publication is what about the stuff that happens in between times. How do we communicate in those circumstances?

One of these options is the internet. To make use of this emerging technology Branch 9 has a web site called "Branch 9 Online." This is done to make a convenient place for the members to get access to up to date information as well as to provide a place where other information (not so current) can be stored and reviewed by stewards and members alike. Branch 9 Online provides compilations of information from many different sources. Included on the webpage are copies of all fliers and information that are sent out the stations by the Branch Office. There

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Customer Connect



Carol Garnto (Lost Lake), Station Customer Connect Coordinator.

The recent Postal webinar I watched contained statements like, “essential to compete” and “improves customer experience.” These are words being spoken by the people in the Postal Service’s top offices. They are planning and attempting to make us more competitive in the world of delivery. As a mail carrier, sometimes we really don’t realize there are people in the Postal Service who are actually looking at what is going on around us. They are looking and comparing what we do and how our competitors accomplish similar tasks. Particularly those guys in the brown trucks and the other white trucks.

For as long as I can remember we always thought of the Postal Service as a Service to help the people get their communications from one point to the next. We must re-think this train of thought. We need to do more if we still

want to provide that friendly mail carrier service to each and everyone 6 days a week. Technology changes extremely fast. Consider the technology on a computer. Within 6 months of purchase, your computer is outdated by a newer, faster, and more capable model. Cars require an auto mechanic and a computer technician to repair. Communications are instant. Texts are instant. Faxes are instant. GPS locations are instant. We want to know information instantly and we want to know it as fact.

This is the path the Postal Service must take to remain competitive in the delivery business. To improve the customer experience we must be able to tell them where their letter or package is at any moment in time. The other guys do it already. The webinar said our system was 13 years old and had reached its operating capacity. By January 2012 every piece of mail will have a barcode. The other guys already have it. Maybe we really do need to get with the future and start being instant.

One important point I heard during the webinar was that Postal management realized that the use of a 2nd generation hand held scanner will drive costs up. We need the scanners to be competitive and they need us to punch the buttons to register the scans. There will be a new scanner and software system

Continued next page



Mark Olufson (Elmwood) \$49,999 sale.



Steve Rowland (St. Louis Park) \$10,000 sale.



Mark Miskowic (L) (Brklyn Center) with Bradley Pounds (Customer Connect Station Coordinator)



Bloomington’s Xang Her (l) \$1500 sale and Charles Forkner \$1450 sale.

coming out next year to keep us competitive with the other delivery services. By August 2011 the new system will be deployed and the tracking will be almost real time. By all most, they mean wireless, and one minute time in transmission of information. They are getting bids for 300,000 scanners and a system called Passive Adaptive scanners. These are overhead scanners that can track packages as they come into select Postal facilities. Plus they are looking at a ring scanner. A smaller variety of the scanner we now have. Competitors show 12 to 16 tracking points on a package. We are looking at 10 essential points.

Tracking is one of the biggest selling points to a customer for using our services. If they use us, the bills get paid and hopefully the portion of health insurance we have to pay doesn't keep getting bigger. And hopefully, we maintain 6 day delivery instead of 5 day, because without that one day of delivery there would be an awful lot of good paying jobs/benefits lost.

Each week a dozen new leads

come into the Customer Connect lines. This is good news. The Customer Connect Coordinators in the stations are doing a good job getting the word out and making sure the word is passed on. Several of the stations have had large sales recently. Last week, Bloomington (\$10,000), Elmwood (\$35,000), Columbia Heights (\$2,000), Fridley (\$600) and Eastside (\$244) had projected revenue sales. These sales were because you kept an "Eagle Eye" for the potential new business and took the initiative to pass the info on. Thank you for doing that little extra.

Carol Garnto

Quotes from: Martin Luther King, Jr.

A right delayed is a right denied.

"Our lives begin to end the day we become silent about things that matter."

"Nothing in the world is more dangerous than sincere ignorance and conscientious stupidity."

Branch 9 at National Officer's Installation



Pam Donato (President), Mike Zagaros (Exec Vice President), Jeremy Rothstein (Recording Secretary), Deb Grunness (Osseo).

Branch 9 members sent four representatives to Washington D.C. to partake in the installation of Fred Rolando and 27 other members of the NALC's Executive Council at the Washington Hilton Hotel on December 4th. President Rolando, in his installation speech, said. "As employees of the United States Postal Service, we face challenges. But the biggest challenge we face is not financial. It is, rather, the misinformation put out by those who seek to destroy the public sector and, sometimes, the misleading statements of Postal Service management itself." President Rolando concluded his speech with: "Give the American people the facts, and they do what they usually do-- make reasonable and responsible decisions in the best interests of this country."

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Presidents Column continued from page 3

It's the complete waste and the inefficiency you see when carriers on the overtime desired list are told to sit in the break room until they hit the 12 hour mark, so that somehow in management's mind they are then justified in forcing NON LIST carriers.

As I said earlier, new transitional employee carriers are being hired right now. The hiring process and training takes about 4 to 6 weeks. By the end of February, there should be realized relief at the stations. Though this will go down as one of the worst management debacles of your career, you have all worked your tails off to provide the very best to the customers on the street. You have done so through the worst winter in 25 years and at great personal expense caused by forced overtime. Thank you for your work and professionalism. We are nothing without BOTH!

CLASS ACTION GRIEVANCES

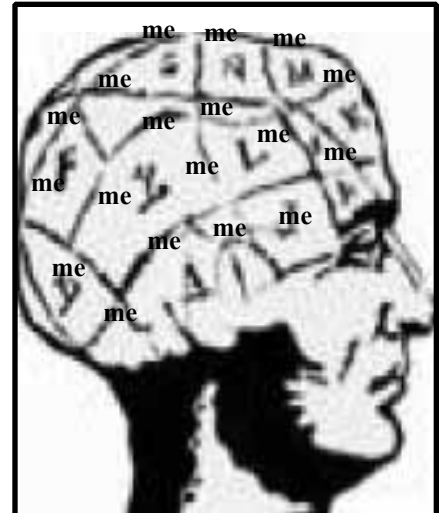
As a result of the December 11 snow storm, Branch 9 has filed several "class action" grievances. Even though the station stewards are still doing a lot of the information digging, Branch 9 Safety Captain Barb Watzak is in charge of all facets of meeting with postal management, including resolving all of the violations. She is being assisted by Marlyx Fox (Coon Rapids) and Karen Pederson (Loring). In the Associate Offices, Darrell Maus is representing the NALC. Due to this storm, many carriers took forced unpaid leave in an attempt to get home safely. Some carriers were forced to stay until they logged 8 hours for the day, which resulted in another batch

of bad consequences. Carriers had their personal vehicles snow plowed and stranded in station parking lots. Others who got out of the parking lot couldn't drive home because of the hazardous road conditions (some roads were closed by the State Troopers). Yet others were forced to stay in hotels or at a co workers home. It is obvious that management had no real plan or strategy for communication set up to deal with this scenario. The list of violations is long but our resolve is strong.

There is also a class action grievance in Minneapolis (no Associate Offices are involved) as a result of a wrong and misguided application of what is called the "exclusionary period" in December. (This is the 4 week period management is allowed to identify in December in which normal penalty overtime is paid at 1 ½ times the regular rate instead of 2 times the regular rate of pay.) For 2010, the exclusionary period was December 4th through 31st. Once again, management forced carriers not on any overtime list to work overtime off of their normal assignment instead of assigning the overtime to those carriers on the overtime desired list.

In Minneapolis, this has created the potential of 29 stations with violations each work day during this period. This obviously is a large and tangled mess. Lisa O'Neill (Coon Rapids) is in charge of this class action grievance, with assists going to Steve Rowland (St Louis Park), Tim Bergstrom (Lake Street) and Darrell Maus (Brooklyn Park). We will work hard to get all of our issues addressed and attempt to get a remedy to make carriers whole (as best can be done after the violation

has already occurred). I am confident we will prevail. As soon as there is any news about these grievances, we will immediately report it to the membership. Thanks for your patience and support.



Thought process of a SCAB when it comes to caring about his/her fellow carriers.

Saturday Night Bowling Returns to Branch 9

By popular demand, our MDA Bowl-a-Thon has returned to a Saturday evening event. This year promises to be full of fun, festivities and friendly rivalries. The challenge is on; Lake Street Station is our high series champion, a title that they have held for a few years now. Can your station put together a team to break their winning streak? Or will your station win a breakfast by putting together the best silent auction basket? It's time to hit the streets and gather your pledges! More details to follow at General Membership Meetings and future Branch 9 News.

NALC History

The Spoils System

In these early days of the Republic, America's first letter carriers received no salaries but were permitted by Congress to collect a fee of two cents for every letter they delivered. Although two cents was a considerable amount of money in those days, this fee did not guarantee letter carriers a decent living wage. Since the recipients of letter had the option of accepting delivery service or calling at the post office to pick up their mail, most citizens chose the latter. Delivery of one's mail was a luxury few people could afford. Thus, the wages of these pioneer letter carriers were erratic at best

...To make matters worse, by the 1830's whatever job security letter carriers might have enjoyed was lost as favoritism and partisanship began to dominate their lives.

This started when Andrew Jackson succeeded John Quincy Adams as president after the bitter election campaign of 1828.

Once in office, Jackson found himself surrounded by his enemies—men Adams appointed and who had actively and often viciously campaigned against him. Jackson's response to this situation was ruthless. He flagrantly replaced everybody—no matter how qualified—with loyal members of his own political party. "To the victor belong the spoils" became the rallying cry of his administration, and the spoils system...quickly became entrenched in the federal government. In particular, it pervaded the Post Office Department, rippling downwards from the postmaster general to individual postmasters

and then to postal clerks and letter carriers.

...Letter carriers and post office clerks acquired their jobs through partisan ties and lost them whenever there was a local or national change in party or even in faction. So no matter how hard a letter carrier worked...a change in administration meant he was out on the streets...for as long as the carrier held the job, he was expected to be a campaign worker first, a letter carrier second.

...A serious movement to reform the spoils system did not develop until after the Civil War. It gathered strength during the 1870's and ironically benefitted from the shooting of President James Garfield on July 2, 1881, by what history books have long described as a "disappointed office seeker" — Charles J. Guiteau. Immediately, reformers argued that Garfield was a victim of the spoils system: If there had been a proper civil service system, there might not have been a "disappointed office seeker" turned assassin.

...This country's first civil service law, known as the Pendleton Act, was passed by Congress in 1883, two years after Garfield's death. Among other provisions, it specifically required letter carriers and post office clerks in every post office with 50 or more employees to take competitive exams to qualify for their jobs. It also included language which made their positions permanent. Although the law excluded all postmasters and employees in the smaller post offices, approximately half the postal workforce was covered. So for the first time since Andrew Jackson's administration, letter carriers were hired because they were qualified for their jobs—not because they were members of a certain political

party. Furthermore, these same carriers could not legally be fired for political reasons.

...The passage of the Pendleton Act had another effect on letter carriers—less obvious, but just as important. The relationship between Congress and letter carriers began to change. If letter carriers could no longer be counted on to represent the political interests of senators and representatives at home, why should the Congress do anything for them? ...Letter carriers ... loyalties shifted from the party and postmaster to each other. The beginning of the end of the spoils system fostered a community of interests among letter carriers which had never existed before. The stage was set for organization.

Next issue: Early attempts to organize.

Excerpts from: Carriers in a Common Cause, A History of letter Carriers and the NALC

Job Tracker Database

identifies companies that export jobs.

The *Minnesota Fair Trade Coalition* believes information is key to countering outsourcing and offshoring trends. The database was launched in October by working America and the AFL-CIO.

Visitors to the site can search by zip code, company and industry to see where jobs are leaving the state. Find the Job Tracker at: www.workingamerica.org/job-tracker.

Article from the Minnesota Fair Trade Coalition's Fair Trade Review.

The Following is a list of Paid Members of PAL 9 for January, 2011

Very Concerned Members

Lenny Larson
 Patrick D Keeler
 Charlie Peasha
 Emelyn A Peasha
 Allen M Smith
 Marvin L Sorem
 Ronald C Moore
 William Babb
 Steven D Petersen
 James A Cassell
 Russell Sondrol
 Richard A Onslow
 Russell N Cordahl
 Chithrabhanu Chem-
 mangattumana
 Carl F Palm
 Robert Biard
 Jack A Soderlind
 Ray Cassidy
 Thomas B Flavin
 Sonia M Stark
 Jonathon Peterson
 Ronald W Kelly
 Douglas B Lemke
 Richard A Anderson
 James Fallon
 Troy D Fredenburg
 Jason A Karnopp
 Jonathan Peterson
 Adrian R Hames
 Eugene P McNulty
 Roger E Johnson
 Gordon N Doll
 Timothy J Highland
 Howard G Lamson
 Marlys Ann M Fox
 Richard L Wells
 Harry Stanko
 Jeff Stanko
 Albert L Olson
 Duane Foyt
 Michelle M Benson
 Darrell Gene Maus
 Joe Carter
 David O Burandt
 Fred M Johnston
 Arnold Vandenheuvel
 Diane M Hall
 Chuck Lilligren
 William M Mechels
 John F Marszalek
 Larry F Chlebeck

Dale F McNellis
 Ron Lawrence
 Earl D Anderson
 Mary C Miller
 Cheryl K Stately
 Constance W Beissel
 Melia Derrick
 Russell Sondrol
 Donald J Voss
 Robert J Miller
 James P Couillard
 Thomas Radtke
 Jeremy E Baumgartner
 Theresa Homstad
 David J Wallentiny
 Richard T Sheehan
 Kieran Hughes
 Robert E Zimdars
 Laurie L Harry
 Ronald C Nelson
 Linda L Olson
 Jon D Thompson

Regular Members

Karen M Torell
 Gerald R Hansen
 Robert Hollis
 Roberta H Stanchfield
 Clark H Kick
 Robert I Gossler
 Russell O Swanson
 Joseph J Kinney
 Edwin G Pohlmann
 Curtis F Britz
 Donald Hodgdon
 James P Falbo
 Sharon L Spooner
 Kenneth C Nelson
 Larry Blesi
 Dallas V Holm
 Jonathan G Trudell
 Walter C Czerepak
 Raymond O Tranby
 Gerald K Schraber
 Steven R Oehlerich
 Alf V Mork
 Clarence R LaBeau
 William Carey

Dwayne W Nienaber
 Daniel J Loppnow
 Gregory D Klein
 Ron K Anderson
 Michael Kahleck
 George B Gray
 Timothy W Bearth
 Mark E Olufson
 Ken O Honkanen
 Donald B LeMay
 Robert V Andersen
 Edward Issenhuth
 Glenn E Delano
 Mary E Hargreaves
 Robert W Ess
 Rodney A Bursch
 Wendy K Noren
 Arthur A Heikkila Sr
 Marvin Mattila
 Gregory J Bedor
 Arthur H Kujawa
 Jon E Frick
 Lindahl B Gleason
 Everett A Schraan
 Jeffrey W Smeets
 Shane M Lundgren
 Gary A Kroeten
 Jeffrey D Sherman
 Greg Wallin
 Mark A Barrows
 Donna J Wiecks
 Richard C Raum
 Lawrence W Elfelt
 Paul D Traynor
 Lawrence S Dahlberg
 John G Burmis
 Johnea S Rystedt
 Jack J Bartlett
 Peter W Geschwind
 Steven L Best
 James Fallon
 Richard Rimer Jr
 Gerald J Eliason
 Leonard L Hrcir
 Jeffrey J Mc Hugh
 Jon P Horsford
 Daniel S Festler
 Kathleen K Demoret
 Virgil R Magnuson
 Kent P Cleland
 Morris R Gross
 Dennis W Jaeger
 Barry J Berkovitz
 Alice E Nopola
 Dan L Olson

Johannes S Magdal
 LeRoy L Sheller
 Thomas B Lundeen
 Dennis M Johnston
 Allan J Gulden
 Harold H Delaria
 Donald M Carlson
 Thomas F Dvorak
 Rodney E Anderson
 Gordon G Pulley
 Jenna Ratzaff
 Kenneth W Johnson
 Paul P Felegy
 Philip O Johnson
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 Jerry A Sandmann
 David R Jackson
 Louise K Dreves
 Mark D Mellesmoen
 Earl O Mealman
 Margaret A Savaloja
 John R Sporrang
 Scott A Randolph
 Lori Ann Randolph
 Wallace M Sjoquist
 Theresa M Ronning
 Joseph P Bedor
 Debbie A Frank
 Kathleen M Overcott
 Wallace Eckdahl
 Joyce E Logelin
 Karma Khampa
 Thomas M Costello
 Theresa A Oelrich
 Gregg W Holmes
 Gordon M Balfe
 Donald J Higgins
 Gerald P Starr
 John P McPartlan
 Curtis M Blackwell
 Elmer J Hill
 Katherine Colby Bolton
 Steven M Bostrom
 David T Wrzos
 Darwin J Peter
 Thomas G Holten
 Joseph F Pasiowitz
 Matthew R Modrow
 Geno Taddei Sr
 Joe L Williams
 Robert R Harris

Thomas J Ryan
 Burton O Pansch
 Barry J Weiner
 Harold H Zieba
 Richard C Graves
 Adrian C Anderson
 George G Muzetras
 Steven R Grivicich
 Gerald L Arnold
 Rosemary Wallace
 J W "Bill" Stambaugh
 Richard D Eide Jr
 Charles L Lenzen
 Nyelo Dean K Natto
 William H Halos
 Mary C Miller
 Donald A Granger
 Aloysius W Ruzicka
 Barbara L Gelschus
 John D Brandt
 Pauline P Pepper
 Donald O'Connor
 Harold R Anderson
 Glenn W Ingersoll
 Mark A Kiel
 Marvin R Aaron
 Stanley B Mackcow
 Joseph C Dinville
 Lowell H Berget
 Patrick A Rottach
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 William Hofstad

*PAL 9 list continued
 on page 16*

*Larry & Dee Weaver
7110 Riverview Ter
Fridley, MN. 55432*

November 22, 2011

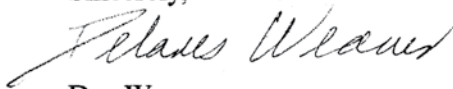
John Dailey
Fridley Post Office
385 Northco Dr
Fridley, MN 55432

Dear Mr Dailey,

Late this afternoon my husband, Larry Weaver, who has severe Alzheimers, was on his three wheeled bike and ended up on East River Road and lost. Our carrier, Jim Dugan came to his rescue and returned him to our home.

I want to express my sincere appreciation. Jim has always been a good carrier but this goes far beyond his usual service. We are fortunate to have him on our route.

Sincerely,



Dee Weaver



Branch 9 President, Pam Donato presenting Jim his "Above and Beyond" award.



Jim Dugan (Fridley)

Branch 9 Turtle Lake Casino Run Turtle Lake, WI

WHEN: Sunday, March 20, 2011

WHAT: Each ticket purchased is good for one (1) round trip transportation to the casino, \$5.00 in quarters, AND free lunch buffet at the casino.

COST: Price per Ticket \$10.00/Each. **No refunds will be given.**

DEPART: Southdale Mall parking lot (SE corner, near York Ave and 69th Street - to the left of Valet parking) in Edina at 10:00AM.

2nd Pick-up point - Walmart off of 35W & Lexington.

-Maximum of 55 people on the bus

**-To Reserve, you must mail in the sign-up sheet (below) and money (by March 16) to the Branch 9 office at
2408 Central Avenue NE**

-No alcohol allowed on the bus, however alcohol is served at the casino.

-Must be 21 or older and have a picture I.D.

-Return roughly at 5:00PM

Branch 9's Turtle Lake Casino Run Sunday, March 20th

Name: _____

Address: _____

How many Tickets

Amount Paid _____

If you are parking at Southdale Mall in Edina we will need your license plate # and Make and Model of your vehicle.

License Plate # _____ Make _____ Model _____

Ice Fishing Outing on Lake Mille Lacs a Great Success

A low pressure system moving across Minnesota on Sunday, January 16, 2011, aided Branch 9 anglers, on St. Albans Bay. 62 adults and 13 kids filled up 22 Ice fishing houses located about three miles out on the ice. The temperature was in the teens and there was plenty of fishing for everyone. Check in was at noon on Sunday, and included in the price of fishing was a wonderful all -you –can-eat buffet that went from 3:00 - 8:00PM. We had a fishing contest for the biggest walleye and biggest perch. Ned McCraine’s (Loring) son, Carter, won for the biggest walleye (measuring of 28 1/8 inches), and Bill Schmelzer (Brooklyn Center) won for the biggest perch (measuring nine inches).

Thanks to Bill and Linda Eno and their wonderful staff at Twin Pines resort!

Ken Jambois Entertainment Chair



Larry Wenning (Chanhassen) with son, Carl and father-in-law, Carl Henrikson.



Jon Frick (BC), Mike and Darlene Zagaros and Ken Jambois (BC) with Twins Pine Resort owner, Linda Eno



Bob Murphy (Richfield) describing how large a fish he anticipated catching before his friends show up.



Rob Nelson (BC) and his sister, Rye Ganstad, pose with their respective children.



Coon Rapids station represented by James Spencer, Victor Boehmer, Curt Blackwell, Mike Rohling, Brandon Rystedt, and John Botze.



Stu Poff (Robbinsdale), Tom Thompson, Dylan Thompson, Jordan Poff, Carter Zwiers, John Markham, and James Bodobodzinski



Ned McCraine (Loring) and Carter McCraine. These two had bragging rights by catching the largest walleye.



Jim Nelson (Br 9 Sgt at Arms) (Anoka) and friends.



Ron Peterson, Gary Peterson, Bill Reimer, and Steve Trandly.



*Pam Donato with her great niece
Ronnie*



James Bredemus (Blaine)



*One of the fish caught by Greg
Krohnfeld (Osseo) and Jim Fauskee
(Osseo).*



*From Branch 388 (St. Cloud), Allen
Burmeister, Todd Viere, Tony Eidem,
and Jeremy White.*

BOFI?

It appears that management has been practicing their ABC's. Hmm... could it be that their numbers aren't adding up, so they decided to go with ABC's instead? Their new tactic is to pull up letter groups (probably out of a hat or their gluteus maximus) and use them to call stations and target specific carriers for BOFI (Best Opportunity For Improvement).

After working our buns off for months, getting the high volume of political mail out in a timely manner, followed by the ton's of Christmas catalogs and the onslaught of packages, we get recognized by our thoughtful (or thoughtless) management by being flagged for BOFI.

I noticed that I and a few other carriers at my station were getting an unusual amount of attention; constant company at our cases, long street observations, and the wonderful office visits. I was initially flattered by making this BOFI list; sort of a badge of honor. I felt like I was on Richard Nixon's greatest enemy list.

As other carriers caught wind of the managements tactics, a wave of giddiness and pride swept through the station because their very own union brother's and sister's had finally been recognized by management. As the excitement subsided, some carriers began feeling left out, knowing they were working as hard as us, taking pride in their job, and as professional as we were.

We didn't want any of our as brother's and sister's to feel

slighted, so we took it upon ourselves, as a group, to make more acronym's to use which would cover all carriers.

LOFI (Less Opportunity For Improvement).

SOFI (Some Opportunity For Improvement).

WOFI (Worst Opportunity For Improvement).

NOFI (No Opportunity For Improvement).

Being equal opportunity carriers, we even include an acronym for managers.

BOFU (Best Opportunity For Uselessness)

Notice to management. **We are a team. We are brothers and sisters. When you target one carrier, you target all carriers.**

In solidarity,
Marlys Fox



Marlys Fox (Coon Rapids)

Darkness cannot drive out darkness; only light can do that. Hate cannot drive out hate; only love can do that.

Martin Luther King, Jr.

New FMLA Language from the ELM

515.52 Documentation

In all cases, it is the employee's responsibility to provide complete and sufficient medical certification to establish a serious health condition as defined under the FMLA. **For one's own serious health condition, employees are required to submit Department of Labor Form WH-380-E, FMLA Certification of Health Care Provider for Employee's Serious Health Condition. Employees must provide this documentation directly to the FMLA Coordinator 15 days from receipt of the request; employees who do not have a FMLA coordinator should provide the documentation to their supervisor.** Additional documentation may be requested of the employee, and this must be provided within 7 days unless it is not practicable under the particular facts and circumstances despite the employee's diligent good faith efforts. When the need for leave is due to a serious health condition that lasts beyond a single leave year, the employee may be required to provide a new medical certification in each subsequent leave year. Failure to provide complete and sufficient documentation may result in the denial of FMLA protection.

515.532 Care of Others for Medical Reasons

An employee requesting FMLA-covered time off because the employee is needed to care for a spouse, parent, son, or daughter with a serious health condition or a covered service member with a serious injury or illness may be required to:

- a. Substantiate the relationship.
- b. Describe the care to be provided and an estimate of the leave needed.
- c. Provide information regarding the military status of the covered service member (for military caregiver leave).
- d. **Provide documentation of a serious health condition or serious injury or illness from an appropriate health care provider. Employees must use WH-380-F, FMLA Certification of Health Care Provider for Family Member's Serious Health Condition or WH-385, FMLA Certification for Serious Injury or Illness of Covered Servicemember — for Military Family Leave, as appropriate.**

Note: The medical certification provision that an employee is "needed to care for" a family member encompasses both physical and psychological care. It includes situations where, for example, because of a serious health condition, the family member is unable to care for his or her own basic medical, hygienic, or nutritional needs or safety, or is unable to transport him- or herself to the doctor. The term also includes providing psychological comfort and reassurance that would be beneficial to a child, spouse, or parent with a serious health condition who is receiving inpatient or home care.

*Exec. Vice Presidents report
Continued from page 5*

is the calendar of events from the Branch 9 News that includes any changes that may have occurred after printing. There are also previous issues of the Branch 9 News and information on a variety of topics such as safety, political actions, and other Branch functions. There is information that can be used to enforce the contract such as the JCAM and the individual Local Memorandums of Understanding (LMU) among others. The purpose of the website is to provide a virtual one-stop library for our members, from the most seasoned activists to the curious new member. It's all at your fingertips and is regularly updated. To take a trip on the Branch 9 information superhighway all you have to do is sit down at your computer and type in your browser www.branch9nalc.com. You will be glad you did. But, like anything else using the website requires the user to go to website.

Is there anything that will come to you? Yes, there is and it's called social networking. Facebook, Twitter, My Space, etc. are all examples of this new phenomenon. What they are is simply another method of communicating with each other. In fact, more than half a billion people around the world are using Facebook to communicate with each other. Last year the Branch expanded its presence on the internet to include our own Facebook page. What is unique about Facebook is that it will provide you with email alerts when new information has been posted on the page. It will come to you. The Facebook page is also called Branch 9 Online. The primary purpose was to use the page to provide more immediate information related

to branch events and political activities and the Branch 9 Political Coordinators originally determined the content of what was posted. Now that the elections are over the Facebook page continues to provide the Branch with the another means of communicating with the membership about late breaking news. All anyone has to do to get the information is sign up on Facebook and go to <http://www.facebook.com/pages/Branch-9-Online>

The Postal Service, its employees and the employee organizations are currently experiencing the greatest amount of change that has ever occurred in the history of the service. It seems that every day what we once knew to be a constant (be it work methods and rules, route structure, and political oversight amongst others) are now in a constant state of flux and constantly changing. We need to do a better job of communicating with each other. We need to find out and share information about all that is changing around us. Effective communication is two-way communication. If things are happening around you that don't make sense ask questions for clarification. But, we need to do more. It's not enough to just get clarification for ourselves. In today's environment, if we are to make sense out of these changes and get ahead of the curve, so to speak, we have to get involved and seek out the information. If the Branch is not meeting your needs as a communicator let us know. If there is another way you would like to see the Branch use to get the information out let us know that too. As more communication options become available, the Branch should and will continue

to explore ways to get the message out to the membership, because we have to. We need to do a better job communicating with ourselves so that we can continue to communicate with others in this ever-changing environment. A special thanks goes out to two people who work hard to get the information out to the membership: Chuck Glover (Editor of the Branch News) and Jeremy Rothstein (Webmaster of the Branch 9 Online). It is through their work that we get our message out.

PAL 9 Regular Members from pg. 10

Kimberly K Kline
Robert J Jensen
Stephen L Boughton
Stephen J Wallerius
Linda Stipe
Amy K Jaszczak
Gary A Weihn
Lawrence M Schuster
Russell W Ofsthun
Wilard G Beauchaine
Gordon V Clemens
Gary Svidron
James Hiben
Michael A Labrie
Thomas M Woller
Michael J Smith
Mary Jo Koch
Jeanne M Spratt
August W Graziano
Hibbert Hill Jr
Deadra J Knight
Thomas Guthrie
Aaron J Kriz

Ron Lawrence
Treasurer PAL 9

Branch 9's Annual Ski Party at Trollhaugen in Dresser, WI

**Sunday, February 20, 2011
2:00 - 9:00PM**

SKI RENTAL

\$18.00 for boots & skis. To be paid at the chalet.

SNOWBOARD RENTAL

\$18.00 for boots & board. To be paid at the chalet.

FREE LESSONS

At 2:00PM for beginner skiers and snowboarders ages 8 and older.

TUBING - 12:00 - 6:00PM

First two (3 hour) tubing tickets are \$7.00 additional tubing tickets are \$12.00 each.

LIFT TICKETS

First two lift tickets for Branch members are \$11.00 each, additional tickets are \$16.00 each.



Send in your Registration Form by February 15, 2011 to:
Branch 9 Ski Trip
2408 Central Avenue NE
Minneapolis, MN 55418

Include a stamped self-addressed envelope so your order can be quickly returned.

Make checks payable to:
Branch 9
2408 Central Avenue NE
Minneapolis, MN 55418

If you have questions, call Barb Watzak in the early evening at 612.388.8919

Branch 9 will be hosting a barbeque by the Chalet from 4:00 - 6:00PM

Name: _____

Station: _____

Number of tickets: Ski _____ Snow Tubing _____

Amount enclosed: _____

**Hotel located near Trollhaugen is the Dallas House Hotel
1-888-725-6913**

STATION STEWARD'S INCLUDING ALTERNATE(S) (January, 2011)

<u>Andover</u> 15219 Bluebird Street NW Andover, MN 55304	Pat Paplow	<u>Diamond Lake</u> 5500 Nicollet Avenue Mpls, MN 55419	Joe Sadowski
<u>Anoka</u> 2168 7th Avenue North Anoka, MN 55303	Jim Nelson Gregg Rigg (Alt)	<u>Eastside</u> 1610 18th Avenue NE Mpls, MN 55418	Samantha Hartwig Long Yang
<u>Belle Plaine</u> 233 N. Meridian street Belle Plaine, MN 56011	No Steward	<u>Edina</u> 3948 west 491/2 Street Edina, MN 55424	Kevin Rood
<u>Blaine</u> 9301 Baltimore St. NE Blaine, MN 55434	James Bredemus	<u>Elk River</u> 560 3rd Street Elk River, MN 55330	Jim Julik David Johnson (Alt)
<u>Bloomington</u> 9641 Garfield Ave. South Bloomington, MN 55420	Carrie Martin Chuck Forkner (Alt)	<u>Elmwood</u> 5100 west 36th Street St. Louis Park, MN 55416	Phil Johnson Perry Korzenowsky
<u>Brooklyn Center</u> 6848 Lee Avenue North Brklyn Center, MN 55429	Ken Jambois Theresa Oelrich	<u>Fridley</u> 385 Northco Drive Fridley, MN 55432	Steve Hasser
<u>Brooklyn Park</u> 5001 Edinbrook Terrace Brklyn Park, MN 55443	Jim Hendrickson	<u>Golden Valley</u> 7701 Golden Valley Rd Golden Valley, MN 55427	Mike Rasmussen
<u>Burnsville</u> 13800 Nicollet Blvd Burnsville, MN 55337	Connie Beissel Rich Schulze	<u>Jordan</u> 214 East 2nd Street Jordan, MN 55352	Kathy Carlson
<u>Champlin</u> 12299 Champlin Drive Champlin, MN 55316	No Steward	<u>Lake Street</u> 110 East 31st Street Mpls, MN 55408	Tim Bergstrom Cathy Burton (Alt)
<u>Chanhassen</u> 1775 Lake Drive West Chanhassen, MN 55317	Larry Wenning	<u>Loring</u> 18 North 12th Street Mpls, MN 55403	Karen Pederson Laurie Harry (Alt)
<u>Columbia Hghts</u> 940 44th Avenue NE Columbia Heights, MN 55421	Loren McNellis	<u>Lost Lake</u> 9705 45th Avenue North Plymouth, MN 55442	Tom Kripotos Robb Petersburg
<u>Coon Rapids</u> 10250 Foley Blvd Coon Rapids, MN 55448	Victor Boehmer James Spencer	<u>Lowry</u> 2306 Lowry Ave. North Mpls, MN 55411	Pete Wilson Don Grunnes
		<u>Main P.O</u> 100 South 1st Street Mpls, MN 55410	Rick Wood

<u>Metro Hub</u> 3501 Broadway St. N. Mpls, MN 55413	Thomas Taykalo
<u>Minnehaha</u> 3033 27th Ave. South Mpls, MN 55406	Susan Becker Roberta Mykleby (Alt)
<u>Mound</u> 5510 Shorline Blvd Mound, MN 55364	Mary Neveaux
<u>Nokomis</u> 5139 34th Ave. South Mpls, MN 55417	Jim Keenan
<u>Normandale</u> 5108 west 74th Street Edina, MN 55435	Brian Ofstad
<u>Osseo</u> 125 1st Avenue West Osseo, MN 55369	Roger Maas
<u>Plymouth</u> 3300 Plymouth Blve Plymouth, MN 55447	Bhanu Chemmanangattumana
<u>Powderhorn</u> 3045 Bloomington Ave. Mpls, MN 55407	Gary Ruhl
<u>Richfield</u> 825 West 65th Street Richfield, MN 55423	Joe Rian
<u>Robbinsdale</u> 4048 Lakeland Ave. N. Robbinsdale, MN 55422	Stewart Poff
<u>Savage</u> 6100 McColl Drive Savage, MN 55378	Connie Beissel Rich Schulze
<u>Shakopee</u> 135 South Summerville Shakopee, MN 55379	No Steward
<u>St. Louis Park</u> 2700 Louisiana Ave. S. St. Louis, Park, Mn 55426	Steve Rowland

<u>University</u> 2811 University Ave. SE Mpls, MN 55414	Mike Bourbeau
<u>W. Bloomington</u> 6101 W. Old Shakopee Rd. Bloomington, MN 44438	Vicki Chlebeck Scott Cameron Margaret Anderson (Alt)



Retirees Report

Finally, a great attendance at the Northside Breakfast. Thanks to the retirees from the Main Office. Hope everyone continues to come and there is always room for more. It makes for a great social hour.

We have also added a few new faces at the Southside Breakfast. It's so nice that so many of our retirees stay involved.

There will be another Cribbage Tournament with Branch 29 at their office in St. Paul on April 13 at 10:00AM. We should have a good turnout and a good time. Lunch and refreshments will be served.

I hope everyone had a great holiday season and here's to a happy and healthy 2011.

Cheryl Stately
Director of Retirees

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



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Branch Nine Calendar

February 8

Stewards Meeting

7:00PM

Golden Valley VFW Post 7051
7775 Medicine Lake Rd
Golden Valley

February 20

Branch 9 Annual Ski Party

Trollhaugen
Dresser, WI
2:0 - 9PM

February 22

Nokomis Retiree Breakfast
9:00AM

Fred Babcock VFW
6715 Lakeshore Drive, Richfield

February 22

General Membership Meeting

7:00PM

Golden Valley VFW Post 7051
7775 Medicine Lake Rd
Golden Valley

March 1

Northside Retiree's Breakfast
9:30AM Elsie's
729 Marshall St. NE, Minneapolis

March 8

Southside Retiree Breakfast
9:00AM

Fred Babcock VFW
6715 Lakeshore Drive, Richfield

March 8

Stewards Meeting

7:00PM

Golden Valley VFW Post 7051
7775 Medicine Lake Rd
Golden Valley

March 20

Turtle Lake Casino Run
Turtle Lake, WI

March 22

Nokomis Retiree Breakfast
9:00AM

Fred Babcock VFW
6715 Lakeshore Drive, Richfield

March 22

General Membership Meeting

7:00PM

Golden Valley VFW Post 7051
7775 Medicine Lake Rd
Golden Valley

April 5

Northside Retiree's Breakfast
9:30AM Elsie's
729 Marshall St. NE, Minneapolis

April 12

Southside Retiree Breakfast
9:00AM

Fred Babcock VFW
6715 Lakeshore Drive, Richfield

April 12

Stewards Meeting

7:00PM

Golden Valley VFW Post 7051
7775 Medicine Lake Rd
Golden Valley

April 26

Nokomis Retiree Breakfast
9:00AM

Fred Babcock VFW
6715 Lakeshore Drive, Richfield

April 26

General Membership Meeting

7:00PM

Golden Valley VFW Post 7051
7775 Medicine Lake Rd
Golden Valley