



**VOLUME 68 No 9** 

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November 2016

# OIG Integrity Tests

In recent Holiday Seasons we have reported that there have been Postal employees disciplined and even removed for using gift cards that they found in collection boxes, on the street, and in some cases given to them by customers saying they found the gift cards in front of the Post Office. In all of these instances, the gift cards were planted by the OIG. Our office has learned that the OIG is again planting gift cards to test letter carriers.

In the recent examples that we have heard of, the OIG is conducting "integrity tests". In these tests, the OIG agents are placing gift cards that have values of \$25 - \$50 in the outgoing mail slots, collections boxes and even in single-family mailboxes. As letter carriers, it is common for our customers to leave gifts in their mailbox even outside of the holidays, and we normally accept those gifts.

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# The New Carrier Academy



Carrier Academy Trainer Karen Pederson (Loring Station) instructs new CCAs on deliverying Park and Loop with three bundles.

The Standard Training for City Letter Carriers is the result of collaboration between many stakeholders including the National Association of Letter Carriers (NALC), Delivery Operations Support, Safety, Labor Relations, Sales, and Employee Resource Management.

With our last arbitrated contract, in the early part of 2013, the City Carrier Assistant position was created. The Postal Service needed carriers, staffing was low

and carriers were being mandated to carry overtime. There was a need to get carriers hired, trained and provide the needed relief. The 2013 Carrier Academy was revamped/shortened in an effort to provide relief sooner. The program was reduced to two days of PowerPoint classroom training at the academy and the (real) hands-on training was delegated to on-the-job training at the station level. There were concerns right away but this was the

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November 2016

### Please donate during the Combined Federal Campaign

(taken from a letter by NALC President Fred Rolando)

Because we are federal employees, letter carriers can make charitable donations through the world's largest annual workplace giving program, the Combined Federal Campaign (CFC).

Pledges made by donors during the campaign season—Sept. 1 to Dec. 15— support eligible nonprofit organizations.

Carriers can choose the charity or group of charities they want to support from a list of 2,063 eligible charities. An amount you choose will be deducted from your paycheck each pay period and automatically sent to each charity.

"By giving a little each pay period, automatically, you won't even notice the money coming out of your check," Rolando said. "But you can bet the organizations you support will notice, because the steady support of millions of CFC participants combined makes a huge impact on their ability to help people and do good things all through the year."

Presidemt Rolando asks letter carriers to consider supporting three particular charities: the Postal Employees' Relief Fund (PERF), the Muscular Dystrophy Association (MDA), and United Way Worldwide.



### WELCOME NEW MEMBERS

Nicholas Cazel Patti Junge Laurie Olson Suman Roy Wayne Witry

### RETIREMENTS



Joe Treb (Coon Rapids) makes his last punch with Stewards Michelle Guzman and Lisa O'Neill looking on. Happy Retirement Joe!

### **IN MEMORIAM**

Bruce Fritsinger Daniel Holland Philip "PO" Johnson

### 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 28, 2017 General
Membership Meeting.

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

### **Branch 9 Officers**

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Exec. Vice President
Darrell Maus

Recording Secretary
JoAnn Gilbaugh

Treasurer Lisa O'Neill

Financial Secretary
Samantha Hartwig

Editor
Jeremy Rothstein
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Sergeant at Arms Jim Nelson

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

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.

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November 2016 Branch Nine News

### PRESIDENT'S REPORT

On Tuesday, the saga that is the 2016 election cycle will be over. I want to take a moment to say thank you to the members that took the time out of their busy schedules to engage voters during phone banks, lit drops and door knocks. Your efforts made a difference.

We have just completed delivering all of the political mailings, and now it is time to change our focus once again. As we transition from fall to winter and enter into the holiday season we have the obvious stresses of holiday shopping and getting together with family and friends. But there is also the stress of our jobs. The obvious issues are Daylight Savings Time has ended and you are now faced with fewer hours of daylight to make deliveries, and with the "Tsunami of packages" (from Postmaster Will Jones) that will soon be upon us now is the time to pay closer attention to your personal safety because we need to do better.

In FY 2016 the Minneapolis Installation had more accidents and injuries then we had in all of 2015.

Each week I receive a Weekly **Accident Summary Report.** This report identifies the stations that have had either a Recordable OSHA I/I (injuries and Illnesses that are reported to the Occupational Safety and Health Administration and usually involve medical treatment). Motor Vehicle Accidents (these include both at fault and not at fault accidents.) The final category is Reported Accidents (these are the accidents that management reports to the District Safety Office whether an injury occurs or not). I then forward this information to the stewards so they can follow up with the carrier(s) involved and make sure they are alright and understand their OWCP benefits. The safety liaisons will also do a Joint Root Cause investigation to figure out what we can learn from

these accidents. What we do with this information is to try figure out how to prevent these accidents and injuries from being repeated in the future.

Let's look at the three most common accidents and injuries in the Minneapolis Installation: At Fault Motor Vehicle Accidents; Slips, Trips and Falls; and Dog Bites.

In the previous 12 months, there were 94 slips, trips and falls and 72 at fault motor vehicle accidents. (These numbers were compiled from those weekly **Accident Summary Reports** that I spoke of earlier.) These two categories have a seasonal component. Of the 94 slips, trips and falls, 59 occurred between Nov. and March (42 occurred in Jan. and Feb.). There were 36 at fault motor vehicle accidents between Nov. and March. (This does not include those accidents where our drivers were not at fault.) It would be easy to dismiss these accidents as something that comes with the territory or that it is just a part of the job when delivering mail during winter in Minnesota; but the problem is that these two categories account for most of the on the job injuries suffered by our members. (If you fit in this category and don't know what to do, read Samantha Hartwig's article on page 6 "Injured on the Job." ) So, what can you do to prevent these types of accidents from happening?

Slips, trips and falls: 1. Focus on where you're walking. Concentrate on getting from point A to point B safely. Letter carriers face walking on uneven ground year round, but the next five months, are when most of the hazards may not be visible because of leaves on the ground and/or snow and ice. 2. Remember to use handrails where possible and don't rush, safety first. 3. Wear appropriate footwear. Ask your supervisor about ice grippers and hand warmers. Last year we were very fortunate to not have any cases of frostbite. Can we make it two years



in a row? 4. Remember to step down rather than out when getting out of vehicles or stepping off steps and curbs.

#### **Motor Vehicles Accidents:**

Remember, with winter driving make allowances for increased stopping distance and slow down. By now all of you have heard the "leave yourself an out" talk. So be aware of your surroundings. Watch out for narrower streets (snow banks) and watch out for other drivers.

Dog Bites: There have been 46 dog bites in the past 12 months. What used to be a problem primarily in the summer (from Memorial Day to Labor Day) is now happening every month of the year except January (perhaps the temperature has something to do with that). There is no such thing as a dog that won't bite. If there is a dog out, even if its on a leash with the owner present, do not deliver the mail until the dog has been secured. If you are delivering a parcel to the door, remember to use your foot as a backstop. If there is a dog in the house this step will help keep the door closed so it can't come flying out at you.

Can we prevent all accidents and injuries? NO. But that doesn't mean we shouldn't try. There is a phrase that is allegedly attributed to Theodore Vail (a former Postal Clerk who became the President of AT&T) "No job is so important and no service so urgent that we cannot take the time to perform our work safely."

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M-01664

Mr. William H. Young President National Association of Letter Carriers, AFL-CIO 100 Indiana Avenue, N.W. Washington, DC 20001-2144

NALC# 8266
Re: Q01N-4Q-C 05022610
Class Action
Washington DC 20260-4100

Dear Mr. Young:

Recently, our representatives met at the Interpretive Step to discuss the abovereferenced grievance.

After reviewing this matter, the parties agree to resolve this dispute based on the following:

The Delivery Operations Information System (DOIS) is a management tool for estimating a carrier's daily workload. The use of DOIS does not change the letter carrier's reporting requirements outlined in section 131.4 of Handbook M-41, the supervisor's scheduling responsibilities outlined in section 122 of Handbook M-39, or the letter carrier's and supervisor's responsibilities contained in Section 28 of Handbook M-41. DOIS projections are not the sole determinant of a carriers leaving or return time, or daily workload. As such, the projections cannot be used as the sole basis for corrective action. A five minute time credit for lines 8-13 will be added or when route inspection data is available for lines 8-13 the actual average information will be used for daily workload projections.

Management is responsible for accurately recording volume and other data in DOIS. Other than obvious data entry errors, route based information may only be changed through a full-count and inspection or minor route adjustment. Additionally, the parties have previously agreed that functions in DOIS which relate to the route inspection and adjustment process must be in compliance with the city letter carrier route adjustment process in Subchapter 141 and Chapter 2 of the M-39 Handbook. Exceptions are offices that have jointly established an alternate route adjustment method. DOIS base information in such offices shall, as appropriate, comply with the alternate route adjustment method.

Please sign and return the enclosed copy of this decision as acknowledgment of your agreement to settle this grievance.

Sincerely,

Doug Tulino Vice-President Labor Relations

U.S. Postal Service

William H. Young

President

National Association of Letter Carriers, AFL-CIO

Date: 7-30-07

The terms of this settlement became effective September 11, 2007 with ratification of the 2006-2011 National Agreement.

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# **Executive Vice President's Report**

#### THE DAILY DEBATE

A carrier's daily workload is not very predictable or consistent, and it occurs mostly outdoors in weather conditions often cursed by those that work indoors.

Knowing these truths, why, oh why, would we allow ourselves and our work ethic to be defined by some supervisor or manager that is demanding us to fulfill their expectations. Where the only vision they see about your day's workload comes off a computer screen and is the absolute and only guide they use.

It seems as of late, more and more management personnel are developing some very bad habits. It apparently begins when a carrier fails to meet the "expectations" that DOIS has generated for their daily workload. The carrier does not receive any consideration by the supervisor on their judgment of what the workload is for the day. Carriers are given unclear instructions or merely told to be back by a certain time and don't call in I have no help for you. Then when the carrier's projection becomes the reality of the day, they are then called into the manager's office where a supervisor or manager bombards them with several of their subjective observations. These meetings vary in regards to specifics (or lack of) and are sometimes layered with inconsistent messages.

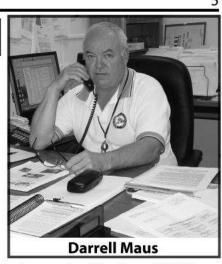
Unfortunately, as a result of these meetings, the carrier is left feeling dejected, devalued, and angry. They have informed management of what their day's workload will consist of and when that estimate turns out to be accurate (and

not according to DOIS numbers) they are scorned. Never mind the fact you are not on the Overtime Desired List, never mind the family gathering you must attend, never mind the fact that you have a doctor's appointment, management needs you to work and be done by a certain time and that is the only rule they seem to follow.

This negative perception is based on a flawed formula (DOIS) and on the incorrect assumption that you are a machine, able to replicate exact time performances, regardless of the countless variables in your day. So what can you do to protect yourself? We have the DOIS Agreement (M-1664) that is printed in this issue and I urge you to cut it out and put it in your case drawer. The sentence in the agreement that addresses this issue states "DOIS PROJECTIONS ARE NOT THE SOLE DETERMINANT OF A CARRIERS LEAVING OR RETURN TIME, OR DAILY WORKLOAD".

So why does management use DOIS? Because they can. Management can use whatever they want to measure a day's workload whether it be a Rubik's Cube, Magic 8 Ball, or a crystal ball. Management has the right to tell you when to hit the street and when to return, but they cannot project a higher workload for you to accomplish in that time. Remember this DOIS Agreement was signed and agreed on by both parties in Washington.

The branch office has also heard from carriers that management is stating how long a route is on the street and that is the only time used based on management's calculations they derived from some form of data.



# Let me make this clear - THERE ARE NO STREET STANDARDS!

In a national level settlement M-00304, the parties agreed there is no set pace at which a carrier must walk and no street standards for walking. This language was again reinforced in 2011 with a national level settlement M-01769. Here is the relevant language pertaining to street time.

#### M-00304

"In keeping with the principle of a fairs day's work for a fair day's pay, it is understood that there is no set pace at which a carrier must walk and no street standard for walking."

#### M-01769

"...there is no set pace at which a carrier must walk and no street standard for walking."

Remember management may use any type of program to estimate your daily workload but it is your request on the 3996 that dictates what you need to complete your assignment for the day.





# Injured on the Job

Every day letter carriers across the country deliver mail, and most of those carriers make it through the day without any problems. Like I said, most of those carriers make it through the day without any problem; but not all carriers do. Workplace injuries in the letter carrier craft do, and will happen. Unfortunately, when a letter carrier does gets injured on the job, his/her boss has no clue what to do after the injury. I will be writing an article for every Branch Nine News on work place injuries to help inform every member of their rights and what to do when injured on the job.

I am going to start with discussing traumatic injuries, for example a broken leg. The most important thing for any injured carrier is to take care of themselves. If needed, and you are able call 911 for any traumatic injury. When you are able inform your immediate supervisor, if you can't reach a supervisor call your steward. Management has a legal and contractual obligation to help all injured employees with Office of Workers' Compensation (OWCP) Claims. In a traumatic

## **OWCP Report**

injury situation management, must do an accident report on the computer. While management is completing the accident report several forms needed to file a claim for a traumatic injury will become available to print out.

The first form is the CA-1, this form is a notice of traumatic injury that carrier must use to elect Continuation of Pay (COP), this allows for continuation of regular pay for up to 45 days.

The next form is a CA-17. This form will be notice to management if the injured carrier will have any medical restrictions, and the duration of those restrictions. Management is required to complete that lefthand side of the form that details what the physical nature of the carriers' job is at the time of injury.

The final form, and hardest to get from management, is the CA-16. The CA-16 must be signed by the supervisor to be valid. It must be given within 4 hours of the traumatic injury, or within 48 hours of verbal approval to seek medical attention. This form guarantees payment of all medical expenses for the first 60 days. If any carrier suffering a traumatic injury does not get all 3 of these forms a grievance needs to be filed. Too often OWCP claims do not get filed on time, and that is very important when filing an OWCP claim.

Most Thursdays I am available to assist with OWCP claims at the branch office in addition to the President, and Vice President. Any questions please call the Branch office at 612.781.9858 for assistance as soon as possible.

"Integrity" continued from pg. 1

Where a letter carrier may get into trouble is when they accept cash in any amount or gifts (including gift cards) valued above \$20. This is where the OIG agents are testing our integrity. Although one wonders how these OIG agents would score on any test of integrity. That said, the rules are the rules and below is language from the Code of Federal Regulations 2635.204(a), which should be considered the next time one of your patrons, gives you a gift.

Gifts of \$20 or less. An employee may accept unsolicited gifts having an aggregate market value of \$20 or less per source per occasion, provided that the aggregate market value of individual gifts received from any one person under the authority of this paragraph shall not exceed \$50 in a calendar year. This exception does not apply to gifts of cash or of investment interests such as stock, bonds, or certificates of deposit. Where the market value of a gift or the aggregate market value of gifts offered on any single occasion exceeds \$20, the employee may not pay the excess value over \$20 in order to accept that portion of the gift or those gifts worth \$20. Where the aggregate value of tangible items offered on a single occasion exceeds \$20, the employee may decline any distinct and separate item in order to accept those items aggregating \$20 or less.

If you have any questions, regarding gifts from your customers contact your supervisor to get verification that it is acceptable to accept the gift in question. If you disagree with the supervisor's opinion based on the language above, contact your steward for clarification.

# **Director of Retirees Report**

# Just the Messenger

Every year I try to get an article out on retired letter carriers expected COLAs, health insurance premiums, etc., for those of you who lack other sources.

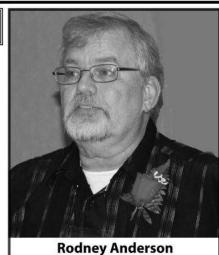
Much of that information has just been released, and sisters and brothers, the news is not good.

Both our CSRS and FERS retirees will get a COLA increase in 2017. That's the good news. The bad is that it will be a 0.3% increase, the smallest non-zero increase ever. That means roughly \$4 to \$6 increase per month. And whereas that's better than last year's NO

COLA, it's about enough for one trip per month to a fast food restaurant — if you get the special.

It gets worse. The Federal Employees Health Benefits Program has announced premium increases for next year averaging roughly 6.2%. If it was a \$6 increase, like the COLA, that would be a break-even. But no, it's 6.2% for your FEHBP costs.

Depending upon who you are, it may get worse yet. 70% of you — those of you who are FERS retirees or who collect social security — will be protected by the "Hold Harmless" provision of the Social Security program, relative to your Part B Medicare fees. The other 30% of us, including most CSRS retirees, will be obligated to make up the difference. At this writing



(late October) it's not certain how much our Part B premiums will rise. Like last year, certain of our advocates (the NALC, NARFE, and AFGE) are already lobbying Congress to address the threatened big spike in premiums. Their efforts paid off last year, but what effects it may have this year remain to be seen. Stay informed, stay aware, stay tuned.

# 2017 Retiree COLAs: 0.3%

Based on the release of the September 2016 Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), the 2017 cost-of-living adjustments (COLAs) for Civil Service Retirement System (CSRS) and Federal Employees Retirement System (FERS) benefits will be 0.3 percent.

The COLAs become effective in January 2017.

The 2017 COLAs for CSRS and FERS benefits are based on the increase in the average CPI-W between the third quarter of 2014 and the third quarter of 2016.

CSRS annuities receive full COLAs; COLAs for FERS annuities are payable for retirees 62 and older and may be reduced by up to one percentage point from the increase in the CPI.

Note: Since there was no adjusment when the final COLA calculation was made in 2015, the base quarter remained the third quarter of 2014.

2017 FECA COLA Projection: 1.8% Based on the release of the August 2016 CPI-W (1982-84=100), the 2017 FECA COLA is currently projected to be 1.8 percent.

The August 2016 CPI-W (234.909) was 1.8 percent above the December 2015 base index (230.791).

FECA COLAs are applicable only in cases where death or disability occurred more than one year prior to the adjustment's effective date.

### 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.



November 2016



**Branch Nine News** 

# **CCA Relative Standing** as of 11/4/2016

#	NAME	SEN DATE	SEN#	#	NAME	SEN DATE	SEN#
1	OORLOG, CHRISTOPHER C	9/12/2015	1	45	JANOWSKI, NICOLAS E	11/21/2015	53
2	SCHORMAN, MAX P	9/12/2015	3	46	KOESSLER, JON	11/21/2015	59
3	BROWN, DARRIN O	9/19/2015	1	47	STEINBERG, CLAIRE	11/28/2015	9
4	BROCKS, SHARMEEN	9/19/2015	7	48	KNOX, SIR D	11/28/2015	13
5	PAUL, ADAM	9/19/2015	11	49	AGUILAR ALATOMA, ARACELI	11/28/2015	15
6	BECKMAN, ANN R	9/19/2015	13	50	JOHNSON, TIMOTHY M	12/5/2015	2
7	SITTERLEY, TRACY M	9/26/2015	1	51	KELLY, NOREEN L	12/5/2015	3
8	QUIGLEY, TIMOTHY T	10/3/2015	5	52	VANDERWERF, BRIAN M	12/12/2015	3
9	MORESIDE JAMES	10/10/2015	5	53	TREJO, MYRON	12/12/2015	5
10	HALBERT, AYANNA	10/10/2015	9	54	CAVANAUGH, PAMELA J	12/12/2015	9
11	MADSEN, ROXANNE R	10/17/2015	2	55	THAO, HUE	12/19/2015	5
12	EDGINGTON, HILDA N	10/17/2015	3	56	EBNER, KAYLA	12/19/2015	7
13	YANG, CHENG	10/17/2015	5	57	DRONGMEBARO I, PEMA T	12/19/2015	9
14	DEWEEVER, TARA L	10/24/2015	5	58	HANSON, DANIEL	12/26/2015	1
15	CARLSON, ANTHONY J	10/24/2015	13	59	LODIN, SPENCER	2/20/2016	1
16	ROTHSTEIN, JOHN C	10/24/2015	17	60	SIBELL, WAYNE L	2/20/2016	5
17	LINNEMEYER, BLAKE	11/7/2015	3	61	THOMPSON, KAREN I	2/20/2016	11
18	BURKE, SEAN	11/7/2015	5	62	FROST, TERRY A	2/20/2016	15
19	BRADFORD SR, CHRISTOPHER L	11/7/2015	7	63	FRANCIS, NORINE J	2/20/2016	17
20	MILBRATH, NATHANIEL A	11/7/2015	9	64	DADI, EDDIE D	2/27/2016	1
21	BURRIS, MARCUS	11/7/2015	11	65	PENNOCK, CHRISTOPHER C	3/12/2016	1
22	TACORONTE, CHARLES G	11/7/2015	13	66	LANGEHAUG, DANIELLE	3/12/2016	3
23	NOVACK, HALEY J	11/7/2015	15	67	MEESTER, ALEXANDER L	3/12/2016	9
24	MATHER, DEENA M	11/7/2015	19	68	ESPINOZA, ROSA M	3/12/2016	15
25	LLOYD, KATIE M	11/7/2015	21	69	TAYLOR, YAHTIA	3/19/2016	1
26	FINLEY, JENNIFER	11/7/2015	23	70	THRO, JENNA	3/19/2016	3
27	KEUL, ASHLEY	11/7/2015	25	71	ARNOLD, THOMAS W	3/19/2016	13
28	TIERNEY, ARON T	11/7/2015	31	72	BYRNE, MACKENZIE O	3/19/2016	17
29	SCHROEDER, CARLA J	11/10/2015	1	73	BERREZUETA, JUAN C	3/19/2016	19
30	HEINLEIN, TIMOTHY J	11/14/2015	43	74	WENWOI, SAMANTHA	3/26/2016	3
31	CHRISTOFFERSEN, AARON A	11/21/2015	5	75	CASILLAS-CORDER, HEIDI L	4/2/2016	1
32	GUYOT, NEIL	11/21/2015	7	76	JACKSON, ANDREW	4/2/2016	7
33	CHAPMAN, GORDON T	11/21/2015	9	77	MCFERSON, ESTER L	4/2/2016	11
34	YAEGER, MICHAEL A	11/21/2015	11	78	SWANSON, TYLER A	4/9/2016	1
35	BRUVOLD, PEDER A	11/21/2015	15	79	HINTZ, HEIDI	4/9/2016	3
36	PATER, KEVIN J	11/21/2015	17	80	CHATWIN, WILLIAM	4/9/2016	9
37	COOPER, DANIEL	11/21/2015	21	81	LEAKS, GIRBAUD	4/9/2016	15
38	FAHEY, HEIDI R	11/21/2015	23	82	HODGE, ROBERT L	4/9/2016	19
39	MCMOORE, DARYL	11/21/2015	25	83	OLSON, KYLE L	4/9/2016	23
40	NUERNBERG, MATTHEW S	11/21/2015	33	84	MANGSETH, MITCHELL	4/9/2016	25
41	MCCALEB, LATASHA	11/21/2015	39	85	STEINHORST, WAYNE A	4/9/2016	27
42	NELSON, MICHAEL P	11/21/2015	41	86	ROCHA, RALPH	4/9/2016	29
43	MOUA, KONG	11/21/2015	49	87	SPARKMAN, GLINDA L	4/9/2016	31
44	ADDINGTON, BARBARA J	11/21/2015	51	88	MOHAMED, KADIGA S	4/16/2016	1

CCA Relative Standing continued on pg 9

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

USA Union preferred

**The Twin Cities Postal Headquarters** 

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



November 2016 **Branch Nine News** 

	Relative Standing continued fro			94.0	277-2220		
#	NAME KOLIDAYA ILILES A	SEN DATE	SEN#	# 139	NAME DALKE DAVIDA	SEN DATE	SEN#
89	KOUDAYA, JULES A	4/16/2016	3		DALKE, DAVID A	7/2/2016	5
90	HELGESON, JOHN	4/23/2016	1	140 141	NGO, JAY H	7/2/2016	7
91	PARRISH JR, JAMES E	4/23/2016	7	141	MALMON, DEBORAH	7/2/2016	9
92	GUSTAFSON, KYLE L	4/23/2016	9 11	142	LARSON, JEREMYJ	7/9/2016	1
93	ANDERSON, JEREMY	4/23/2016	13	143	NELSON, CARISSA E	7/9/2016 7/9/2016	3 5
94	WHITE, EQUONDA D	4/23/2016			HASSINGER, WILLIAM R BARLAU, CHRISTOPHER M	7/9/2016	5 7
95	HALTTUNEN, JOSH PEN, THON V	4/23/2016	15 17	145	1983 회사회에 N 2017 (1115 INS) 기업 1870 전 및 '제 1875 원리의 '제 2017 전 1870 <sup>N 2018</sup>		9
96	1000 To	4/23/2016		146	JOHNSON, SHAQUITA F	7/9/2016	11
97	FLECK, ALEXANDER R	4/23/2016	19	147 148	SKOGMAN, WESLEY CAMPBELL, KALENA	7/9/2016	
98	BROCK, BENJAMIN W	4/23/2016	21		1000 C 100 C 1	7/12/2016	1
99	SHEPARD, SPENCER	4/23/2016	23	149	EVEN, GREGORY J	7/23/2016	1
100	BRADLEY, QUINN P	4/23/2016	25	150	BROWN, ANDRE L	7/23/2016	5
101	RODRIGUEZ PINOS, NANCY J	4/23/2016	26	151	BLAHOSKI, AARON W	7/23/2016	7
102	BERGMAN, JARED T	4/23/2016	29	152	CARTER, ZAREE E	7/23/2016	9
103	NJINE NGANGLEY, SYLVAIN NOEL	4/30/2016	1	153	CROSS, TERRY	7/25/2016	1
104	LAKER, JAMES D	4/30/2016	9	154	DOZIER SR, PIERRE	7/30/2016	1
105	BELEVENDER, KARI H	4/30/2016	11	155	LONG, ANDREW J	7/30/2016	3
106	HANSON, TASHA M	4/30/2016	15	156	WOODIN, JOHN F	7/30/2016	7
107	ROMERO, JESUS M	4/30/2016	21	157	DAVIS, STACY M	7/30/2016	11
108	CROWE, TRAVIS	5/7/2016	1	158	EGGLESTON, KURT G	7/30/2016	13
109	MALMIN, BRANDON	5/7/2016	3	159	KITTOK, MELISSA	8/6/2016	3
110	ANDERSON, JACOB R	5/7/2016	5	160	BRUNTZ, JEREMY D	8/6/2016	5
111	FERGUSON, SAMUEL J	5/14/2016	1	161	ENE, EDET O	8/20/2016	1
112	OLSON, CHAD	5/14/2016	3	162	POPE, STEVEN	8/20/2016	5
113	WHITE, MITALO	5/14/2016	5	163	MATTSEN, SHANE M	8/27/2016	1
114	BURK, OTHA D	5/14/2016	7	164	BALBOA, JOHNNY	9/3/2016	1
115	SANDIMAN, AMY S	5/14/2016	17	165	LEE, YUSENG	9/10/2016	1
116	LOWRY, BRANDAN	5/21/2016	1	166	KERN, LATONIA C	9/10/2016	3
117	CHANG, THAI	5/21/2016	3	167	RITER, CHRISTOPHER	9/10/2016	5
118	PETERS, RYAN N	5/21/2016	7	168	HAUSKEN, SETH	9/10/2016	7
119	LECHER, DONNA M	5/21/2016	9	169	BERG, JESSICA L	9/14/2016	1
120	MORSE, JOHN A	5/21/2016	11	170	COOK JR, GERIAND E	9/17/2016	1
121	WALSH, DONALD	5/21/2016	13	171	WOLFE, AARON T	9/17/2016	2
122	MARTIN, TRACI	5/21/2016	15	172	FREEMAN, JASMIN S	9/17/2016	3
123	RUDOLF, BENJAMIN	5/21/2016	17	173	MCHENRY, MATTHEW M	10/15/2016	1
124	WEIGMAN, KAREN M	5/28/2016	1	174	ADKINS, KEONIA K	10/15/2016	2
125	IVERSON, HEIDI M	5/28/2016	3	175	WILLIAMS, MEGHAN B	10/29/2016	1
126	CLASEN, BRYAN	5/28/2016	5	176	BOON, NICK	10/29/2016	2
127	OBIRI, HELLEN N	5/28/2016	9	177	FINSETH, ANDREW	10/29/2016	3
128	BERKTOLD, AARON	5/28/2016	11	178	WIESER, ADAM J	10/29/2016	4
129	STEELE, CAROLYN	5/28/2016	17	179	JOHNSON, STEVEN C	10/29/2016	5
130	MCGUIRE, KERRI L	5/28/2016	21	180	POOLE, NORA C	10/29/2016	6
131	KITTLESON, TIFFANY	6/18/2016	1	181	DELGADO, NATHAN E	10/29/2016	7
132	ARTISHON, ELI	6/18/2016	3	182	PYRON, ROBERT	10/29/2016	8
133	SCOTT I, BRIAN E	6/18/2016	11	183	KOPONEN ZIMMERM, ELIZABETH	10/29/2016	9
134	ISHAM, KRISTINA E	6/18/2016	13	184	JOHNSON I, STEPHANIE J	10/29/2016	10
135	BENTLEY, LATORIA L	6/18/2016	15	185	EMORY, CHRISHON A	10/29/2016	11
136	GRIFFIN, SHANNON	6/18/2016	19	186	WARE, TRATINA C	10/29/2016	12
137	WALKER, TRAVIS A	7/2/2016	1				
138	PARKER, BENJAMIN	7/2/2016	3				



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"Academy" continued from pg. 1 process established. As carriers, we saw the results. The station level offered very little support and knowledge to the trainers and to the incoming carriers. The retention rate around the country was low.

Several pilot training programs began around the country soon after. Over the past year those pilot programs were being presented, reviewed and observed. Oscar Garcia Jr. and Alfredo Villa, two Phoenix, AZ carriers were asked to create a new training program by their District Manager. They agreed and went



Carrier Academy Trainer Jenna Ratzlaff (Brooklyn Park) teaches new CCAs dismount delivery.

back to the basics. They provided hands on training in a controlled environment. They spent a year creating and using their training program. Phoenix had a retention rate around 30% prior to the new program. Since they've implemented the new program the retention has increased to 70%. They were the final and last program, of the 7 reviewed. Upon seeing the methods and results of the program, Oscar's and Alfredo's training program was chosen to be implemented Nationwide.

Region 7 Master Trainer Jeremy Rothstein was sent to Phoenix (in the summer) to learn, set-up



Phoenix, AZ Trainer, Oscar Garcia, Jr. helps train the trainers on his nationally adopted program.

and implement the new program for the Northland District. Minneapolis is the only location in Northland District for new Carrier Academy. It was completed

> on time, with only a few months to find the space, the needed equipment, and to train the trainers in the new program. This was done with a lot of help with set-up and equipment scavenging from Bloomington Carrier/ Trainer Jeff Babey, St. Paul Carrier/Trainer Kevin Anderson, and the Training Department Staff. The second week of October, the program began and the inaugural class completed. The Northland Academy was fortunate to have the program creator

Oscar Garcia Jr. spend a day and half with the Carrier Academy

Facilitators and show and explain exactly what and why we are training new carriers this way.

The Standard Training for City Letter Carriers provides basic instructions and incorporates hands-on instruction of casing skills in a simulated environment to newly assigned carriers. Practice segments associated with separately demonstrated job elements provide for coaching by veteran carrier instructors. The instructor-based program provides 32 hours of classroom instruction

Other changes and highlights include a shadow day and mock delivery routes, so that participants are afforded handson casing, pulling down, loading the vehicle, and delivery practice. Continuing is the on-the-job instruction which includes orientation to local policies and procedures demonstration directed practice, and coaching.

The academy does not attempt to address every detail of the city carrier craft. What the academy does do is provide the new carrier with the basic skills needed to perform the job in a safe and efficient manner.

The success of our future carriers requires the cooperative efforts of all. The new Academy provides carriers a better beginning.



Carrier Academy Trainer, Robb Petersburg (Lost Lake) does a teach back on CBUs.





November 2016 Branch Nine News



# Sunday, December 11

1:00 to 4:00PM

New Hope Cinema Grill 2749 Winnetka Avenue North New Hope, MN 55427

### \$5.00/Person

Available space for 200 people - first come, first served.

Limit of 6 tickets per Branch 9 member (Active, CCA & Retired)

and immediate family only.

Watch the Christmas
Watch the Christmas
Classic Cartoons
How the Grinch
Christmas
Stole &
Frosty the Snowman
On a movie theater screen.

### **Buffet Lunch**

Zesty Queso Dip with
Fresh Tortilla Chips
BBQ Meatballs
Tator Tots
Pizza with
Assorted Toppings
Boneless Buffalo Wings with
Bleu Cheese Dressing
Soda and a Cash Bar





Name:	Station:
Number of Guests:	Amount Paid:
Name of Guests (Must include ages	of children):

Return registration form and payment (checks made out to Branch 9 Christmas Party) to: Branch 9, 2408 Central Avenue NE, Minneapolis, MN 55418







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### Stay informed by:

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

### Contribute to the PAC

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



nalc.org/government-affairs/political-activity

# **Branch 9 Calendar**

### **November 22**

Combined General Membership/ Steward Board Meeting Crystal VFW, Crystal, MN

### **November 24**

Thanksgiving Day (CLOSED)

### December 8, 1886

Labor organizer Samuel Gompers sets up the American Federation of Labor (AFL), a collection of trade unions that will play a major role in the labor movement.

### December 11

Branch 9 Holiday Party New Hope Cinema Grill 2749 Winnetka Avenue North New, Hope 1:00 - 4:00PM

### **December 13**

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

### December 26

Christmas Holiday (CLOSED)

### **December 27**

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

### **Northside Retiree Breakfast**

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

### N Suburban Retiree Breakfast

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

### **Southside Retiree Breakfast**

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

### Nokomis Retiree Breakfast

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

### **POCUM**

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