

VOLUME 66 No 1

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Jan/Feb 2014

Pivoting Refresher

With so many new carriers at our stations now is a good time to review pivoting. Pivoting is a method of utilizing the under-time of one or several carriers to perform duties on a temporary vacant route or to cover absences. Non-preferential mail may be curtailed within delivery time standards on the vacant route and/or on the route of the carriers being pivoted.

As carriers we are required to provide reasonable effort and eight hours of work for eight hours of pay (less our two 10 minute breaks.) There is no argument that on some days carriers have undertime that can be utilized. However, a problem arises when management infers from their figures that there is undertime and the carrier disagrees. Here are a few things to keep in mind: The projected undertime figure that supervisors share with carriers when assigning

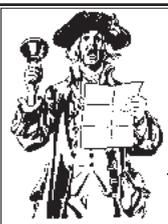
pivots is based on office time only, not street time.

1. Management's numbers are based on the regular carrier's performance. Carriers unfamiliar with the case may not be able to meet the projection.
2. Weather that can inhibit street efficiency is not factored into the projections.
3. No time allowances are made for heavy DPS volume, working a third bundle coverage like Red Plum, or lots of packages since that work is a street function and not included in the calculation of office time.
4. Travel time to and/or from the pivot is usually not accounted for.
5. Management may not take work off your assignment in order for you to pivot on a different assignment.

Many other factors can turn a projected pivot into overtime. It is your obligation to inform management as soon as you know that it will. Submit a completed 3996 (help slip) to the supervisor if you are still in the office. If you're on the street, contact the station supervisor stating that you can't complete the pivot and ask for instructions.

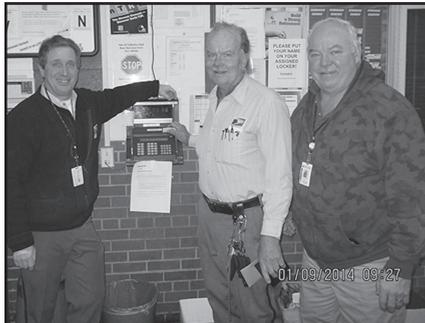
You can't be disciplined solely for not completing a pivot that has been assigned. If management has an issue with your performance then a private job discussion, with your union steward present, is the proper forum for discussion. If you have questions about this or any other workplace issue, talk to your union steward or call Darrell/Mike at the Branch office, 612-781-9858.

Kieran Hughes
(Minnehaha)



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 25, 2014 General Membership Meeting.





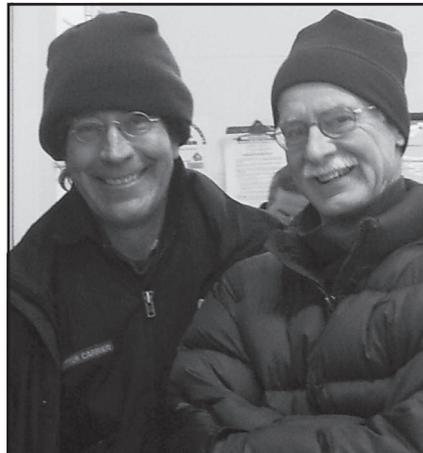
Flanked by Steward Joe Rian and Darrell Maus, Richfield carrier Terry Young makes that much anticipated last punch.



Mary Koch (Robbinsdale) closes out her postal career in style.



Newly retired Mike McKinney (Lake Street) gets a congratulatory handshake from Darrell Maus (Branch 9 VP).



Steward Paul Layer (left) is all smiles as he helps celebrate Jim Grange's, retirement from Diamond Lake.

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(612) 963-6252

In Memoriam

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Joseph Biernat
William Carey
Ken Christopherson
Norman Halverson (Active)
James Hessian
Earl Mealman
Raymond Spernick
Gerald Starr

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.

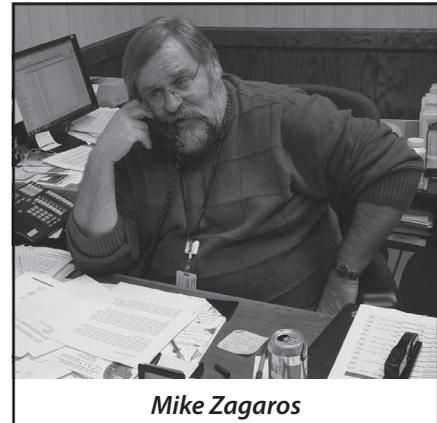
President's Report

Who Stole the Mercury?

Over the years we have been able to rely upon the 'January Thaw' to help ease the dreariness of winter. No such luck this year. Instead we are left with these questions: "Isn't there a temperature when it's too cold to deliver the mail?" "What about carrier safety?" "It's unsafe to be out in these temperatures especially after dark..." "I thought we were finished with forced overtime..." These are just a few of the issues that our members, stewards and officers are being confronted with on a daily basis, and it's frustrating for everyone involved. The reason for the frustration is because it seems that it's caused by, for the most part, things that are beyond our control and beyond the scope of the contract. So as we look for the mercury that should be in our thermometers, the overriding question remains "Isn't there anything the Union can do?"

While delivery under adverse conditions is not new, the amount of times a week that carriers are working after dark has gone from occasionally to daily. When you add that to the extreme temperatures that led to a lot of school closings last month carriers still went out and delivered the mail 6 days a week with many are asking what is going on? I know that I

am not telling you something new, but as they say in the movies, "Houston, we have a problem." On the one side we have management at the local level saying I am sorry but we are short staffed. The answer to this dilemma seems simple, hire more people. The problem with the solution is the bureaucracy that goes with the hiring process. The question that has to be answered by local management is *have you earned that extra staffing?* That same question is asked at every level from the MCSO's all the way up the District Manager, of the Western Area who has final approval before we get to hire additional staffing. Then after these new employees are hired, how do we keep them? This leads to a vicious cycle that we are short staffed because we don't have enough CCAs and too many CCAs that we hire have resigned once we get them through the door leading back to short staffing. The first thing that we as a Union can do is to watch out for and help our fellow carriers from the most junior to the most senior. Because the Union is all of us and the job of being a letter carrier has gotten a lot more difficult even without including factors like darkness and the cold being thrown into the mix. Ask yourself, do you know everyone who works in your office? Do they know you?



Mike Zagaros

The second problem has to do with something called route structure or the make-up of a route. Is your route properly adjusted? Now the answer to that question depends on who you ask. What has become very clear both management and the craft have different ideas on what is a properly adjusted route. The answer really depends on the day, because every day is unique with different conditions, mail volumes and the like. While the contract calls for all routes to be adjusted to as close to 8 hours as possible that's about as easy as when we tried to hold mercury in our hands in school. Not so easy. Article 34 calls for a fair days work for a fair days pay, nothing more and nothing less. Every carrier has an obligation to let management know if they have more work than they can complete in 8 hours and to seek instructions on what to do. This shouldn't be an argument or a haggling session. Simply tell them what you think. Management can and will use their DOIS projections which is no more or less accurate

Pres. article continued on Page 11



Kinda makes you feel warm and fuzzy all over, doesn't it.

*Thanks to Rodney Anderson
(Br9 Director of Retirees) for sending
this to the editor.*

USPS Board avoids the cold, flies to Las Vegas for meeting

As letter carriers in much of the country brave bitter cold, and even sub-zero temperatures to deliver the mail, the USPS Board of Governors will be flying to sunny Las Vegas for their regular monthly meeting. The forecast is for partly cloudy skies and high temperatures around 60 degrees above zero!

The public is NOT invited to attend

Board of Governors; Sunshine Act Meeting

DATES AND TIMES: January 7 at 2:30 p.m. & January 8, 2014, at 7:15 a.m.

PLACE: Las Vegas, Nevada

STATUS: Closed

MATTERS TO BE CONSIDERED

Tuesday, January 7, 2014, at 2:30 p.m.

1. Strategic Issues
2. Pricing
3. Governors' Executive Session

Wednesday, January 8, 2014, at 7:15 a.m.

1. Financial Matters
2. Strategic Issues (Continued)
3. Personnel Matters and Compensation Issues
4. Board Executive Session – Discussion of prior agenda items and Board Governance

CONTACT PERSON FOR MORE INFORMATION:

Julie S. Moore, Secretary of the Board
U.S. Postal Service
475 L'Enfant Plaza SW
Washington, DC 20260-1000
Telephone (202) 268-4800

[FR Doc. 2013-31100 Filed 12-24-13; 11:15 am]



Upcoming Events

Ron St Clair Memorial MDA Bowl-a-Thon

Saturday, April 26
Park Tavern
3401 Louisiana Ave S
St Louis Park

Registration: 6:30PM
Bowl 7PM - 9PM



Help support our walk team as we take part in the **2014 Muscle Walk**. Each donation will give hope and support to local families fighting neuromuscular diseases. Join us in the fight against muscle disease.

Make your donation by going to:
musclewalkmda.org/2014twincities
and search for our team:
NALC Branch #9

Thank you.
Amanda Greer, Team Captain

2014 NALC Food Drive

There will be a Food Drive Coordinator's Meeting at 6:00PM before the March GMM in the Golden Valley VFW. Contact the Branch at 612.781.9858 to volunteer to be your station's coordinator.

Executive Vice President's Report

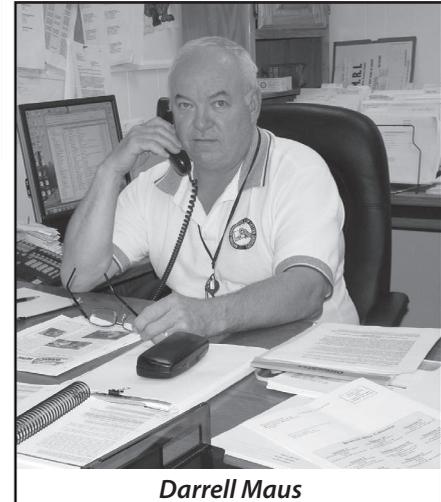
What is my Union Doing?

"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." "Why are we delivering in the dark it's dangerous". "If the steward was delivering his/her route instead of writing grievances I wouldn't be forced". Heard any of these phrases lately? Yes you probably have and the frustration level on the workroom floors are escalating. Mike and I are well aware and have heard these same comments. If it were up to Branch 9 we would have hired 200 carriers 2 years ago when we foresaw this issue coming. Unfortunately even when we raised the concern of what could happen in the future it fell and continues to fall on deaf ears. 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 floors. Every carrier in uniform knows what the real issue affecting our workroom environment and that 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 in the last two years is staggering. This Branch will continue to fight until we receive an agreed upon resolved remedy and the violations cease.

The unfortunate fact is that even with all of these disputes being filed, decisions rendered and the monetary penalties awarded the situation does not change. We still have carriers being forced to carry overtime against their wishes and mail being delivered late into the evening. Management wants all of the mail delivered, on that we agree. They also want all the carriers off the street by five or six o'clock, with that we agree. Management wants all carriers to work safely, again we agree. Where we disagree is that management tries to achieve all of these goals by violating our National Agreement.

With all the changes and issues happening on the workroom floor we cannot lose sight of the fact that we all need to work together and support one another each and every day. The Joint Statement of Violence and Behavior in the Workplace was written and agreed upon by Labor and Management. Everyone is to be treated with dignity and respect, carriers and management. Behavior that includes intimidation and threats will not be tolerated. When you witness such actions taking place at your station (no matter by whom) 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 or supervisor of what has transpired.

The grievance procedure deals with facts and that is what is needed for the process to have a



Darrell Maus

successful remedy. Merely stating harassment will not do. What was said, who said it, when they said it, statements by the grievant, and also any witnesses. That is what the grievance package must contain in order to be successful and obtain a proper remedy.

CCA's and Junior Regulars

We all know and have witnessed the issue of CCA's not being properly trained. The main reason is time and available trainers. JIT's being trained is an issue raised by Mike and me during every Labor/Management Meeting we have had over the past year. Still training has not been scheduled. Management's total disregard to the training packet these new carriers received at their carrier training is a constant discussion at our Labor/Management Meetings. Our trainers and stewards need the help of the regular carriers to insure that these new carriers have their questions and concerns answered. (The Branch is preparing for another CCA informational meeting and we will keep you informed as to when and where as soon as possible.) This goes for our newly converted career carriers too. It is new to

VP article continued on page 11

Branch 9's Annual Red and Gold Retiree Banquet

Ramada Plaza Minneapolis
1330 Industrial Boulevard, Minneapolis, MN



Menu

*Garden Salad
w/ Ranch and French Dressing*

Marinated Vegetable Pasta Salad

Grilled Flank Steak with Chimichurri Sauce

*Roasted Chicken
in a Sundried Tomato-Basil Cream Sauce*

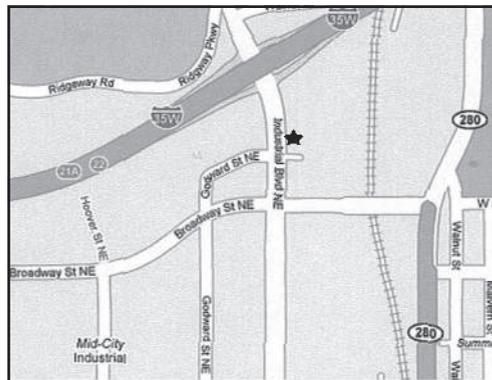
Roasted Garlic Mashed Potatoes

Wild Rice Pilaf

Fresh Seasonal Vegetables

Warm Rolls and Butter

Fresh Baked Fruit Pies



Registration Noon - 1:30
Social Hour 12:30 - 1:30
Lunch 1:30 - 3:30

Retirees: the \$12/per person registration fee is refundable upon arrival. Cost for active members is \$18 and cost for stewards is \$9.

Reservations must be returned to the Branch Office no later than Tuesday, April 29.

For more than 50 years Branch 9 has honored its retirees with the Red & Gold Banquet. Please join us for a day of good times and good fellowship, as we say thank you to those who have come before us.

Active members are always welcome to join in the festivities.

Name: _____

Name of your Guest: _____

Retired I would like a ride to the Banquet

Active I am willing to give someone a ride
(Please call Rodney Anderson at 651.270.7807)

*Return by April 29 to:
Branch 9, NALC
2408 Central Avenue NE
Minneapolis 55418*

Amount Enclosed _____

How to Retire, Part 1

*By: Rodney Anderson
(BR9 Director of Retirees)*

Our Vice President Darrell Maus surprised me with the statistic that within 5 years, 62% of the current active letter carrier force will be eligible to retire, a number that is expected to climb quickly. He also told me the Branch is receiving a lot of calls on retirement, so I was asked to write an article on how to retire. After all, this is the goal to which we all aim. However, the process is the stuff of rumor and myth.

Actually several people (Pam Donato, Ron St. Clair, Don Anderson to name a few) have written about this topic in the Branch Nine News, so I only offer you some information based on my own experience, and that of others I have spoken to.

There's a lot of information available, both good and bad, rumor and gossip. So where can you find reliable answers? Obviously, never believe anything misManagement tells you. But there is a lot of good information available from trustworthy sources, such as your friends who have experienced the process; and of course the NALC. Go to the NALC website (www.nalc.org), look for the "Departments" tab, and find "Retirement", whereafter a wealth

of information and links pop up at your service. The office of the NALC National Director of Retired Members (1-800-424-5186) is always available to help you. To those of you who are technology-challenged, please call or write me at the Branch office. We have some general brochures that we will be glad to send to you. Certainly Mike and Darrell are experts in most of these matters as well. I will answer any of your questions I can; and if I don't know an answer, I know where to find out so don't be afraid to ask.

But generalities aside, retiring is one of the most important decisions of your life. Furthermore, the experience is very individualized, and unfortunately there really is no one-size-fits-all solution. There are as many variations as there are letter carriers. Some of you have military time, some do not; some have a large amount in Thrift Savings, some do not; some are under the CSRS system, and some are under FERS. Many of the decisions can only be made by you, and you alone.

One bit of good news is that while going through the retirement process, you are NOT dealing with the nitwits that are currently running the Postal Service into the ground. The process is run by the Office of Shared Services, whom I have talk-

ed to on many occasions. In nearly every case, I've found them to be very helpful, very friendly, and they think of a lot more ways to help than I could think of asking. They are stationed in Greensboro, North Carolina, and everyone I've talked to has been very pleasantly surprised by their dealings with them.

Before I get started, please be aware of two 5 year deadlines. First, once you are within 5 years of your eligibility date, you can get a "Computer Generated Annuity Estimate". This can be done any time you are within 5 years of your eligibility date by calling Shared Services at 877-477-3273, and going to Option 5. They will ask when you are thinking of retiring, and you give them a date. This IN NO WAY obligates you to retire then. It's just so they can send you a printed-out computation of what your retirement benefits would look like on that date. Incidentally, if you are already eligible to retire, you are probably receiving this twice per year anyway. This form will have most of the necessary calculations concerning your annuity, with or without survivor's benefits; what your health care deduction would be under your current plan; and various life insurance options you may want

Continued on Page 8



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

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We offer "Life of the Garment" guarantee.

If fixable we will repair your uniform at no cost to you.

Take waist in/out and change hem length

Ame's Uniforms is a UNION PREFERRED vendor

Cross - River Challenge Cup Hockey Game

Minneapolis Branch 9 vs. St. Paul Branch 28

Sunday, March 2
3:00 - 4:30PM

Breck Ice Arena, 4210 Olson Memorial Hwy [55]
Golden Valley, MN



Branch 9 is looking for hockey players (that played high school hockey or beyond) to join our team. All year, those scruffions from Branch 28 have been bragging about last years win. Let's bring the the trophy and the bragging rights back to Branch 9 where they rightfully belongs.

If interested, contact Curt Blackwell at 763.222.3646 (curtblackwell32@yahoo.com) or Barry Weiner at 952.240.3905 (bwlionking@aol.com).



Retirement article cont. from Page 7

may want to choose. They will also include a projection of what your annual and sick leave may look like on that date. Some things are not included, such as your federal and state tax liability, so be sure to keep that in mind.

Second and **MORE IMPORTANTLY.** Many of you intend to carry a health-care plan from the Federal Employees Health Benefit Plan (FEHBP) into retirement, you **MUST** be enrolled in the FEHBP for five years before you retire. There are no exceptions. You cannot just pick it up at any time after retirement. Further, although there is a provision for retirees "suspending" their membership in the FEHBP (to pursue a Medicare Advantage plan of some sort, for example),

once you drop out of the FEHBP after retirement, you can NEVER get back in.

Obviously, if you want the superb NALC Health Benefit Plan, you must also be an NALC member when you retire.

I will write further steps toward retirement in future articles. If you want to ask me anything, either call or write me at the Branch of- fice, or write me an e-mail at rodney@branch9nalc.com. My phone number is 651-270-7807. I may not know the answer off- hand, **but so long as you're an NALC member, I'll find out for you.**

Rodney

Postmaster General Patrick Donahoe's less than 6-day delivery plan uses Canada Post as a role model.

Coming soon...



...to your front yard.

This is postal managements idea of cutting door to door service.

The easiest way to combat this insanity is to contribute \$5 per pay period to COLCPE.

Get involved and save your career.



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

The Twin Cities Postal Headquarters



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



Jerome J. Keating Local Branch 9
P.A.L. 9 (Political Action League)
National Association of Letter Carriers
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
Lisa O'Neill Connie Beissel Jeremy Rothstein

P.A.L. 9 ANNUAL LETTER

January 2014

Dear Sisters & Brothers;

Another year has come and gone with very little progress on Postal reform. This is good news and bad news for us. The good news is that we survived another year without significant cuts to the workforce or our benefits. The bad news is another year of continual fighting to save our jobs, benefits and the U.S.P.S. itself. To make matters worse, we are not alone in trying to maintain or create decent blue collar jobs. This will make it more difficult to raise our voice above all the din of competing interests.

The midterm elections this year will be absolutely critical to us as letter carriers and the middle class. Congress has been hijacked by an idealistic minority that has proven time and again their willingness to sink our economy to achieve their goals. They don't give a damn about the lower and middle class problems or their daily struggles to survive. They are backed by the super-rich and powerful giants of industry with outrageous sums of money with no concern for reasonable compromise for the benefit of all.

All we have to fight these folks is you and I. Most of you have heard this story before but the fact of the matter is that there has always been and will continue to be a struggle to maintain our career and benefits. If you don't care, sit back and do nothing. If you need your job, salary, health benefits and retirement, open your wallet and contribute to 9 P.A.L. Like it or not, money opens the door to politicians and candidates. Beyond financial support, we also need some of your time. There are many tasks and a lot of work to get labor friendly candidates elected. Call the Branch 9 office and volunteer. Remember; a secure future depends on what we do today.

Lenny Larson
President PAL 9

Ron Lawrence
Treasurer PAL 9

Name: _____

Address: _____

___ \$ 25.00 Annual Dues

Clip & Mail to: Ron Lawrence

___ Very Concerned Membership (\$50.00 or More)

11581 Ilex Street NW
Coon Rapids, MN 55448-2316

___ Active Carrier (Station _____)

___ Retired Carrier

The Following is a list of Paid Members of PAL 9 for January, 2014.

Very Concerned Members

Michael Theisen	Laurie Harry	Charles M Glover	Thomas Guthrie	Ron Lawrence
Hugh Byrne	Sharon Spooner	Virginia Hasser	Richard Onslow	Ronald Kelly
Thomas Flavin	Donald LeMay	Terry Hunter	James Cassell	Sonia Stark
Gerald Thomas	Jeffrey Stanko	Duane Foyt	Marvin Sorem	Jeffrey Sherman
Frederick Johnston	Jeffrey McHugh	Allen M Smith	David Pierson	Robert Baird
Dwane L Thompson	Jeremy Baumgartner	Richard A Anderson	Charlie Peasha	Emelyn A Peasha
Lenny Larson	Jane Hoffman-Weis	Eugene McNulty	Marvin Aaron	James Fodstad
Howard Lamson	Roger E Johnson	William A Nelson	Arthur Heikkila	Gerald Schraber
Lloyd Toll	Linda Stipe	Steven D Petersen	Barry Weiner	Geri Bruss
James Couillard	Jerry Sandmann	Anthony Thompson	Joel Carter	Thomas Radtke
Jonathan Peterson	Patrick Rottach	Ronald C Moore	William Mechels	Russell Cordahl
Adrian Hames	David Burandt	Philip Johnson	Marlys Fox	Julianne Waldemar
Michael Zagaros	Constance Beissel	Rodney Anderson	Bhanu Chemmangattumana	
Lawrence Dahlberg				

Regular Members

Robert V Andersen	Raymond Tranby	Gerald Hansen	Dennis Bahn	Marvin Mattila
Dale Schmitz	Paul Vetsch	Bruce Mackcow	Michael Mroska	Paul Tanick
Steven Best	Greg Wallin	Thomas Lundeen	Stephen Wallerius	Russell Flaten
Barbara Gelschus	Corbett Pregent	Thomas Tadlock	Thomas Dvorak	Justin Florey
Dallas Holm	Gregg Holmes	David R Jackson	Terrence ONeill	Douglas Lemke
Joe L Williams	Philip Sheridan	Anthony Kruse	Mary Hargreaves	David Wrzos
Karl Parkos	Alexis Wheeler	Margaret Burgard	Daniel Loppnow	Charles Lenzen
Mark Larson	Joseph Pasiowitz	Johnea Rystedt	Richard Rimer Jr	Barb Watzcak
Gerald Arnold	Gary Kvstberg	Stacey Ellingson	Dwayne Nienaber	Theresa Oelrich
Wallace Eckdahd	George Gray	Arthur Kujawa	Delmont Stokke	Adrian C Anderson
Kent Cleland	Paul Nielsen	Kenneth O Honkanen	Alice Nopola	Gerald Starr
Stephen Boughton	Dayton Sjostrom	Clark Kick	Jerry McGlade	Gordon Hannah
Leonard Hrcir	Lindahl B Gleason	Aloysius Ruzicka	Donald M Carlson	John McPartlan
Matthew Fussy	Teri Koch	Kenneth W Johnson	John Hilden	Curtis Britz
Glenn Ingersoll	Herman Weidner	Geno Taddei Sr	Mary Folke	David Blank
William Carey	Robert Czanstkowski	Larry Blesi	Donald Barker	William Halos
John Sporrong	Paul Traynor	Pauline Pepper	Susan Hoban	Gary Weihn
Daryl Blatzheim	Ron K Anderson	Gordon Pulley	Michael Kahleck	Jack Bartlett
Edward Issenhuth	Thomas Hoban	Gerald Mattox	Darwin Peter	Joseph Kinney
Robert Hollis Sr	Harold R Anderson	Alf Mork	Allan Gulden	Robert Gossler
Margaret Savaloja	Lowell Berget	LeRoy Sheller	Dennis Folke	Gerald Stauner
Theresa Ronning	Lavern Dornbusch	JW "Bill" Stambaugh	David Peterson	Bruce Howe
Doris Swanson Gbala	Ronald Levinson	Timothy Highland	Gary Mathews	Louise Dreves
James F Hill	Katherine Colby Bolton	Mary Skerbinc	William Hofstad	Jeremy Rothstein
Wallace Sjoquist	Kenneth C Nelson	Kenneth Freiermuth	Kathleen Demoret	Melia Derrick

*These lists are not complete.

Ron Lawrence, Treasurer PAL 9

VP article continued from Page 5

them as to what becoming a regular means especially when it comes to scheduling, time off, overtime lists, and other benefits and requirements that we learned as career PTF's. It is a different scenario now and we must make sure that each and every carrier knows the process of the above issues and to be available to answer their questions and concerns. Remember this may be old hat to you, but it is all new to them.

As Branch officers we will do our best to keep you, our members, informed of current issues that affect us as a Union. You, as a member, can contribute by attending General Membership Meetings held on the on the 4th Tuesday of every month in order to keep informed of current Postal issues. You can also volunteer at Branch functions and events or 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.

I would urge all CCA and newly promoted career employees to attend the February 20th Informational Meeting at the Golden Valley VFW. Date and time are on the calendar on back page.

Mike and I will address your concerns/ issues and answer all your questions

Darrell Maus
Executive Vice President

Pres. article continued from Page 3

than your projections. At the end of the day ask them what they want you to do and fill out a PS Form 3996 if you have more work than you can do in 8 hours. Carriers still have the ability to have a special route inspection and adjustment if they qualify over a six week period.

This leaves the question about forced overtime. There is nothing in the contract that says a carrier who doesn't want to work overtime can't be required to work overtime. The terms of the contract simply identifies the conditions that have to be met before a carrier (not on the OTDL) can be required to work overtime. The National Agreement states that outside of December a carrier on the OTDL is available to work 12 hours in a day and 60 hours in a week. Once a carrier has reached this limit, they are unavailable to work any more overtime. The contract also states that until that limit has been reached management must use OTDL carriers before requiring (forcing) a carrier not on the OTDL to work overtime off of their assignment or on their N/S day. The contract also states that forcing should be done on a rotating basis and should not exceed 10 hours a day (8 hours on the N/S day) and 56 hours in the service week. If you believe you were improperly required to work overtime, see your steward. If you believe your route is out of adjustment, see your

steward. If you see carriers being mistreated, see your steward.

Someone must have stolen the mercury from my thermometer because it continues to show below zero temperatures. We need to remember that it took all of us to make the Union what it is today, and it will take all of us to make things better. Now about what Congress is trying to do...

Safety Reminder

Is your route safe for anyone who carries it?

Too often we ignore "little" hazards on our routes because we don't think they're a big deal or perhaps we don't want to upset our customers. Unfortunately, these little hazards can become BIG hazards to unsuspecting carriers who are delivering on your route. Maybe it's that loose board on the steps or the missing railing. It could be that hole in the sidewalk or that dog that comes after you when it's out.

There are lots of little hazards out there that need to be corrected. Fill out a PS Form 1767, Report of Hazard, Unsafe Condition or Practice. You should get your copy of the 1767 back with the supervisor's response within the tour of duty. If you don't, ask to see your steward. More importantly make up hazard/warning cards for replacement carriers.

Make it your goal to make everyone safe.

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

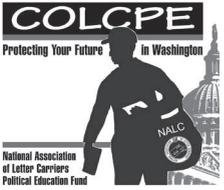
Change Service Requested



PRSR STD
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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



Branch Nine Calendar

Thursday, February 20

CCA /Converted Regular
Informational Meeting
7:00PM
Golden Valley VFW Post 7051
7775 Medicine Lake Rd,
Golden Valley

February 25

Nokomis Retiree Breakfast
9:00AM
Fred Babcock VFW Post 5555
6715 Lakeshore Drive, Richfield

Tuesday, February 25

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

March 4

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

March 7

North Suburban
Retiree’s Breakfast
8:30AM
Denny’s Restaurant
9020 Quaday Ave NE, Otsego, MN

March 11

Southside Retiree Breakfast
9:00AM
Fred Babcock VFW Post 5555
6715 Lakeshore Drive, Richfield

March 11

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

March 25

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9:00AM
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Golden Valley

April 1

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

April 8

Southside Retiree Breakfast
9:00AM
Fred Babcock VFW Post 5555
6715 Lakeshore Drive, Richfield

April 8

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