

VOLUME 65 No 1

**Official Publication of Branch Nine, NALC** 

Jan/Feb 2013

**Arbitration Decision** 

Highlights

No two-tier pay scale and three

Contract covers the period

from November 20, 2011 to

general wage increases and

seven COLA's awarded. (Postal

eliminate COLA's, implement

two-tier wage schedule. The

Service proposed to: freeze pay,

**Arbitration Board rejected these** 

Lowered entry wage for new

May 20, 2016.



NALC President Emeritus Vincent R. Sombrotto, 1923-2013

### Vincent R. Sombrotto Passing of a Legend

As a letter carrier at New York's Grand Central Station, Vince took charge of the 1970 postal strike to protest poor working conditions and wages so low that some carriers qualified for welfare. His seven-term tenure atop the national union was marked by extraordinary changes in the letter carrier craft and by remarkable progress for letter carriers.

As national president and chief contract negotiator, Sombrotto led the NALC in seven highly productive rounds of collective bargaining that provided basic wage increases

in every contract, preserved uncapped cost-of-living adjustments and improved letter carrier working conditions. His efforts made the NALC a stronger, more united union.

In 1992, he began the NALC Food Drive, which has developed into the country's largest one-day food drive. Sombrotto and the NALC joined forces with the U.S. Postal Service, local United Ways and emergency services organizations to establish Carrier Alert. Sombrotto's many achievements as NALC president included turning the union's political action fund, the Committee on Letter Carrier Political Education (COLCPE), . His active support of the Muscular Dystrophy Association helped raise tens of millions of dollars to fight the ravages of neuromuscular diseases. Sombrotto retired from national office in 2002.

Credits: NALC .org

### NOTICE TO ALL BRANCH 9 MEMBERS

Any proposed amendments to the Branch 9 By-laws must be presented in writing to the Recording Secretary no later than the February 26, 2013 General Membership Meeting.



January 12, 2013.

proposals.

carriers appointed on or after January 12, 2013, but will reach top step pay in the same 644 weeks that applies to career carriers appointed before

 New category of non-career employee called City Carrier Assistants (CCA). CCA's will earn pre-career version on seniority which will give them preference for career job openings in their installations. Wage increase every 46 weeks.

#### Jan/Feb 2013





Steward, Ron Bursch (I) congratulates-Bob Baird as he makes his final punch at the Main Office.



Steward Tim Bergstrom stands by as Mark Kiel (Lake Street) punches out for the last time on 12/20/12.



Richard Kelly (Main Office) receives his retirement watch from Mike Zagaros and Darrell Maus.



Mary Skerbinc has plenty of company watching her on her last day. (I-r), former Branch 9 President, Pam Donato, Stewards James Spencer, and Victor Boehmer.



Burnsville Stewards Rich Schulz and Connie Beissel are present as Rich Kodelka retires after 35 years.





Terry Miller retires out of W. Bloomington as Joe Bedor offers congratulations.



Alt. Steward, Laurie Harry (I) and Loring station Steward, Karen Pederson (r) congratulate Kerry Herdine and James Johnson as they slide into retirement.

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### **Branch Nine Officers**

President Mike Zagaros

Exec. Vice President Darrell Maus

Recording Secretary Jeremy Rothstein

> Treasurer Lisa O'Neill

Financial Secretary Melia Derrick

> Editor Chuck Glover

Sergeant at Arms Jim Nelson

> Trustee Mike Smith

Trustee JoAnn Gilbaugh

> Trustee Cathy Burton

Director of Retirees Rodney Anderson

NALC Health Benefits Rep. Julie Waldemar (612) 963-6252

The Branch Nine News is a monthly publication of NALC Branch 9, and is published in the interest of and for the members of NALC Branch 9. The opinions expressed by the writers are not necessarily those of the OFFICERS, or of NALC Branch 9. Articles MUST be submitted to the editor by the 2nd 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**

If January is any indication, this year will be a wild ride for the NALC and Branch 9. It first began with the District Manager's video that is being shown to all employees and before we were able to digest its content we were on a roller coaster of emotions first with the passing of National President Emeritus Vince Sombrotto followed immediately by the announcement that there was a decision on our National Agreement. We all have a lot of questions about what is happening and what the future will bring.

### **National Agreement**

In the course of 68 pages the panel chaired by Arbitrator Das laid out the changing terms of the 2011 – 2016 National Agreement. This was not a negotiated settlement rather the terms were chosen by the panel after both sides had presented their respective arguments. Traditionally arbitrated interest awards are usually what the panel believes is appropriate based on all the evidence (somewhere in the middle). It is interesting to see how the two sides addressed the award. The NALC promoted meeting our bargaining goals we had when they entered into negotiations. The Postal Service lauded the parts of the agreement that they agreed with, the lower starting wage and increased health benefit contributions while lamenting the retaining of COLAs, the no lay off clause and the moratorium on contracting out. While there are portions of the award that we would prefer not be included, the fact is that

this is our contract through May of 2016. Under the circumstances, the arbitrator agreed with our position in more areas than the Postal Service's. The terms of this agreement include pay raises and COLAs in 2013, 2014 and 2015 (the 2013 COLAs are payable in 2014). The no lay-off and contracting out protections were retained and there is no two-tier wage scale for career employees. While there is a lower starting wage for career and the new non-career employees to be known as City Carrier Assistants (CCAs). These new non-career employees will be the next career carriers. This is something that was unavailable to the TEs. There are also annual incremental increases in the carrier's contributions to the Federal Employees Health Benefit Plan. President Rolando has called for a National Rap Session on February 9th. The oneday session will focus on the new contract. President Rolando and the members of the Executive Council will be available to answer questions from branch leaders. There will an opportunity to hear what we learn about the new contract and to talk about the Minneapolis Local Memorandum on Thursday February 21<sup>st</sup> at the Crystal VFW beginning at 6:30 p.m. There will be a second meeting at 7:45 that will designed specifically for the Transitional Employees and will be about the CCA positions.

### The Passing of a Legend Vince Sombrotto 1923 - 2013

NALC President Emeritus Vincent R. Sombrotto served as National



President from 1978 to 2002. There is no doubt that it is as a result of his vision and leadership that letter carriers enjoy the lifestyle that we do. He was both an imposing presence and a regular guy. If you were to look at some of the protections we have on the job, you'll find Vince Sombrotto behind them including the pecking order for injured employees to the Joint Statement on Violence and Behavior in the Workplace. Many of the advances in the NALC from one person - one vote and financial stability to our legislative and educational programs were the result of his leadership. It is ironic that one of Vince's first goals, an all-regular workforce is becoming a reality with the ending of PTFs by the end of our new contract. Vince was a man for his time and we've benefited from his works. He will never be forgotten. Rest in Peace.

### Locally

There are at least two more operational window cases that will be presented before the Arbitrator this month. As these and other contractual issues continue to be addressed in the grievance procedure, it remains to be seen whether or not management

Presidents article continued on page 10

### Is Print Dead? Not Hardly! By Chuck Glover (Burnsville)

In this instant message society there are some who think that Twitter, Facebook, and other forms of electronic communication will replace print.

In the November 2012 issue of the Postal Record, Editor Phillip Dine wrote how a newspaper had an opinion piece that was critical of the Postal Service. NALC President, Fred Rolando replied with his own op-ed piece which reached 400,000 readers of the largest newspaper in the South and Southwest.

Postal Record Editor, Phil Dine wrote about the carriers in the October NALC Leadership Academy's Communication Class; " I interpreted their work as another sign of the NALC membership's growing engagement in perhaps the biggest task before us – getting our message out." This would include getting our message out to other union publications.

Locally, we must become more pro-active and not reactive about letter carrier issues. We belong to labor federations, yet I doubt if they're aware of the true problems in the Post Office. Around the State of Minnesota, regional newspapers would be fertile ground to promote letter carrier issues.

I believe that being pro-active on getting the truth out on postal financial problems on a regular basis would tilt millions of general population readers to view letter carrier issues as a necessary function in their daily lives. When a politician starts spewing untruths about the Postal Service, the general public would not buy into their spin because we were proactive in informing them truthfully to the postal plight.

Read the "Letter from the Editor" in the November 2012 Postal Record. We know what the destroyer's of the Postal Service have said, and what their agenda is. Branch 9's Political Coordinators have information that can be used by letter carriers, friends and family to tailor a short "Letter to the Editor" to be pro-active, or at least be able to accurately respond to narrow-minded viewpoints. If you are interested, contact the Branch office.

If other NALC Branches and State Associations can neutralize misinformation —We Can Too.

## If We Didn't Have a Contract

#### Sick Days:

We will no longer accept a doctor statement as proof of sickness. If you are able to go to the doctor, you are able to come to work.

### Surgery:

Operations are now banned. As long as you are an employee here, you need all your organs. You should not consider removing anything. We hired you intact. To have something removed constitutes a breach of employment.

### Personal Days:

Each employee will have 104 personal days a year. They are called Sunday and your N/S day.

#### **Bereavement Leave:**

This is no excuse for missing work. There is nothing you can do for dead friends, relatives or coworkers. Every effort should be made to have non-employees attend to the arrangements. In rare cases where employee involvement is neccessary, the funeral should be scheduled in the late afternoon. We will be glad to allow you to work through your lunch and breaks and to leave early, provided your route is done.

### Out from your own death:

This will be accepted as an excuse. However, we require at least two weeks notice.

### **Restroom use:**

Entirely too much time is being spent in the restroom. In the future, we will follow the practice of going in alphabetical order. for instance, all employees whose names begin with 'A' will go from 8:00 to 8:20, employees whose names begin with 'B' will go from 8:20 to 8:40 and so on. If you're unable to go at your allotted time, it will be necessary to wait until the next day when your turn comes up again. In extreme emergencies employees may swap their time with a coworker. Employee's are required to provide a written request to a supervisor before exchanging times. In addition, there is now a strict 3-minute time limit in the stalls. At the end of three minutes, and alarm will sound, the toilet paper roll will retract, and the stall door will open.

> Have a Nice Day-Management

## Executive Vice President's Report

### Where is my Union?

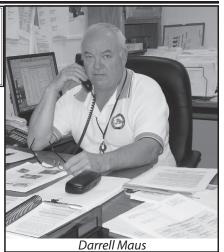
"I'm not on the overtime list how can they force me, it's my day off." "Why do I pay union dues they don't do anything for me anyway." "I'm getting out of the union that's it." Heard any of these phrases lately? Yes you probably have and the frustration on our workroom floors is escalating. Mike and I are well aware and have heard the same phrases.

With all the changes and issues happening on the workroom floors we cannot lose sight of the fact that we all need to work together and support one another each and every day. Every carrier is concerned about what the future may hold at the USPS. Currently in this environment everyone wants time away from the everyday job pressures and having management wanting us to do more and more in less and less time whether it's humanly possible or not. The majority of carriers are concerned about their benefits. The TE's are concerned about their future employment. Our senior carriers are concerned about their retirement and possible loss of future benefits. We as a Union have to remind ourselves that because of the tough conditions the USPS is working through (whether political or financial) we must stay focused and be looking out for one another. The grievance procedure in our contract is what we have although at times it may not be perfect it is the process in place to handle the issues. The violations keep mounting and so does the pressure and tension

on the workroom floor. Every carrier in uniform knows what the real issue that is affecting our workroom environment is staffing. The violations of the National Agreement by management on overtime issues are a daily occurrence and the amount of grievances filed by the Branch is staggering. This Branch will continue the process till we receive a resolved remedy and the violations cease.

If you see management treating a fellow carrier in a way that is not respectful you need to step up even if it's merely by finding your steward and informing them of the situation. It's much easier to not get involved, but that is not what we as a Union can allow. The Joint Statement of Violence and Behavior in the Workplace was written and agreed upon for these reasons. Everyone is to be treated with dignity and respect. Behavior that includes intimidation and threats will not be tolerated. When you witness such actions taking place at your office your role does not have to be the person trying to resolve the situation, it may merely be acting as a witness and informing your steward of what has transpired.

The grievance procedure deals with facts and that is what is needed in the process. Merely stating harassment will not do. What was said, who said it, when they said it, and statements by the grievant and any and all witnesses. That is what the grievance package must contain in order to be successful and obtain a proper remedy.



In the offices that Mike and I have visited it seems that in the stations where carriers have taken it upon themselves to watch out for one another and document the issues regarding inappropriate behavior by management these issues get addressed and sometimes resolved.

This by no means insinuates that there are not issues at each and every station Branch 9 represents; it only means the levels are varied. We will not work through these issues by hoping they will get better in time or thinking that the problems will just go away. We cannot just be letter carriers that work at our cases thinking that we are thankful that some supervisor or manager is yelling at someone else and have an "at least it's not me" type of attitude. We have to support each other and give our support to the stewards by keeping them informed of any actions that we feel may be in violation of the Joint Statement. The Branch also needs to be notified because although the USPS is going through some tough times, improper behavior by supervisors and managers will not be tolerated by not only

VP article continued on page 7

### Jerome J. Keating Local Branch 9 National Association of Letter Carriers P. A. L. 9 (Political Action League) 11581 Ilex Street N.W., Coon Rapids, Mn 55448-2316

Lenny Larson, President Rodney Anderson , Secretary Ron Lawrence, Treasurer

Board Members Mike Zagaros Darrell Maus Bob Baird Rick Onslow Barry Weiner Olin Moore Lisa O'Neill

### P.A.L. 9 ANNUAL LETTER

January 2013

Dear Brothers & Sisters;

It is time once again for our annual PAL 9 fundraising campaign. Thanks to all of you that donated over the past twelve months, we had a very successful election outcome. About ninety percent of our chosen candidates were elected to office. We also funded the special general membership meeting with our national president plus a number of other events all in an effort to maintain our standing in the political arena. It seems as though we should be able to relax a bit now but unfortunately we can't.

Congress will reconvene for a lame duck session within twenty four hours of this letter writing. If we evade harmful legislation now, it will only be a very short time before a new session is gaveled to order. The budget deficit and the fiscal cliff will see a lot of legislators running around like Chicken Little. Trouble is, they have their site set on the working class and no one is more vulnerable than the workers at the USPS. They have milked the postal cow dry and now want to send it to the slaughter house. The most dangerous proposal right now is the immediate cancelation of Saturday delivery. We would lose over twenty thousand carrier jobs.

The only way we can turn things around is to continue to persuade congress to pass legislation that will help save the USPS. And, as you all know, that takes money. If you have contributed in the past, thanks and please do so again. If you have not, why? In case you haven't noticed there are not a lot of jobs to be had right now. What will you do if the one you have is eliminated?

Lenny Larson President PAL 9	Ron Lawrence Treasurer PAL 9
******	*****
Name:	
Address:	
\$ 25.00 Annual Dues	Clip & Mail to: Ron Lawrence 11581 Ilex Street NW
Very Concerned Membership ( \$50.00 or Mc	
Active Carrier ( Station	) Retired Carrier

### *VP article continued from page 5* the officers of this Branch, but rather each and every member of this Union. That is what a Union is all about "an injury to one is an injury to all." A copy of the Joint Statement on Violence and Behavior in the Workplace is posted in every office and I urge you to read and understand every word and when you witness a behavior that is in violation of the Joint Statement, do your part as a member and get involved.

To be a good Union member today it takes more than simply paying dues. We must maintain the standards and ideals that past members have had, whether it was the strikers from the 1970 strike or the current members that are volunteering their time to the Union or by donating to our political funds. We all must recommit ourselves to the standards and ideals that benefit us and not rely solely on the officers we have elected to accomplish these feats on our behalf.

All of the Branch 9 officers will do their best to keep every member informed of current issues that affect us as a Union. You as a member can contribute by attending our General Membership Meetings on the 4th Tuesday of each month to keep informed of current situations. Volunteer at Branch functions and events and also by becoming a contributor to COLCPE and PAL 9. While we have issues on our workroom floors that are serious the political arena is where we as letter carriers could lose so much more.

Darrell Maus Executive Vice President

# Steward Responsibilities & Obligations

### **Standard of Conduct:**

As a steward, you are a representative of the NALC and Branch 9. You have the statutory authority to represent all members of a designated unit. This includes a statutory obligation to serve the interests of all members without hostility or discrimination toward any, to exercise its discretion with complete good faith and honesty, and to avoid arbitrary conduct.

A breach of duty of fair representation occurs when the Union acts based on improper motivation or in a manner which is arbitrary, indifferent or inexcusably neglectful.

Since a Union will often be required to represent different and conflicting interest, it is allowed a wide range of reasonableness infulfilling its statutary duties.

### Seven Golden rules for Grievances

- 1. Consider all grievances solely on the merits.
- 2. Investigate each grievance promptly and vigorously.
- 3. Do not miss time limits. (don't wait until the 14th day to file.)
- 4. Keep a record. Keep a record. Keep a record.
- 5. Keep the Grievant informed.
- 6. Have a valid reason for any action.
- If the grievance lacks merit, drop it; but if in doubt check with the Branch Office.

### Duty to Investigate

The investigation must be sufficient enough to permit the Union to make a reasoned judgement about the merits of the of the grievance, rather than an arbitary choice. **Check with the Branch Office if you are not sure.** 

### **Duty in Member vs. Member Conflicts**

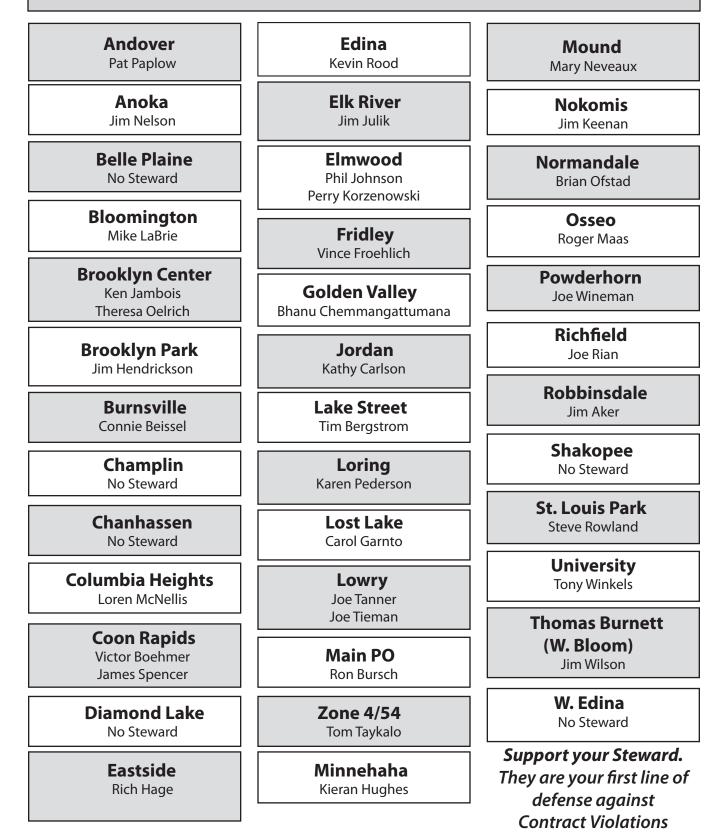
These re some of the most difficult situations that a steward may encounter. The Union is obligated to investigate both sides of the issue. In order to ensure that both sides are represented a second steward may need to be utilized. **Contact the Branch Office in all Member vs. Member conflicts.** 

Discrimination based on race, color, creed, religion, national origin, sex, sexual orientation, age, disability or marital status is prohibited.

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Jan/Feb 2013

# **STATION STEWARD'S**



# You Just Can't Make These Things Up.



Army Special Forces Sgt. Maj. Rick Erickson has won his legal fight to be reinstated as a U.S. Postal worker - almost 13 years after the USPS fired him for taking military leave. Photo taken by the Army on Dec. 12. By Bill Briggs, NBC News contributor

A heavily decorated Army Green Beret, fired by the U.S. Postal Service in 2000 for taking military leave, must be reinstated in his mail job and retroactively paid by the USPS for back wages, benefits and legal fees — an amount that may top \$2 million, an administrative law judge has ruled.

Special Forces Sgt. Maj. Rick Erickson — who has earned three Combat Distinguished Valor awards, the Purple Heart, and more than 30 other military medals — said the termination forced him to reenlist in the Army National Guard and eventually serve in Afghanistan in order to generate income to support his three daughters. While in Afghanistan, Erickson's unit was ambushed in 2004 and he was shot twice in the arm. "It's a shame I had to fight 13 years for something the Postal Service could have corrected with a quick decision. But they didn't want to do the right thing," Erickson told NBC News Tuesday. For now, he remains on active duty.

"This has been torture to me, to my family and friends. I'm a single dad and I had to spend a lot of time away from my daughters. But this is not just about me. This is about every veteran that got fired from their job while serving their country," added Erickson, 49. "Fortunately, I got the chance to fight it, to bring it to the courts. Most veterans who are fired just run out of money, say forget it, and go to a Publix (grocery store to work) and just move on. I've seen it so many times"

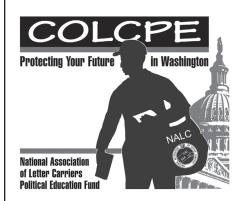
USPS does not agree with the decision but is taking it under advisement, a spokesperson told NBC News on Tuesday. The U.S. Merit Systems Protection Board which handles job disputes involving federal employees — handed down its order Dec. 14 that the USPS must re-employ Erickson no later than Jan. 18. *Credits: NBC.com* 

## MSALC Cribbage Tournament for MDA

Sunday, February 24, 2013 1:00PM Start Br. 28 office 1715 Van Dyke St St. Paul



\$25 Entry Fee Cash Prizes for 1st - 4th Place



Jan/Feb 2013

Because the NALC is committed to generating revenue for the Postal Service, we are including the current pricing for Flat Rate Products. USPS.com has more in-depth pricing for products, but at least when a customer asks for basic pricing, you'll have an answer. (*Pricing effective January 27, 2013*)

Standard letter....46¢ Postcard....33¢ Certified Mail......\$3.10 Green Return Receipt....\$2.55

Express Mail Flat Rate Box	\$39.95
Express Mail Envelope	\$19.95
Express Mail Legal Envelope	\$19.95
Express Mail Padded Flat Rate Envelope\$19.95	

Priority Mail Flat Prices		
Large Box	\$16.85	
Medium Box	\$12.35	
Small Box	\$5.80	
Flat Rate Envelope	\$5.60	
Flat Rate Legal Envelope	\$5.75	
Flat Rate Padded Envelope\$5.95		
Gift Card Rate	\$5.15	
Small Envelope	\$5.15	

#### Clip and Save

Presidents article from from page 3 will comply with the District Manager's message. In his message, he identified what areas management will be focusing on this year. They will be focusing on the "Big 5", Service, Scanning, Safety, Cost and Communication and they will do it in a manner that is contractually correct. We will see.

What the rest of the year holds for us remains to be seen. We are still left with the problems that Congress has not addressed (the pre-funding issues or the continuing resolution which expires in March). We need everyone to stay connected and in contact with their representatives. The Postal Service is still moving forward with their shrink the mail processing facilities and workforce plans. In the Northland District it is reported that the Rochester Plant will be closed this year. It is also reported that the number of CCAs that will be hired this year will be 35,000 nationally. Locally this

### Clip and Save

will mean an influx of new carriers needing uniforms. We are in need of gently used uniforms for these new members. If you can help out, contact your steward.

The month of January comes from Roman mythology and is named after Janus the god of the all beginnings and transitions. He is symbolized as a two faced god since he looks to the future and the past. This is particularly fitting for this year. If this January is any indication, 2013 is going to be a busy and interesting year.

### The New Contract and Retirees

I've received some calls asking me, "What impact will this new contract have upon Retirees?"

The new NALC-USPS arbitrated contract was released on Friday, the 11th. I immediately began exploring what I could find out about it, especially its effect upon our retirees. But the clauses and sub clauses and so forth might as Clip and Save



Rodney Anderson, Director of Retirees

well have been written in Greek, so I quickly became ensnared in a jumble of legal semantics.

So, being my lazy self, I cut to the chase. I asked our Branch President, "Mike, how will this new contract impact Retirees?"

He answered, "It won't."

So there is our answer. Actually, he slightly amended that by telling me that there will be a Task Force appointed on health care costs, and in the long run it may have some impact. But at the moment, nothing has been decided or legislated regarding us. Believe me; we'll keep an eye on it.

### Mille Lacs Lake Ice Fishing, 2013

On a cold January 20, 2013, 49 people made their way to Twin Pines Resort on Mille Lacs Lake. Twin Pines Resort is known for great ice fishing and good food! Just ask Linda and Bill Eno, the owners. Linda and her crew led three groups out to the ice houses on the lake. Right away I was getting calls from people catching fish. The first picture of a walleye (25") was from Victor Boehmer. There were over thirty walleye caught, with the largest being a 27<sup>1</sup>/<sub>2</sub>" caught by Steve Trandby,( father(Ray) is a retired carrier Fridley.)

fishing parties. See you again next year !

Ken Jambois

Lilian and Ty.

**Entertainment Chair** 

The chicken and ribs buffet at Twin Pines was being served from 3-9 PM. The owner's said if anyone wanted their food delivered out to their fish house that they should just call the resort and someone would deliver the food. With active fishing, several people took advantage of the door-todoor delivery. Mike Zagaros made his rounds to check on the luck of the



*Bill Schmelzer (Brooklyn Center) and Rick Palm.* 



The Faulous Baker Boys (Don and Ron retired from Main Office).



Jim Schmidt, Logan Riebel, Greg Riebel, and Todd Boehmer.



Brian Ofstad (Normandale) with his children

Darrell Maus with his first of three walleye, 241/2", 23", 181/2".





Winner of largest walleye(27½"), Steve Tramby and fishing partner, Ron Peterson (Brooklyn Center) were presented with the \$67.50 cash prize from Darrell Maus.



Tom Zaiser and Cliff Estlie (Coon Rapids).



Mary Breimhorst (Shakopee) and her husband, Albie.



Steve Tranbys Walleye

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

R GCC/IBT 152-C

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### **Branch Nine Calendar**

February 12

Southside Retiree Breakfast 9:00AM Fred Babcock VFW 6715 Lakeshore Drive, Richfield

### February 12

Stewards Meeting 7:00PM Golden Valley VFW Post 7051 7775 Medicine Lake Rd Golden Valley

### <u>February 21</u>

Informational Meetings MpIs LMOU/Contract 6:45PM TE/CCA Information 7:45PM Crystal Lake VFW Post 494 5222 56th Ave North, Crystal

February 24

MSALC Cribbage Tournament 1:00PM - Br 28 1715 Van Dyke St. St. Paul \$25 entry fee

February 26 Nokomis Retiree Breakfast 9:00AM Fred Babcock VFW 6715 Lakeshore Drive, Richfield

### Tuesday February 26

General Membership Meeting 7:00PM Golden Valley VFW Post 7051 7775 Medicine Lake Rd Golden Valley

#### March 5

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

<u>March 12</u> Southside Retiree Breakfast 9:00AM Fred Babcock VFW 6715 Lakeshore Drive, Richfield

<u>March 12</u> Stewards Meeting 7:00PM Golden Valley VFW Post 7051 7775 Medicine Lake Rd Golden Valley

<u>March 26</u> Nokomis Retiree Breakfast 9:00AM Fred Babcock VFW 6715 Lakeshore Drive, Richfield

### Tuesday, March 26

General Membership Meeting 7:00PM Golden Valley VFW Post 7051 7775 Medicine Lake Rd Golden Valley

### April 2

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

### April 9

Southside Retiree Breakfast 9:00AM Fred Babcock VFW 6715 Lakeshore Drive, Richfield

<u>April 9</u>

Stewards Meeting 7:00PM Golden Valley VFW Post 7051 7775 Medicine Lake Rd Golden Valley

### <u> April 23</u>

Nokomis Retiree Breakfast 9:00AM Fred Babcock VFW 6715 Lakeshore Drive, Richfield