



VOLUME 68 No 10

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December 2016

## CCAs— check your pay stubs!

If you're a city carrier assistant (CCA) who recently returned from your five-day break between appointments, check your pay stub to be sure you are being paid correctly. There have been instances reported where the CCA hourly rate was incorrectly reduced.

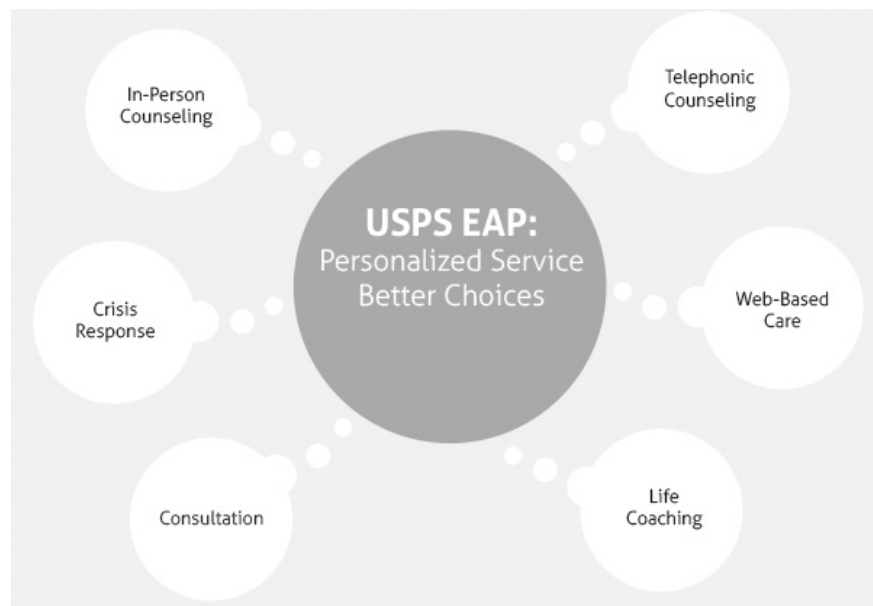
Pursuant to the Jan. 10, 2013 Das arbitration award, CCAs who were on the rolls as temporary employees on that date shall be paid at Step AA of Table 2, which is the higher hourly rate of the two steps for CCAs.

Also, check the new re-appointment letter you receive in the mail from Shared Services (PS Form 50, "Notice of Personnel Action," item number 62, "Base Salary") to be sure your hourly rate is correct.

If you are being paid incorrectly, contact USPS Shared Services at 877-477-3273, Option 5, to advise them that you are being paid incorrectly. Also, discuss it with your NALC shop steward or local branch officer and local management.

## EMPLOYEE ASSISTANCE PROGRAM (EAP)

### WHEN YOU ARE IN NEED OF HELP



The USPS EAP is a life-management tool designed to help you sort through life's ups and downs. EAP provides confidential information, consultation, and short-term counseling as well as referral to community resources, longer-term or specialized services.

In-Person Counseling

The EAP assists USPS employees and their family members with personal, job, or family problems. In the first EAP appointment, client

and counselor will work together to help clarify the problem, identify options, and develop a plan of action. The plan may involve short-term EAP counseling or a referral to another resource for longer-term or specialized services.

Telephonic Counseling  
EAP counselors are available by telephone for counseling services. The EAP counselors spend time offering emotional support and

*continued on pg. 10*

**RETIREMENTS**



*Norm Johnson (Robbinsdale) takes his last punch with Steward Chad Zutter and Station Manager Lamar Wallace Sr. - Happy Retirement!*



*Mike Zagaros with newly retired Margaret Savaloja (Coon Rapids) and Darrell Maus.*

**IN MEMORIAM**

Phil "PO" Johnson  
Jason McKinnie (Active)

**WELCOME  
NEW MEMBERS**

- Keonia Adkins
- Nicholas Boon
- Nathan Delgado
- Chrison Emory
- Kalie Fick
- Andrew Finseth
- Adam Goff
- Shane Jewison
- Stephanie Johnson
- Steven Johnson
- Robert Johnston
- Elizabeth Koponen Zimmerman
- Matthew McHenry
- Ellen Mielke
- Nicholas Neilson
- Nora Poole
- Robert Pyron
- Tratina Ware
- Meghan Williams



**NALC APP**

Available now at the iPhone App Store and the Google Play Store for Android

**2017 MSALC DELEGATES**

- Christa Abraham
- Rodney Anderson
- Eli Artishon
- Bob Baird
- Connie Beissel
- Angelina Brown
- Martin Cornell
- Wil DeVries
- Stacey Ellingson
- Vicki Fleming
- Vince Froehlich
- Matt Fussy
- JoAnn Gilbaugh
- Al Gulden
- Michelle Guzman
- Samantha Hartwig
- James Hendrickson
- Kieran Hughes
- Ken Jambois

- Jeffrey Johnson
- Cathy Jones
- George Kell
- Ashley Kuel
- Bradley Knutson
- Lenny Larson
- Crystal Lerma
- Darrell Maus
- Jim Nelson
- Elizabeth O'Neill
- Patrick Paplow
- Robb Petersburg
- Darwin J. Rian
- Jeremy Rothstein
- Gary Ruhl
- Michael J. Smith
- James Spencer
- Joseph Tiemann
- Michael Zagaros

Branch 9, NALC  
2408 Central Ave. NE  
Minneapolis, MN 55418  
Voice: (612) 781-9858  
Fax: (612) 781-9849  
Website: [branch9nalc.com](http://branch9nalc.com)

**Branch 9 Officers**

- President**  
Mike Zagaros
- Exec. Vice President**  
Darrell Maus
- Recording Secretary**  
JoAnn Gilbaugh
- Treasurer**  
Lisa O'Neill
- Financial Secretary**  
Samantha Hartwig

**Editor**  
Jeremy Rothstein  
[branch9news@branch9nalc.com](mailto:branch9news@branch9nalc.com)

**Sergeant at Arms**  
Jim Nelson

**Trustees**  
Ken Jambois  
Stacy Ellingson  
Joe Rian

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

**NALC Health Benefits Rep.**  
Mike Smith  
HBR: (612) 963-6252

The Branch Nine News is a monthly publication of NALC Branch 9, and is published in the interest of and for the members of NALC Branch 9.

The opinions expressed by the writers are not necessarily those of the OFFICERS, or of NALC Branch 9.

**Articles MUST be submitted to the editor by the 1st of the month, and must be signed.** The Editorial Staff reserves the right to edit or refuse to print articles which are derogatory in nature.

Any official NALC organization may reproduce our articles provided appropriate credit is given.

## PRESIDENT'S REPORT

### Wow! What a year 2016 has been.

It seems like this year has been going at light speed and a turtle's crawl at the same time.

As has been the tradition with each Branch 9 President, my December article will look back at the year that was.

#### **Membership:**

We began 2016 with 1350 members and by years end we will have approximately 1410 active members. The most popular question our office receives is when will I make regular? In 2016 approximately 150 CCAs were converted to career status. The Post Office is converting CCAs to career after they have served between 12 and 15 months. We expect that this trend will continue in 2017.

#### **National Agreement:**

The second most popular question is when will the contract be resolved and what's in it. Our National Agreement expired at midnight on May 20th. So, what happens next? The National Parties have agreed to continue to meet in an effort to reach a negotiated settlement that can be sent to the membership for ratification. This is a bit unusual because in the history of our collective bargaining process the National Parties have not normally continued these discussions for this length of time. But these are the circumstances we find ourselves in. In the meantime, the terms and conditions of our last National and Local agreements remain in force.

#### **Conventions:**

In August, Branch 9 was represented by 24 members who served as delegates to the NALC National Convention in Los Angeles. Our delegates attended workshops and the general sessions. Information from the workshops is available on the "Members Only" section of the NALC Website ([www.nalc.org](http://www.nalc.org)). You will need to register in order to access these pages online.

Delegates who have served in the military were recognized during this convention and received a special veterans' t-shirt and patch from the NALC Veterans Group. Branch 9 mailed this patch out prior to Veterans Day to our members of the NALC Veterans Group who did not attend the convention. If you are a veteran and have not joined the Veterans Group, please contact the Branch Office.

A new NALC member app was introduced during the convention. This app is available for iPhone and Android smartphones and will provide access to most of the information on the NALC website.

Our next convention will be the 71st Biennial Convention and takes place Detroit, MI from July 16 - 20, 2018. Nominations for this convention will be held in September 2017. In order to receive delegate funding, you must attend 18 of the 24 General Membership Meetings (4th Tuesday of the Month) the two years preceding the convention (July 2016 – June 2018).

The MSALC State Convention will be October 1st-4th 2017. Delegates to this convention were elected at the September 2016 General Membership. In order for those delegates to receive



**Pres. Mike Zagaros**

funding, they must attend 9 of 12 General Membership Meetings the year preceding the State Convention (October 2016 – September 2017).

#### **Election 2016:**

There are many lessons that can be learned from the November elections. The first and foremost is that we are a divided nation. I am basing this on the election totals of those who voted. We as a union are no different. The NALC has always focused on the candidates that will do the most to improve the conditions for the Postal Service and our jobs.

This past election, we only heard from one side so we don't know what plans will come from the new administration. It doesn't matter what we could have or should have done, now is the time for the real work to begin. This is not the first time we have faced a Republican Congress with members who have sought to change the Postal Service to our detriment. We have seen what damage can be done in a lame duck session (2006). I don't believe that this Congress will be in a hurry to take any action other than that which is necessary but my magic 8-Ball broke a long time ago. So, we will need to be ready and watch what they do.

*"Pres. Report" continued on pg. 4*



*"Pres. Report" continued from pg. 3*

If they take no action, then all the proposed legislation currently before Congress will expire and will have to be started again with the new Congress. It's also not the first time we have faced a Republican Administration, but we have not heard what the President-Elects stance will be on the Postal Service or who his advisors will be for the USPS. The new administration and the Senate will need to address the lack of members on the USPS Board of Governors. Effective December 7th the only members left on the Board will be the Postmaster General and the Deputy Postmaster General. The majority of the Postal Regulatory Commission is vacant and they are the ones tasked with establishing a new rate making process.

So, what can and should we do now? We need to reach across the divide. First with our own members. We need to talk and more importantly listen and understand where our member's thoughts and ideas are coming from and we need to use the input given in to our legislative agenda. We are only effective when we carry the same message. Then we need to speak with our Representatives on both sides of the aisle to encourage them to continue to support letter carriers and our families.

I wish to encourage all of you to register to be an e-Activist in order to receive periodic e-mail action alerts and information on issues important to NALC members. If you have changed your email account, please update the NALC. I am also encouraging all of our members to consider making contributions to PAL 9 (Branch 9's Political Action League) and the LCPF (Letter Carriers Political Fund).

### **Community Involvement:**

In 2016 the members of Branch 9 collected a record amount during the Food Drive. I want to thank our Food Drive Coordinators Samantha Hartwig (Zone 4/54) and Michelle Guzman (Coon Rapids) for their work in helping us reach new heights. For the past 3 years in the Twin Cities, Branch 9 and Branch 28 have collected over a million pounds of food each year. The Branch also continues to raise money for MDA through the Ron St. Clair MDA Bowl-a-Thon and Silent Auction, Muscle Walk and other events. We will continue in these efforts until there is a cure for neuromuscular diseases. I want to thank Joe Rian for his efforts on behalf of the MDA.

This year several of our members participated in the 2016 Susan G. Komen Race for the Cure in memory of our Sister Julie Waldemar. We all wore the NALC Breast Cancer Awareness T-Shirts with Julie's name on the sleeve. (If you are interested we still have a few t-shirts for sale. The proceeds go directly to the Susan G. Komen Foundation.)

### **Remembrances:**

As with every year, our ranks have diminished as some of our members have passed on. This year, 19 of our brothers and sisters have passed. During this holiday season, please take a moment to remember them and their families in your hearts: Percy Hughes, Lloyd Toll, Bill Morris, Thomas Radtke, Norris Gilbertson, Gary Kvistberg, Robert Andersen, Norma Jean Peterson, Raymond Mika, Ernie Saice, James McCabe, Paul Vetsch, Harold Zieba, Thomas Bennett, Mitchell Tobias, Bruce Fritsinger, Daniel Holland, Phillip "PO" Johnson, Jason McKinnie (active carrier) Wallace Eckdahl - Rest in Peace.

### **Change:**

The Branch has formed a Racial

and Economic Justice Committee which has begun meeting and is looking at our workplace and our union for ways to be more inclusive and to mentor and develop the next generation of leaders. In that vein, there are two vacancies for members of Branch 9 to be delegates to the Minneapolis Regional Labor Federation (RLF). The RLF is the umbrella organization of the Minneapolis area local unions and includes 175 affiliated unions. Affiliated with the AFL-CIO, the Minneapolis RLF's mission is to organize in the community for social and economic justice for all working people. Members interested in filling these vacancies please contact the Branch Office to schedule a meeting with me to further discuss the RLF.

We are also looking at how our JITs (Job Instructor Trainers) are selected. Traditionally the JITs were selected by USPS management from a list of names provided by the union. In an effort to broaden the list of candidates to be a trainer you can now self-nominate. If you are interested in becoming a JIT, Academy Trainer, or Organizer contact the Branch Office.

2017 is shaping up to be an interesting year. We are going to need everyone's involvement and participation. Together we can deal with anything. United we will make things better for our members and our families.

On behalf of the officers and stewards of Branch 9, I want to wish you all a joyous and safe holiday season and a Happy New Year.



# Executive Vice President's Report

## Our Stewards

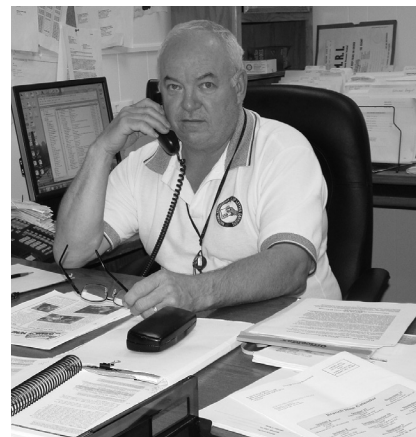
The job of a steward is to enforce the provisions of the contract and ensure that the rights of our members are not violated by the managers and supervisors that instruct us on our daily duties. Stewards are tasked with the difficult duty (when confronted by a member (or non-member) or even an inexperienced supervisor) of deciphering is this a complaint (bitch) or is it an actual violation to a provision of our contract. To make matters worse the carrier wants you to settle on a remedy that is unachievable and then they question your abilities as a steward. To complicate matters more you may have a supervisor or manager that has no intention of adhering to the provisions of the contract and their only reply is "I don't care what the contract states just grieve it if you don't like it". This attitude will have a very negative impact on your ability to establish a favorable labor/management environment at your station. Thus, your abilities as the steward are again questioned.

The leaders of this branch have and will continue to make it a priority to educate and train our current and newer stewards. The amount of information we provide can be overwhelming and it takes experience before the reasoning and intent of the contractual provisions are understood and applied to our workroom floor daily. Is every decision or dispute done free from mistakes? No. The human factor will always keep us from being perfect in every issue that comes up but the effort that our stewards' exhibit is nothing

less than extraordinary. We will make mistakes but the ability to learn and remember from them is what makes an exceptional steward.

Being a steward or an alternate steward is a very difficult job. Not only do you have to deal with uncooperative supervisors or managers but then you are expected to perform the duties of a letter carrier and make sure your route is delivered and back to the office by a certain time. Our stewards are dedicated to do the right thing or they will not be a steward for long. The stewards in Branch 9 have a term of three years and have to run for election again. The hours are long with all meetings they are required to attend and all the information they are required to inform the members at their respective stations. While they are paid, it is not a high paying job. While the hours may be long and the pay low, it all becomes worth the effort when you help a fellow carrier who has been wronged. Most take the job because they were wronged by management as a carrier or witnessed a fellow carrier whose rights were violated by a supervisor or manager. If you also believe in the last sentence, then step up and become a steward in your station.

Currently in the offices Branch 9 represents there are openings at Champlin, Chanhassen, Mound, Normandale, Shakopee and Thomas Burnett for steward. There are also stations in the branch that have openings for the position of Alternate Steward who acts as station steward in the absence of the regular steward.



**EVP Darrell Maus**

I have read in other branch papers from around the nation that our office receives where they have yearly winners for the Exceptional Steward or Formal A of the Year. Mike and I both agree that all of our stewards and Formal A's are the Exceptional Steward and Formal A of The Year in our Branch.

The branch has scheduled an appreciation dinner for our stewards at the normal officer and stewards meeting that is scheduled for January 10, 2017 at the Crystal VFW.

**MAKE SURE TO THANK YOUR STEWARD AND HAVE A WONDERFUL HOLIDAY SEASON!!**





**Samantha Hartwig**  
**Financial Secretary &**  
**Br. 9 OWCP Rep.**

## Occupational Injuries

Last month I talked about what to do when letter carriers suffer traumatic injuries on the job; this month I am going to explain how to deal with an Occupational Injury. Unlike traumatic injuries where you can name the date, place, and time of the injury; an Occupational Injury is a bit more difficult to recall a specific date, place, and time of the injury. An Occupational Injury is the type of injury that occurs over time, several work shifts, such as Carpal Tunnel.

If you believe you may have an Occupational Injury the first thing you should do is notify your supervisor to get the CA-2 and CA-17 form that will be needed to file a claim with the Office of Workers' Compensation Programs (OWCP). Management will do an accident report for the Occupational Injury, and you must be given the CA-2 and CA-17 to take to the doctor.

# OWCP Report

The CA-2 form is the notice of a traumatic injury. This form is important to complete and give back to the supervisor so your claim can be started. When there is an Occupational Injury there is no entitlement to continuation of pay (COP). OWCP must approve the Occupational Injury before any wage loss compensation, or medical bills will be paid. As soon as OWCP approves the claim for an Occupational Injury, wage loss compensation, and medical bills will be paid; but not prior to approval.

The CA-17 is the same for both an Occupational Injury and Traumatic Injury. This form is the guideline for the medical doctor to use when determining what medical restrictions, if any are needed. Management's portion on the left side of the CA-17 must always include lifting 35 pounds continuously and lifting 70 pounds intermittently.

When you see a medical doctor for an Occupational Injury it is necessary, and required by OWCP that a medical narrative be written that details how the Occupational Injury is related to the job of a city letter carrier. This is what is known as the causal relationship.

For example, the medical doctor must use objective medical findings to describe how carpal tunnel in the wrist was caused by repeated grasping, and twisting of the wrist when sorting letter sized mail into a one inch cell for 2 hours a day repeatedly, for 20 years. The medical doctor can use x-rays, MRI's and/or any other medically necessary test to help explain how the injury was caused.

It is important to remember that all medical reports, diagnosis, and medical restrictions be completed by a medical doctor. OWCP will not consider any medical information from a PAC, or Nurse Practitioner as qualified medical opinions, unless a medical doctor concurs with the PAC, or Nurse Practitioner in writing.

If there are questions on any OWCP issue, please call the Branch 9 Office for assistance at 612-237-0298. I am also available most Thursdays to assist with any questions.

### Ergonomics

Ergonomics is defined as the study of work, and is based on the principle that the job should be adapted to fit the person rather than forcing the person to fit the job. Ergonomics focuses on the work environment, such as its design and function at large, as well as individual items such as the design and function of workstations, controls, displays, safety devices, tools, and lighting to fit the employees' physical requirements and to ensure their health and well-being. Ergonomics includes restructuring or changing workplace conditions and work methods to make the job easier, reducing stressors that cause Musculoskeletal Disorders (MSDs). In the area of materials handling and storing, ergonomic principles may require controls such as reducing the size or weight of the objects lifted, installing a mechanical lifting aid, or changing the height of a pallet or shelf.

## **Minneapolis Carriers - 2017 "Once-a-Month Bidding" Calendar**

**10 Day Bid Period: Starting on Wednesday, Ending on Friday**

<b>Vacancy Announcement OPENING Date</b>	<b>Vacancy Announcement CLOSING Date</b>
November 16, 2016	November 25, 2016
December 14, 2016	December 23, 2016
January 11, 2017	January 20, 2017
February 8, 2017	February 17, 2017
March 8, 2017	March 17, 2017
April 5, 2017	April 14, 2017
May 3, 2017	May 12, 2017
May 31, 2017	June 9, 2017
June 28, 2017	July 7, 2017
July 26, 2017	August 4, 2017
August 23, 2017	September 1, 2017
September 20, 2017	September 29, 2017
October 18, 2017	October 27, 2017
November 15, 2017	November 24, 2017
December 13, 2017	December 22, 2017

**To place a bid, use the toll-free phone bidding line:**

**1.800.222.2415**



# Brian Renfro appointed EVP; Christopher Jackson named dir. of city delivery

branch as well president of the Mississippi State Association. Rolando appointed him to work at NALC Headquarters in 2011 in the Contract Administration Unit and he later served as Rolando's special assistant. In 2014 he was appointed director of city delivery and was elected to the post by acclamation during the national convention in Philadelphia.



Brian Renfro

On Dec. 2, NALC President Fredric Rolando appointed Director of City Delivery Brian Renfro as Executive Vice President effective Dec. 5, along with several other appointments. Renfro fills the vacancy created when Timothy O'Malley retired earlier in the year at the national convention in Los Angeles. Renfro is a second-generation letter carrier who began his career in 2004 in Hattiesburg, MS Branch 938. He served as shop steward, vice president and president of the



Christopher Jackson Region 1 National Business Agent Christopher Jackson will become director of city delivery effective Jan. 2. Jackson, a member of Garden Grove, CA Branch 1100, became a letter carrier in 1982. From 2001 to 2005, Jackson served Branch 1100 as vice president until he was appointed a regional administrative assistant for Region 1. He was elected by acclamation as NBA for the region at the national convention in Anaheim in 2010 and reelected in 2014.

## UNIFORMS NEEDED

Branch 9 has for many years collected new and gently used uniforms for our new members. These new members will come into our office to get enough uniform items to ensure that they looked like a professional letter carrier representing the USPS and the NALC on the street.

During New Employee Orientation the Branch let new employees know that if they sign up with the Union they will be allowed to go to the Branch office and take donated uniforms free of charge.

If you have any gently used, clean, current uniforms that you would like to donate, please give them to your steward or you can drop them off at the Branch 9 office during business hours.



# UNIFORMS UNLIMITED

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



# NALC President Rolando's statement on USPS' Fiscal 2016 report

*Statement from Fredric Rolando, president of the National Association of Letter Carriers, on USPS' annual financial report:*

Today's Postal Service financial report shows a \$610 million operating profit for Fiscal Year 2016, demonstrating the strength of the postal turnaround. USPS now has three straight years of operating in the black, with a total operating profit of \$3.2 billion since 2013.

That's impressive for a government entity that gets no taxpayer money—earning its revenue instead by selling stamps—while enjoying strong public support and providing Americans and their businesses with the industrial world's most affordable delivery network.

The Postal Service's operating profits have been driven by improved letter/package revenue. Source/details

Importantly, these operating profits stem from two ongoing structural factors: As the economy gradually improves from the worst recession in 80 years, letter revenue is largely stabilizing. And as the internet drives online shopping, package revenue is rising sharply (up 16 percent this year), auguring well for the future. Record worker productivity also contributes.

The red ink you hear about has



nothing to do with the mail but rather with congressional politics—the 2006 decision by a lame-duck Congress to compel the Postal Service to pre-fund future retiree health benefits. No other public agency or private company has to do this even one year in advance; USPS must pre-fund these benefits decades into the future. That \$5.8 billion annual charge is the "red ink."

The pre-funding issue can be readily addressed if Congress

acts on practical, targeted postal reform. There is a strong consensus within a coalition consisting of the Postal Service, postal unions, businesses, mailers and industry groups, as well as key legislators, for a reform package that all stakeholders can buy into, including addressing pre-funding, allowing USPS to use its invaluable networks for some new products and services, and adopting best private-sector practices in investing the USPS retiree health benefits fund. Our coalition will work with Congress to overcome the short-term impact of the rate roll-back and move legislation.

It's worth noting that the year's operating profit would have been \$1.6 billion had it not been for the first annual stamp price rollback since 1919. That rollback, which took place

halfway through the fiscal year (in April), makes little financial sense, because USPS already has the industrial world's lowest rates. Nonetheless, the adverse effect on postal revenues should be short term, with the Postal Regulatory Commission's legally mandated review of the postage rate-setting system starting early next year. We are confident that the PRC will restore rates to sensible levels before implementing a new system.



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

## AME'S UNIFORMS

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

Take waist in/out and change hem length

**Ame's Uniforms are a UNION PREFERRED vendor**

*"EAP" continued from pg. 1*

helping to develop a plan of action. The EAP counselor makes referrals to appropriate resources if appropriate.

#### Life Coaching

USPS EAP coaching is designed to develop personal and professional skills needed to be successful in personal endeavors. Coaching focuses on personal strengths and encourages self-awareness. Coaching appointments can be in person but quite often are conducted by phone.

#### Consultations

Consulting with the EAP is a key factor to increase employee engagement and improve productivity, morale, and a good work environment. Learn how to best handle difficult situations.

#### Crisis Response

The EAP plays an important role in providing support to employees after a critical incident. Such an incident is a potentially traumatic event that can overwhelm a person's ability to cope resulting in possible emotional distress. Examples may include robbery, an employee's death, or workplace violence.

#### Web-Based Care

This web-based care is organized into interactive programs that address the following areas of emotional health: depression, substance use, anxiety, trouble sleeping, and OCD. These programs use clinical techniques that have been proven to help individuals attain new skills that enhance outcomes and resiliency for the long run.

Suffered the loss of a loved one? HELP! Been diagnosed with a major illness? HELP! Divorce? HELP! Financial problems? HELP! Work issues/severe stress? HELP! Seasonal Affective Disorder (SAD) with symptoms peaking at this time of year? HELP!

Most of us can identify with the enormous impact these issues create in our lives, both at home and at work. We see it, we extend our sympathies with cards and calls, we even try to lend an ear, and/or try to urge them to seek medical help. Far too often our show of concern falls on deaf ears and something tragic happens.

Here are some statistics that show what can happen when people feel their lives are out of their control:

- EVERY MINUTE SOMEONE IN THE UNITED STATES ATTEMPTS SUICIDE.
- EVERY 16 MINUTES SOMEONE DIES BY SUICIDE.
- WORLDWIDE MORE PEOPLE DIE BY TAKING THEIR OWN LIVES, THAN ARE KILLED BY WAR AND HOMICIDE COMBINED
- WOMEN ATTEMPT SUICIDE TWICE AS OFTEN AS MEN.
- MEN DIE BY SUICIDE FOUR TIMES AS OFTEN AS WOMEN!!!

These listed facts must move us to recognize and not shrug off any "red flags" we may witness or see in our families, friends and co-workers that we see daily.

EAP is an excellent resource and we must continue to remind our friends in need that there is help available. We cannot and should not let our reservations of talking with our co-workers or family member or friends stop us from opening up a line of communication. We do not have to be doctors or specialists to do this. Listen to them, question them and refer them to EAP. Unfortunately, there is no definitive list of reasons or times to use EAP. Moodiness, anxiety, problems sleeping, energy loss, and irritability may be some of the warning signs trying to get our attention. Realizing and acknowledging the issues that are going on in our lives is key to what we believe our choices are in dealing with them.

Take a closer look at your families, co-workers and even yourself. Certain actions and behaviors called "stressors" can often be discounted and ignored. Separately, these "stressors" don't make the "front page" news of events that are in need of special consideration or attention, but over time they pile up, one on top of another: Financial problems, trouble with the in-laws, spouse loses a job, child going off to college, serious illness of a parent or family members, drug problem, changes in work schedules/methods, management or co-workers behavior at the office. The list is endless, and the issues can and usually will continue to grow until there's an elephant in the room, and no one has a clue on how the heck it got there or how to get rid of it!

The big issues are easier to see and more readily acknowledged, but the world today is far more complex than it used to be and the demands of handling stressful situations no matter the size (large, medium, or small) need to be acknowledged and dealt with sooner rather than later.

Remember, EAP is FREE to you, your family and anyone living in your household (except tenants and live-in employees). Your privacy is strictly protected. If you are a letter carrier's family member and you wish to use EAP anonymously, you can! You do not need approval, permission or to notify anyone to utilize this resource, and your participation is completely confidential.

We must try to be diligent and make sure our families and co-workers know there's help available. All it takes is a phone call.

**National Hotline  
1-800-EAP-4-YOU  
(1-800-327-4968)**



*From:*

*The Branch 9  
Executive Board*

*Mike Z, Darrell, JoAnn, Lisa, Samantha, Jeremy, Ken, Joe,  
Stacy, Jim, Rodney and Mike S.*

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

Change Service Requested

PRSRT STD  
US POSTAGE  
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TWIN CITIES MN  
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**Stay informed by:**

- \*Signing up for E-activist at [NALC.org](http://NALC.org)
- \* [Branch9nalc.com](http://Branch9nalc.com) (website)
- \* "like" our Branch 9 Facebook Page
- \* Follow us on Twitter

**Contribute to the PAC**

The Letter Carrier Political Fund is the anchor for NALC's legislative and political activities.



[nalc.org/government-affairs/political-activity](http://nalc.org/government-affairs/political-activity)

## Branch 9 Calendar

**December 13**

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

**December 26**

Christmas Holiday Observed  
(CLOSED)

**December 27**

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

**January 1, 2017**

Happy New Year!

**January 2**

New Years Holiday Observed  
(CLOSED)

**January 10**

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

**January 16**

Martin Luther King, Jr. Holiday  
(CLOSED)

**January 24**

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

**February 14**

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

**February 28**

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

*\*By-Law Submissions Due to  
Recording Secretary\**

**Northside Retiree Breakfast**

1st Tuesday of the Month  
9:30AM @ Elsie's  
729 Marshall St. NE, Minneapolis

**N Suburban Retiree Breakfast**

1st Friday of the Month  
8:30AM @ Denny's Restaurant  
9020 Quaday Avenue NE, Otsego

**Southside Retiree Breakfast**

2nd Tuesday of the Month  
9:00AM @ Fred Babcock VFW  
6715 Lakeshore Dr, Richfield

**Nokomis Retiree Breakfast**

4th Tuesday of the Month  
9:00AM @ Fred Babcock VFW  
6715 Lakeshore Dr, Richfield

**POCUM**

4th Monday of the Month  
6:00PM - Labor Centre -2nd Floor  
312 Central Ave, Minneapolis