

JEROME J. KEATING BRANCH



# BRANCH NINE NEWS

"AN INJURY TO ONE IS AN INJURY TO ALL"

1964

VOLUME 67 No 6

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August 2015

## FIRST VEHICLES

Mechanized vehicles for the Post Office in Minneapolis appeared in July of 1920. The Post Office received the W.W.I. surplus vehicles from the war department. Prior to that a horse delivery company had a contract to haul for the Post Office. All wagons were equipped with a back rear step for collectors. When parcel post delivery was established larger wagons were built with one to three men assigned to each wagon. Trucks were a big improvement over the horse and buggy days. It must have been a job harnessing a horse on a cold day. When a regular was laid off, the sub had to go to his home to get the horse and buggy. The sub was only on the clock while sorting and delivering the mail.

Back in the twenties and thirties we had the Commerce Trucks, they were used on loop collections and parcel post. They were World War I army surplus. They were built high with a high running board, no starters, they had to be cranked, no automatic windshield wipers and no heaters. What they did have were very sturdy springs that were made for heavy loads,



Commerce mail truck in 1931

not for mail. When we hit a chuck hole in the street, the entire truck bounced up and down. We called them "Lumber Wagons" and they sure rode like it. The cargo space was covered with a heavy wire screen. When it rained or snowed, we would fight to lower the heavy canvas to protect the mail. The heavy chains on the tail gate rattled like the chains on Marlay's ghost in Dicken's "Christmas Carol." To get in or out of the cab, there were two steps. These trucks were used on Parcel Post routes and heavy collection routes. Loop collections were made between 4:00 and 6:30PM. We made half hour trips with helpers. At 6:30 the drivers would switch to the Model-T trucks for residential collections.

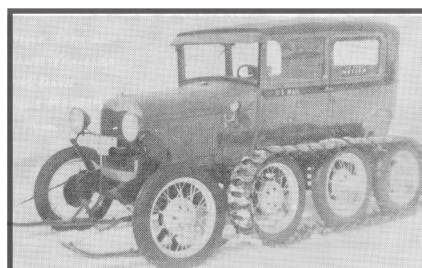
The Model T Fords had the modern wipers that the Commerce trucks didn't have, **but God help the man that tried to crank that Model T before he retarded the spark. Result: a broken arm.** They had small tires and many a truck was tipped over when the wheel got into the street car tracks. They were small trucks and they could never figure out how the big men like Joe Dondelinger, Jerry Keating, Don Giese, and Harvey North ever got in and out of these almost toy trucks.

In 1931 the P.O. Dept. bought a fleet of 29 Essex sedan chassis and put truck bodies on them. They were a treat for a while - they had starters, windshield

wipers, but no heaters. On smooth streets they jumped like a kangaroo. The Essex trucks life span was short. In '31 the Model A's replaced the Commerce trucks.

For the past 25 years, we have used LLVs, 2 ton trucks and recently mini vans were added.

There are plans in the works to replace the old fleet with new vehicles designed to meet the current needs of the Postal Service.



First snowmobile design was successfully used on Rural Routes throughout Minnesota



The "new" LLVs and 2 tons are now over 25 years old.



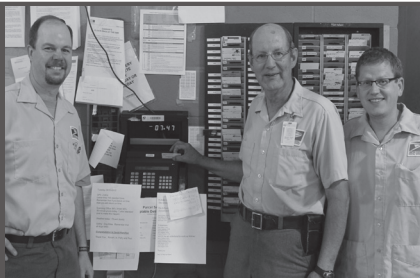
## RETIREMENTS



**Happy Retirement Al Champion (Golden Valley) with Stewards Mike Rasmussen and Adam Tingelstad.**



**Mark Barrows' (Brooklyn Park) last punch with Stewards Melia Derrick and Vince Froehlich.**



**Dave Hamilton's (Eastside) last punch with Stewards Matt Peterson and Pete Stapleton.**



**Kieran Hughes (Minnehaha) makes his last punch with a smile. Happy Retirement!**

## In Memoriam

Robert Bisch  
Mike Ashton  
Jerry McDaniel

## Welcome New Members

Cynthia Barnum  
Colin Bjorklund  
Sean Bulenrose  
Donald Carter  
Teara Courington  
Moses Dolo, Jr.  
Ashley Egan  
Natalie Edwards  
Christopher Flagg  
Elliott Garcia  
James Gonzalez  
Christopher Grotkin  
Elizabeth Harry  
Rebecca Heiam  
Caitlin Hill  
Christopher Hill  
Kyle Hunter  
Kaym Jeong  
Marvin Jones  
Trisha Karoun  
Donovan Keller  
Kongshia Lee  
Feifei Li  
Michael Linn  
Shannon Mazzara  
Jordan Michilot  
Adam Mohamed  
Stephanie Nicholson  
Jean Paul Owona  
Richard Paulsen  
Natalie Payne  
Mark Peterson  
Michael Pohl  
Gregory Rangel  
Dan Renner  
Dean Schneider  
Gabriel Sellers  
Shaafi Shilaabo  
Messan Somado-Hemazro  
GioVauntai Stewart  
Joel Turrentine  
Mitchell Vaughn  
Patrick Yeboah  
Renaë Zajac  
Peter Ziemann

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

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

Articles MUST be submitted to the editor by the 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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## PRESIDENT'S REPORT

**Anticipation** – As the end of summer is on the horizon, the season of anticipation begins and depending on your point of view it can be an exciting time or a time of dread as to what is going to happen next. The one thing that is for sure whether it is route adjustments, Sunday delivery, or the new Delivery Management System (DMS) something will happen.

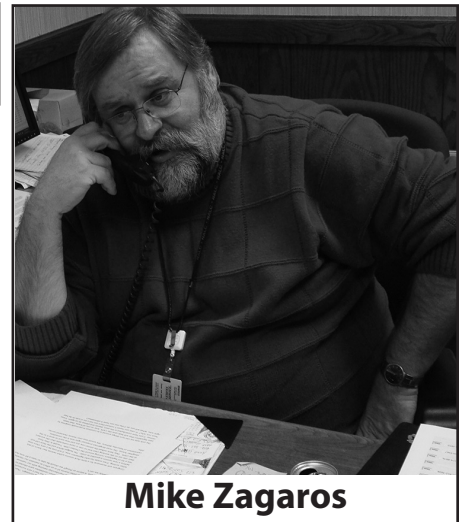
**CDRAAP** – The fall mailing season is about to begin and with it, time to examine the route adjustments that took place this past spring and summer. In the chase for an 8 hour assignment, the adjustments that have taken place under CDRAAP, have added time into most of the units that have been examined. There are still three offices (Loring, Lost Lake and Brooklyn Park) that have yet to be evaluated and adjusted. These adjustments will begin sometime in September.

I wish to thank the REATs (Route Evaluation and Adjustment Teams) Melia Derrick and Joe Rlan, from Branch 28 Janet Musta and Mike Keller, the local office contacts and the carriers for giving your input and feedback into this process. No route adjustment process is perfect and no process will result in an 8 hours assignment every day. But that doesn't mean we shouldn't strive for it.

**DMS & SCANNERS** – This summer, the third generation of scanners should be fully distributed and with them the end of the flip phones and scanners that just weren't doing the job. Along with the new scanners, there is a new tool at management's disposal called the Delivery Management System or DMS. This system allows for real time observations of letter

carries on the street. Currently, DMS uses the MSPs (Managed Service Points), the package scans from the PASS and the pivot plan from your route. The MSPs and package scan addresses are laid out on a map of your route and when each scan is made on the street it will identify where you are at during the time of the scan. It will also designate where you are timewise based on your leave time and management's projections. This program allows (once the unit is online) supervisors, and higher level management to pull up any route and see where you are on your route.

Each scan point made will determine your progress on the route: Blue for more than 30 minutes ahead of schedule. Green for being on time. Yellow for being behind schedule (10 minutes). Red for you are behind schedule by 30 minutes. If you are carrying off another route and that information is entered in the morning, the map will also show this information. When a scan is made, the scanner will transmit the information immediately. Customers can and will receive notice of package delivery based on when the scan is made. It is for this reason, that all scans are to be made at the delivery point. At this time, management does not have the passive GPS working that would identify where you are every minute but that will change in the future. The Operations Programs Support has a monitoring office on the 4th floor that will be used to monitor specific zones in an effort to improve overall operations (their words). They will be contacting offices with the results of their monitoring. If you are questioned about your scans by your supervisor, ask to have your steward present.



**Mike Zagaros**

One of the new elements of the scanners is texting capabilities. Management has the ability to communicate with carriers on the street through the new scanners. The text messages can be sent to all routes or just an individual route. It also has the ability for carriers to respond to these texts and to initiate text messages to the unit. Hopefully this will end the need to use your cellphones on the route to call the station multiple times because of either busy signal or no answer. We will be meeting with management to establish this method of communication. There is still no word as to when the "Panic Button" (as seen on TV) will be utilized here.

**AMAZON & Sunday Delivery** – Beginning Sunday, August 16th, CCA letter carriers will begin working on Sundays delivering packages. All of the offices in the Minneapolis Installation will be making deliveries (except for the offices of Loring, Lowry and the Main Office). Sunday delivery will also include the Associate Offices of Anoka, Burnsville, Champlin, Chanhassen, Osseo and Shakopee. The current plan calls for delivery hubs to be established and carriers will be assigned to go to the hub, where they will pick up their packages for the day. They will be broken down

*Pres. Report cont'd on page 7*



# COLLECTION BOX

## ECONOMICS

The U.S. Postal Service recently published its results for the month of May 2015 and its year-to-date results through May 2015.

The Postal Service had a \$126 million operating loss for the month of May, before the impacts of retiree health benefits (RHB) pre-funding and workers' compensation accounting adjustments. As of the end of May 2015, USPS' year-to-date operating profit was \$1.5 billion before RHB pre-funding and workers' comp accounting adjustments. This operating profit is about \$370 million ahead of the Postal Service's 2015 plan, and about \$200 million more than the results at the same point last year.

The USPS has four months remaining in the 2015 fiscal year, which ends on September 30.

The NALC expects that the results for the full fiscal 3rd quarter (which will include the month of June 2015) will be released sometime during the first two weeks of August.

## NAT'L ELECTION NOTICE

Pursuant to an election complaint received by the United States Department of Labor's Office of Labor-Management Standards (OLMS), the National Association of Letter Carriers (NALC) has entered into a voluntary agreement with OLMS to conduct a new officer election for the position of NALC Director of Retired Members, under OLMS' supervision. There will not be any new nominations for this position. This new election will take place in September and October 2015.

The election will be conducted by mail ballot. All NALC members are encouraged to update their address with the union by contacting the NALC Membership Department at (202) 662-2836 or by visiting <http://forms.nalc.org/update>. Ballots will be mailed to eligible members in the middle of September 2015 and will be due back in the beginning of October 2015. Further details and dates for this election will be provided in an official election notice to be included in The Postal Record and in the mail ballot packages.

If you have any questions or concerns regarding the new election and/or campaign activities, please contact OLMS Election Supervisor Brian Lucy at [OLMS-NALC-Election@dol.gov](mailto:OLMS-NALC-Election@dol.gov).

## THE FUTURE IN FOCUS

### NALC 2015 National Conference in Houston

The future was very much on the minds of the nearly 1,500 letter carrier activists who were present for NALC's 2015 National Conference in Houston July 17-19.

*"None of what we do as a union works without you, the brothers and sisters of this union who step up as leaders,"* NALC President Fredric Rolando said as he opened up the rap session portion of the weekend-long conference on Sunday.

Such conferences are called for by the NALC Constitution, which states that in years in which there is no National Convention, the president must call a national conference for state association and branch presidents or their designees.

Attendees began arriving and checking in on Friday afternoon. On Saturday, these branch and state leaders attended a selection of educational workshops.

On Sunday at 9 a.m., President Rolando called the rap session to order in the Hilton-Americas Houston's Grand Ballroom.

To read the rap session coverage in the upcoming August edition of The Postal Record go to <http://www.nalc.org/news/nalc-updates/body/Pages-5-9-RAP.pdf>

## Executive Vice President's Report

### **RAP SESSION HOUSTON**

I (along with 13 other Branch 9 members) just returned from the July 18th and 19th Rap Session in Houston. On Saturday we spent the better part of the day attending several very informative classes put on by the NALC. The Rap Session concluded on Sunday with National President Fredric Rolando updating us on all of the most current information concerning the NALC and the Postal Service on the national level.

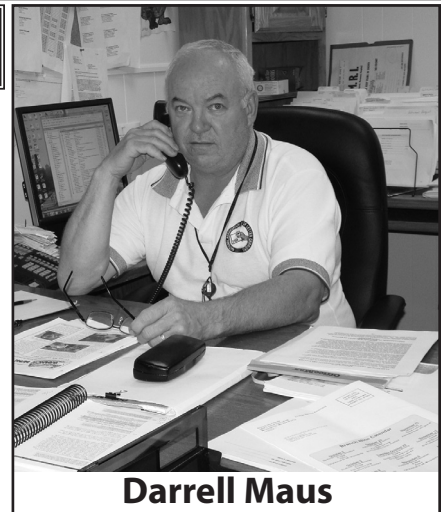
### **LEGISLATION**

President Rolando made it very clear that any legislation by congress that does not address the pre-funding mandate would be very damaging to not only the Postal Service, but to all of its employees (current and retired).

While our retirement funds are currently 100% funded the mandate to pre-fund future retiree health benefits for the next 75 years is crippling the service. This fund is a \$100 billion requirement for the Postal Service with \$50 billion of the requirement currently paid. It is this remaining \$50 billion that is currently and will continue to cripple the Postal Service if immediate action is not taken. As previously stated our retirement funds have a surplus of \$50 to \$75 billion add that to the current \$50 billion in the pre-funding account that equals a lot of money that the Post Office should be able to use, but can't. That money just sits in these accounts at the ready and cheap for the Federal Government use for whatever reason. Despite all of the road blocks congress tries to put up, the Postal Service is still turning a profit.

Former Postmaster General Donahoe felt that the only way for the Postal Service to survive was to reduce not only mailing requirements, but also days of service and by closing mail processing plants. Congress was willing to stop plant closures, but in exchange they wanted the Postal Service to discontinue door to door delivery and implement cluster box delivery for all businesses and most residential customers. The NALC is strongly opposed of these changes. In meetings with the new Postmaster General Megan Brennan, President Rolando stated that even though they don't agree on certain issues it is refreshing to know that the communication line is always open and that he has so far been able to take her at her word unlike Donahoe. In their talks the Postmaster General said she did not want to change to 5-day delivery and/or change the current door to door delivery at this time. Her main concerns were plant closures and service standards. Postmaster General Brennan and President Rolando are in agreement that the pre-funding mandate has to be addressed by congress, after all they are the ones that crippled the Postal Service with this requirement.

Fred went on to say that the only thing the members of congress care about is money and getting re-elected. He also stressed the need to motivate our members and urge them to donate time and money to the election process. Currently only 10% of our members nationally have a payroll deduction for Letter Carrier Political Fund (LCPF formerly known as COLCPE). President Rolando



**Darrell Maus**

emphasized if we are going to win this war against congress we have to do better.

### **BOARD OF GOVERNORS**

President Rolando also stated that we have a board of directors consisting of the 535 elected officials (our congress) thinking they run the Postal Service. The Postal Service is really supposed to be governed by a Board of Governors which consists of 9 appointed members, the Postmaster General and the Assistant Postmaster General. Currently there are only 3 governors on the Board and 2 of them will be off at the end of this year leaving only 1 remaining. Fred referred to this as the "Board of Governor". 5 new people have been chosen to be on the Board, but are waiting to be confirmed. 2 of these people are not favorable to labor and our concerns were voiced to our representatives to not support the choices. President Rolando also stressed that "No governors is better than a Board of bad governors."

Another requirement to be on this Board is to have at least 50% of them to have large/major business experience. Currently no one on this Board has any major business

*Exec. VP Report cont'd on page 9*

# Rural Postal Act Introduced in the Senate

Senators. Heidi Heitkamp (D-ND), John Tester (D-MT), Claire McCaskill (D-MO) and Gary Peters (D-MI) have introduced legislation to address the declining quality of mail service in the rural United States. **The bill aims to improve rural mail delivery and service standards nationwide.**

**If passed, the proposed Rural Postal Act would restore the overnight delivery standard for local mail, a standard that has been phased out over the past few years, and it would make permanent the requirement that the U.S. Postal Service deliver mail six days a week. In addition, the bill would place a two-year moratorium on the closing of mail-processing facilities.**

Heitkamp serves as ranking member of the Homeland Security and Government Affairs Subcommittee on Regulatory Affairs and Federal Management. As her motivation for introducing the bill, she cited the collapse of delivery performance in the second quarter of the current fiscal year, when just 63 percent of mail was delivered on time. For months, Heitkamp and several rural state senators from both the Democratic and Republican parties have been working to

highlight the disproportionate impact plant closings have had on mail delivery in rural states, where small populations of postal customers are dispersed across sometimes vast geographical distances.

The Rural Postal Act has been characterized as a "marker" for rural senators in the coming debate over broader postal reform legislation.

*"Mail is a critical lifeline in rural America," Heitkamp said. "I've heard from folks from across our state that they aren't receiving their mail and prescription drugs on time, or their local post office has had its operating hours significantly reduced. That can't be the way the Postal Service operates."*

*"My common-sense bill aims to address the needs of rural families and postal employees," she said. "This isn't the final step to fixing all the problems with the Postal Service, but any efforts to do so need to include these kinds of protections and support for rural America, and I'll keep building support so we can meet the postal needs of all Americans."*

NALC President Fredric V. Rolando praised Heitkamp for her "tireless

work," and he released the following statement:

Thanks to Senator Heitkamp, there is now a core group of senators from both parties focusing on the Postal Service in this Congress. Letter carriers especially appreciate their steadfast support for six-day and door delivery and for high-quality service standards.

Of course, we all know that the best way to ensure high-quality service is to address the crushing mandate to pre-fund future retiree health insurance costs decades in advance, a mandate that accounts for 85 percent of the Postal Service's losses in recent years.

NALC is working day and night with industry stakeholders and the new leadership of the Postal Service to build consensus around legislation to fix the pre-funding mess and to give the Postal Service the tools it needs to innovate and prosper in the 21st century. The Rural Postal Act does not address the core financial challenges the Postal Service faces, but the bill represents a positive step in the right direction.

We thank Senators Heitkamp, Tester, McCaskill and Peters for their leadership.



Br. 9 Retired Letter Carrier  
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**Pres. Report con't from page 3**

using a system called "dynamic routing." A clerk will separate and number the packages. A route manifest will be printed out for the carrier along with turn by turn instructions as to the line of travel. The carriers will then load their vehicles and deliver the packages. There have been discussions that there will be 2 carriers in each truck, but that has yet to be finalized. The initial estimates as to the number of packages that will be delivered on any given Sunday has risen from 13,000 to 24,000 packages and that there will be approximately 55 CCAs working on each Sunday.

After returning from the Rap Session (discussed elsewhere in this issue) many of us had conversations with other carriers from around the country about Sunday deliveries and our concerns about the possibility of having carriers working 7 days a week.

We have started having discussions with management to try and ensure that carriers are not working 7 days a week as a result of these new deliveries. Stay tuned.

**Other Items** – Carriers who had approved annual leave during their first 90 days after being converted, have discover that the annual leave they took was changed to Leave Without Pay (LWOP). This change was done by management without the carrier's knowledge or consent.

An interpretive level grievance challenging this action was initiated by the NALC. The NALC along with the APWU and the Mailhandlers appealed the case to Arbitration before Arbitrator Das. On July 2nd Arbitrator Das ruled City Carrier Assistants must complete a 90-day qualifying period following their conversion to career status before they may be credited with or may take annual leave. All grievances that have previously been held are now being settled based on that decision.

**State Fair** – *The Great Minnesota Get Together* is just around the corner. Once again, Branch 9 will have a kiosk at the MN AFL-CIO Labor Pavillion. We are still looking for volunteers. The fair starts on August 27th and goes through Labor Day. Volunteers will receive free admission to the fair for each shift that they work. Contact Angie at the Branch Office to schedule a shift.

**CCA Conversion** – Since 2013, over 260 CCAs have been converted to career status. One of the most frequently asked questions is *when will the next conversion take place*. The easiest way to monitor the potential conversions is by visiting the NALC website ([www.nalc.org](http://www.nalc.org)) after the first of the month and review the monthly Transfer Opportunities under M-1856. They are listed by district and have the latest number of positions that may be subject to conversion. The list is posted for 21 days and then are usually filled by either trans-

fers or conversions after 2 full pay periods. The July posting has 8 vacancies for Minneapolis as well as opportunities in Anoka, Osseo and Shakopee. **Conversions should take place later in August.**


**With Anticipation**, sometimes comes anxiety, fear and doubt. But like everything else things are changing. For the NALC February 2016 will be the start of the next round of collective bargaining with the Postal Service. Trying to figure out what congress will or won't do to the Postal Service and what these things mean locally is on all of our minds. Our primary job is to remain informed and engaged today and plan for the future together.

**2016 Color Coded Calendars**

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## About That Retirement!

By John Marszalek  
Retired Branch 9 Member

**Join me on my retirement journey from the Federal Employees Retirement System (FERS).** I will try to give you an overview of what to expect and approximate timelines about what and when you will get what is due, and a little insight into my journey.

**One of the best things about retirement,** for me, is that I don't have to get up early to call in sick to go Drag Racing on a Saturday during the summer. I had to do it at least once a summer, I just wouldn't be me without it. Before the automated system was installed, we had to actually talk to the floor supervisor in the morning. And that almost always caused me a very sleepless night before. I remember one time that I called in on a Friday for the weekend and at that time it was a courtesy to call back at the end of the day and let them know about the next day. Well I had to call from the race track on Saturday afternoon. I picked the quietest place I could find and called. Of course there were loud cars going down the track, and the supervisor asked me why it was so loud, I came up with some story about

racing being on TV, but I did get a good night's sleep that evening. There is something to be said about getting your 7 or 8 hours of sleep every night, because now when I get up early it is because I want to, not because I have to! For most of my career of being a professional (ahem!) Letter Carrier, I worked a lot of my days off and a lot of overtime. At the end of the day I was tired. Being retired pretty much means that you have to work or do enough to get tired. Right now that is a struggle for me. Sure there is always something that needs to be done, but getting exercise and at least staying somewhat active during the day is very important. If you have a plan for yourself after work years, that is good. My plan is to at least take the summer off and do things that I never had the chance to do, including spending more time with family.

**The first step in the journey is to make sure you have enough of a stash of cash** to get you through up to three months (for now) of expenses. I am currently at the end of my second month in retirement and my annuity has not yet been finalized. Your last paycheck will be mailed to your last Station, not direct deposited. Your pay for terminal leave, that is your unused vacation time, will also be mailed and will be at least one or two pay periods after Eagan receives your paperwork for retirement. You will receive the interim payment for the postal annuity or pension one month after your retirement. And that will be direct deposited if you choose that option. That payment will be made the first of every month until you annuity is finalized. If you are under the age of 62, you

will not receive the supplemental pay until your annuity is finalized. That supplement will be about 75% of what you would get if you collected your Social Security benefit at age 62, and it ends on the day you turn 62. At that time you can apply for reduced benefits from Social Security. After the OPM part of the program is finalized you will be paid for any money due retroactive to your retirement date, and will be taxed accordingly. So far you will be getting about 80 to 90% of a third of what you will get after everything is done.

**As far as the Thrift savings goes, there are few choices.** You can elect to receive an equal number of payments until your savings are paid out, either as an estimate by IRS life expectancy rules, or an amount you pick, and you can only change this amount during open season once a year. There are also a few types of annuities you can choose from. Be careful when choosing this option. You can receive your savings in a 100% or 50% survivor annuity, with level or increasing payments. The 100% option would pay less per month than the 50% option, but if you choose the 50% option, and you or your spouse pass away then the total annuity is reduced to 50% of the original amount. And if both of you died then there is no option for a third beneficiary, meaning all your money will be absorbed by the issuer of the annuity, which will not be the Postal Service. Met Life is the primary issuer of postal annuities. There are other annuity options but they seem like rolling the dice and hoping for the best. And once you choose the annuity option there is no cancelling or going back. You are stuck with



your decision. I chose another option, and that one is rolling over my balance to a qualified IRA from another plan. I will take some cash out and pay the mandatory 20% federal tax on that withdrawal, but because I was older than 55 and completed 30 years of service I will not be subject to that other 10% penalty for early withdrawal. The balance of my Thrift Savings will be rolled over, and there I have other options available. Out of all those other options I chose to purchase an annuity with level payments, a 100% survivor annuity, and a third beneficiary, that will pay me about \$120 more per month than the same plan in Thrift Savings. And if my wife and I do pass away together the balance of my account will be paid to my third beneficiary. Do your research; don't just pick any company to roll over your money. Make sure you know what fees and expenses are involved before you make your decision, and how deep the pockets are of the company you are dealing with. If my math is correct my wife and I will have to live at least 17 years in order for the annuity to pay for itself. There again, we are rolling the dice and hoping that we both survive longer, but everything in this life is a gamble.

**So do a lot of research, it will help.** Plan to have as little of debt as possible as you enter into retirement and that really includes a mortgage that is paid off. Because if you do carry a mortgage into those years, the money used to pay for it comes right out of your pension, money that certainly could be used for other more helpful, useful, and enjoyable purposes!

**Exec. VP Report con't from page 5**  
experience. It seems the only business conducted during the quarterly meetings is deciding where to go to dinner rather than doing what they are supposed to do which is discussing business issues and make productive decisions. President Rolando was very clear that the current Board of Governors (while few) has to go and be replaced with a commission consisting of businessmen and businesswomen with the agenda of growing (not reducing) the Postal Service. That is what the forefathers of this country insisted on when the Postal Service was first established, that every citizen has the right to an informational delivery system available for all to use.

#### **CCA's**

Currently there have been over 18,000 CCA's converted to career employees in the nation. The national office is tracking residual routes that have been open for an extended period and are also working with management to make sure that there is a person on every route. Whether the carrier assigned to a route is on the desk (204B) or away on a full time union position or injured they are classified as ORNA (Occupied Route Not Available) every effort is being made to promote CCA's to career in order to fill these assignments.

President Rolando also stressed to everyone that organizing our new employees is very important. These new employees will one day be career carriers and officers of this Union. One of the items that the NALC started working on as soon as the Das Award came out was the issue of the next Collective Bargaining Agreement that expires in 2016. The hourly pay gap between CCA's and regular

carriers prior to the Das Award is one of the top agendas. The Postal Service knows they need to raise the hourly wage if they are going to retain CCAs.

#### **CITY DELIVERY ROUTE ALTERNATIVE ADJUSTMENT PROCESS (CDRAAP)**

To date over 1000 new routes have been created nationwide through CDRAAP, but postal management is not happy about the results. Fred thinks that after our current agreement expires at the end of 2015 management will be reluctant and not willing to enter into another agreement concerning a joint route adjustment process.

Whether the Postal Service returns to the formal inspection process or continues to work with us on a joint process the Union is prepared and ready.

#### **COLLECTIVE BARGAINING**

Negotiations on our new contract will start in February 2016 (our current contract expires in May 2016).

President Rolando has been following the negotiations currently going on with the APWU and NRLCA Unions. The APWU contract negotiations were having some success with both parties agreeing on several issues, but as soon as they starting talking about compensation everything changed and they are currently in mediation and will probably be going to arbitration. The Postal Service wanted another lower entry wage, eliminate the no lay-off clause, eliminate COLA's and also to reduce the clerks benefits. These same issues are what we may have to face in February.

Rest assured our national leaders and staffers are ready and preparing our case as you read this.

## Election Notice

**This is an official notice of elections for the officers and delegates of Jerome J. Keating Branch 9 NALC, Minneapolis, Minnesota.**

Nominations for the offices of: President; Executive Vice President; Recording Secretary; Financial Secretary; Treasurer; Editor; Sergeant at Arms; NALC Health Benefits Representative; Director of Retirees; three (3) Trustees; Delegates to the 2016 NALC National Convention; five (5) Delegates to the Minnesota, AFL-CIO/Minneapolis Regional Labor Federation (RLF); three (3) Delegates to the St. Paul Regional Labor Federation (RLF) will be held at the September General Membership Meeting on Tuesday, September 22, 2015 at 7:00pm at the Crystal VFW, 5222 56th Avenue North, Crystal, MN 55429.

The term for all offices will be three (3) years beginning in January 2016. The President and Executive Vice President shall be Delegates to the NALC Convention, MSALC State Convention and Minnesota AFL-CIO/Minneapolis RLF by virtue of their office. Candidates must complete the appropriate Letter of Intent and return same to the Recording Secretary at the General Membership Meeting in which they are nominated or within 10 days thereafter; by no later than 5:00pm.

Elections for contested officer positions and Minnesota AFL-CIO/Minneapolis or St. Paul RLF Delegates will be by referendum ballot that must be returned to the designated post office box selected by the Election Committee by 9:00am, Tuesday, November 24, 2015. Should an election of delegates to the NALC National Convention be necessary, it will be held at the October General Membership Meeting on October 27, 2015.

### **Request for Annual Leave Donations USPS Annual Leave Sharing Program**

The following list of carriers are incapacitated for available Postal Service duties.

**RICHARD A BURKE- City Carrier at the Thomas Burnett  
LSP# 15-4E-553-1024**

**GREG E GREENWELL - City Carrier at Coon Rapids  
LSP# 15-4E-553-1131**

**ROBIN T PIERSON - City Carrier at Powderhorn  
LSP# 15-4E-553-0985**

**MICHAEL WILLIAMS - City Carrier at Robbinsdale  
LSP# 15-4E-553-1195**

Any Northlad District Career, CCA, MHA or PSE employee who is interested in donating **earned** annual leave may access PS Form 3970-D, *Request to Donate Leave* at <http://blue.usps.gov/formmgmt/3999.htm>.

An Employee may also contact (a) the immediate supervisor, (b) the HR Shared Service Center at 1-877-477-3273, option 5; or (c) a union representative to request this form.

Mail PS Form 3970-D, *Request to Donate Leave*, with **Parts I and II completed to:**

Attn: Leave Share Coordinator  
HR Shared Service Center  
Compensation and Benefits  
PO Box 970400  
Greensboro NC 27497-0400

**Knowledge is Power**

**CCA  
Rights and Benefits**

**DISCIPLINE PROCEDURE**

CCAs have access to the grievance procedure when disciplined or removed. If you are disciplined or removed, let your shop steward or a branch officer know as soon as possible. The Union can file a grievance on your behalf, but it must be filed within 14 days of the date you receive discipline. In order to give your shop steward the most time possible to investigate and prepare a grievance, it is always best to let them know as soon as possible.

*Section 3. OTHER PROVISIONS  
E. Article 16 – Discipline Procedure found on pages 143-144 of the National Agreement states:  
E. Article 16 – Discipline Procedure*

CCAs may be separated for lack of work at any time before the end of their term. Separations for lack of work shall be by inverse relative standing in the installation. Such separation of the CCA(s) with the lowest relative standing is not grievable except where it is alleged that the separation is pretextual. CCAs separated for lack of work before the end of their term will be given preference for reappointment ahead of other CCAs with less relative standing in the installation, provided the need for hiring arises within 18 months of their separation.

CCAs may be disciplined or removed within the term of their appointment for just cause and any such discipline or removal will be subject to the grievance

arbitration procedure, provided that within the immediately preceding six months, the employee has completed ninety (90) work days, or has been employed for 120 calendar days (whichever comes first) of their initial appointment. A CCA who has previously satisfied the 90/120 day requirement either as a CCA or transitional employee (with an appointment made after September 29, 2007), will have access to the grievance procedure without regard to his/her length of service as a CCA. Further, while in any such grievance the concept of progressive discipline will not apply, discipline should be corrective in nature. In the case of removal for cause within the term of an appointment, a CCA shall be entitled to advance written notice of the charges against him/her in accordance with the provisions of Article 16 of the National Agreement.

**WEINGARTEN RIGHTS**

If called to a meeting with management, postal inspectors, or an Office of Inspector General (OIG) agent, read the following statement to the person you are meeting with before the meeting starts:  
“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Without my Union representation present, I respectfully choose not to answer any questions or participate in this discussion.”

**LOCAL AGREEMENT**

And locally there is an agreement that stewards are to be present for all job discussions. If you have any question contact your steward or call the Branch office.



Dear Branch 9 NALC,

My name is Madison Lutz. I would like to thank you for the scholarship! I graduated from Park Center High School and I will be attending North Hennepin Community College for my first two years. Then I plan to transfer to an art school where I will study film and sound engineering as well as graphic design.

Thank you again.

Sincerely,  
Madison Lutz

**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.

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

Change Service Requested

PRSRT STD  
US POSTAGE  
PAID  
TWIN CITIES MN  
PERMIT NO. 91964

## 2015 Branch 9 Election Notice on Page 10.

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



## Branch 9 Calendar

### August 11

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

### August 25

General Membership Meeting  
7:00PM  
Crystal VFW  
5222 Bass Lk Rd, Crystal

### August 27-September 7

Branch 9 at the  
Minnesota State Fair  
9 AM- 5PM

### August 11

Steward Meeting  
7:00PM  
Crystal VFW  
5222 Bass Lk Rd, Crystal

### September 1

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

### August 25

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

### September 4

N Suburban Retiree Breakfast  
8:30AM  
Denny's Restaurant  
9020 Quaday Avenue NE, Otsego

