



VOLUME 73 No 8

Official Publication of Branch Nine, NALC

October 2021

## REPORTING INJURIES AND RETALIATION

The regulations spell out that your employer may not retaliate against you for exercising rights protected under OSHA. The manual advises how to file a complaint and explains that you must initiate your complaint within 30 days of the date when you believe you were subjected to retaliation.

Some of the items that OSHA lists as protected activity are the following:

- Filing oral or written complaints about occupational safety or health with the employee's supervisor or other management personnel
- Filing an occupational safety or health grievance under a collective-bargaining agreement would also fall into this category
- Providing testimony or being about to provide testimony relating to occupational safety or health in the course of a judicial, quasi-judicial or administrative proceeding, including, but not limited to, depositions during inspections and investigations
- Reporting a work-related injury or illness
- An employee has a right to communicate orally or in writing about occupational safety or health matters with union officials or co-workers

This means that if you believe that you were retaliated against through your receipt of a letter of discipline (letter of warning, suspension or termination), you have the right to file a

whistleblower's complaint with OSHA within 30 days of the action that you believe was retaliatory. If you do exercise your right to file a whistleblower complaint, you also have the right to file a grievance under Article 14 and Article 19 (citing the relevant section of Chapter 8 of the ELM). Make sure that you also protect your grievance rights by promptly communicating with your union representatives and getting your grievance filed within 14 days of the date of your receipt of the letter of discipline.

The investigation of your whistleblower complaint requires that you identify the protected activity that you engaged in and the timing of the act of retaliation. A memo dated March 12, 2012, by the deputy assistant secretary of OSHA on the subject of Employer Safety Incentive and Disincentive Policies and Practices advises that:

Reporting a work-related injury or illness is a core employee right, and retaliating against a worker for reporting an injury or illness is illegal discrimination under section 11(c).... If employees do not feel free to report injuries or illnesses, the employer's entire workforce is put at risk. Employers do not learn of and correct dangerous conditions that have resulted in injuries, and injured employees may not receive the proper medical attention, or the workers' compensation benefits to which they are entitled. Ensuring

that employees can report injuries or illnesses without fear of retaliation is therefore crucial to protecting worker safety and health.

The entire memo is worth reading and can be found through the OSHA website at [osha.gov/as/opa/whistleblowermemo.html](https://www.osha.gov/as/opa/whistleblowermemo.html)

To better understand the scope of issues that are covered by the governing regulations, I draw your attention to OSHA's main webpage, [osha.gov](https://www.osha.gov). On the left side, halfway down the page, you will find a listing of top links. Click on the "Whistleblower" link, which should take you to the section dedicated to learning about this protection enforced by OSHA ([whistleblowers.gov](https://www.whistleblowers.gov)). At the top of the page is a series of labeled icons. Click on the one titled "Regulations and Directives," which should take you to [whistleblowers.gov/regulations\\_page.html](https://www.whistleblowers.gov/regulations_page.html). At the bottom left of the page, you can find the whistleblower's investigation manual.

Many union officials have recently assisted employees and groups of employees in the processing of complaints involving retaliation, and they have described great success. Get involved in making your workplace safer.

*Article Excerpts from  
11/2012 PostalRecord-  
M. Peralta Dir. of Safety and Health*

**RETIREMENTS**



Mike Rohling (Fridley) Last Punch with Steward Perry Korenowski Best Wishes!



Russ Reynolds (Fridley) Last Punch with Steward Perry Korenowski Congratulations!

**NEW MEMBERS**

- Nubia Amina
- Samantha Carlson
- Tseten Gyurme
- Thomas Hackbarth
- Elijah Johnson
- Benhi Khabeb
- Paul McPeek
- Michael Montano
- Benjamin Noble
- Emily Schaak
- Ted Stacy
- Jahmai Walton

**In Memoriam**

- Herbert Halverson
- Charles Miller
- Robert Gossler

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**Branch 9 Officers**

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**Exec. Vice President**

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**Recording Secretary**

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**Treasurer**

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- Latasha McCaleb
- Chris Pennock

**Director of Retirees**

Melia Derrick

**NALC Health Benefits Rep.**

Ken Jambois

HBR: (763) 370-1392

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.

**\*Announcement Branch 9 Members\***

General Membership Meetings will have an **in-person** option!

We are planning In-Person/ZOOM for all future General Membership Meetings.

@

7:00PM

Crystal VFW, Crystal, MN

Or you may still attend via ZOOM sign up below

Active/CCA Carrier

Retired Carrier

STATION: \_\_\_\_\_ Steward's Initials: \_\_\_\_\_  
If Active Member

NAME: \_\_\_\_\_

COMPLETE ADDRESS: \_\_\_\_\_  
Address, Unit #, City, State, Zip

PHONE #: \_\_\_\_\_ E-Mail: \_\_\_\_\_

POSTAL RECORD #: \_\_\_\_\_

(Must have to confirm you are a NALC member in good standing - located on Postal Record mailing label)

E-mail/Scan to [angie@branch9nalc.com](mailto:angie@branch9nalc.com), fax to 612.781.9849 or mail completed form to 4001 Stinson Blvd, Ste 304, Columbia Heights, MN 55421

YOU ONLY NEED TO SIGN-UP ONCE FOR THESE ZOOM GMM'S!

## PRESIDENT'S REPORT

Change is the one thing in life that is always guaranteed. Everything changes, but it is how we react to that change that has importance in our everyday lives. The one thing that we need to be aware of is how our reactions to change can affect not only ourselves: but also, the people around us.

### COVID

As of September 30th, the EFEL COVID leave has ended. However, several COVID Memorandums of Understanding have been extended through December 31, 2021. They can be found on the NALC.ORG web site; but I am citing the M-1914 below:

USPS memorandum (M-01914) instructs managers and supervisors to allow liberal changes of schedule to accommodate employees who are dealing with childcare issues related to the pandemic. The memorandum also provides for liberal sick leave usage for employees who are sick and liberal annual and leave without pay (LWOP) to the extent operationally feasible, treats COVID-19 related leave as scheduled (as opposed to unscheduled) leave, and directs that leave taken for COVID-19 related reasons during this time not be cited in discipline for failing to maintain an assigned schedule.

While EFEL paid leave is no longer available it is important that everyone knows that COVID related absences during this time cannot be used for discipline. There has been an increase in the number of COVID cases in Minneapolis. The USPS has issued the mandate to wear facemasks when you cannot socially distance. We need to work together to help keep our brothers and sisters safe. Please wear your facemasks around each other. There have been a few of our members that have not handled the facemask policy change well. The facemasks do help reduce the transmission of

COVID, and it is one of the easiest things we can do to protect our co-workers and our families. No one wants to bring COVID home, or to work.

While I do understand the frustration with being required to wear a facemask, refusing to wear a mask, unless you have medical documentation that supports not wearing a face mask, is not worth getting removed from the workroom floor, and being placed in a non-pay status.

### Politics

Bills H.R. 3076 and S. 1720, Postal Service Reform Act of 2021, aim to repeal the prefunding mandate, appropriate Medicare integration for postal employees, and protects six-day a week mail delivery. Senator Amy Klobuchar introduced the Freedom to Vote Act (S.2747) which is a bill to expand voting rights and reduce the influence of big money on politics. Some of the important items in this bill that will impact letter carriers are expanding the right to request a mail-in-ballot, improve the delivery of election mail, and make election day a Federal Holiday for starters.

The NALC supports this legislation please take a minute to contact your Congressional Representatives and ask them for their support. This legislation is a change we would like to see happen, but we need everyone working together on this to make it happen.

### New Branch Office

We are nearing the end of negotiation the purchase agreements to sell the now vacant lot at 2408 Central, and to buy the building at 5831 Cedar Lake Road. We have been collaborating closely with our attorney to ensure that the Building Corporation of Branch 9 gets the best outcome financially for both these properties. This is a change in the right direction for the Branch.



**Samantha Hartwig**

Please make sure to attend the General Membership Meetings (GMM) to get more updates on the new building, and the sale of our old property.

In Minneapolis we have a new Acting Postmaster, Ken Johnson. I have worked with Ken over the years and found him reasonable to work with. So far, he has been receptive to our concerns with staffing and management people who openly disrespect carriers. It is too soon to determine how this change at the top will affect the carriers in Minneapolis, but I am hopeful that Ken will be someone the Branch can work with well.

Change has been ever constant the last couple of years for Branch 9. Even though we are still going through changes with COVID rules, politics, issues on the workroom floor, and a new Branch Building, we need to remember that at the end of the day we are brothers and sisters. We need to support each other during this time of change. Do not let all the change we have endured control how you react in such a way that you get penalized for your actions by management. We are in this together, and we will adapt and keep moving forward through the changes yet to come.

In Solidarity,  
Samantha

**Branch 9 NALC  
City Carrier Assistant and  
New Career Employees Meeting**

**THURSDAY, NOVEMBER 4<sup>TH</sup>, 2021  
7:00PM**

This meeting provides City Carrier Assistants (CCAs) and new career employees a great opportunity to learn more about your rights at work and your future with the Postal Service.

**Comfort of Home**

**ZOOM**

To receive the e-vite **you MUST register your e-mail address** (please include your name, station and e-mail address) to [angie@branch9nalc.com](mailto:angie@branch9nalc.com).

**In Person**

RSVP to the Branch office at 612.781.9858 or e-mail [angie@branch9nalc.com](mailto:angie@branch9nalc.com) if you plan on attending in person.



**CRYSTAL VFW, 5222 - 56<sup>th</sup> Ave N, Crystal, MN 55429**

(Please park in the small lot in the back –  
follow the signs go through the back door and downstairs)

## Exec. Vice President's Report

It's October, and that means it's time to get ready to submit our annual bids for vacation in 2022. Every year there are questions about the rules and how it all works. Here's a quick refresher.

All vacation choices are done by seniority within your station. Your Steward and Station Manager will have gone through the seniority roster and determined the amount of annual that will be available for each carrier in 2022 prior to the start bidding. This way, no one can bid more weeks of annual leave (actual or projected) than they have available for that leave year.

They will also have determined the number of vacation slots available for each week through the leave year. That calculation varies from installation to installation. Most of our carriers work out of the Minneapolis Installation, but all calculations are listed in each installation's Local Memorandum of Understanding (LMOU). If you work out of one of our associate offices, your steward has a copy of your bidding rules, or you can find your LMOU on Branch9NALC.com under Contract/Agreements & LMOUs. The vacation bidding rules for all LMOUs are listed under Items 4 through 11.

The following rules apply to the Minneapolis Local Memorandum of Understanding.

- Bids are placed according to seniority.
- There are three (3) rounds.
- In any round, a carrier can make a single choice of up to two (2) to three (3) consecutive weeks if they have actual or projected weeks available.
- Bidding for each round must be done via PS Form 3971, which will be provided by station management.
- On the first round, when it is your turn to make a vacation selection, you have until the end of the next business day to make your selection.
- On the second and third rounds, you have until the end of

the second business day to make your selection.

- Vacation bidding starts on November 1st and must be completed no later than December 31st.

- Bids are on a Sunday through Saturday basis.

- If you bid all your actual or projected annual in either round one (1) or two (2), you are not eligible to bid in the next round.

- If you bid to another station during the vacation selection process, you complete your selections at the station you started bidding at.

- Current selections must be listed on the vacation chart, updated and posted by management promptly.

- You cannot change a selected vacation during the bidding period.

- There are only three rounds of bidding. All other vacation must be requested under the short-term annual rules.

- No trading or vacation will be allowed unless mutually agreed upon by station management and the steward.

- If you move to another station after the vacation board is completed, your vacation bids do not change.

CCA's can also bid annual leave. Again, this varies by installation, so associate office carriers check with your station steward for your LMOU rules. The following applies to the Minneapolis Installation:

- By relative standing, CCA's will be able to select one or two consecutive weeks after the first round.

- If projected annual is available after the second round. CCA's can make a second bid.

- CCA's must have 40/80 hours of actual or projected annual at the time the leave is to be used in order to bid.

- When it is a CCA's turn to make a vacation bid, they have three days to make their selection.

- The station will add up to two slots to the weeks where the CCA made their selection.



**JoAnn Gilbaugh**

Here are things to keep in mind:

- Have your annual planned in advance. The bid selection process cannot be delayed waiting for your bid if you are on annual when it is your turn. If you haven't made arrangements to place your bid when you are out, you could/can be passed over for that round.

- Management must post the choices on the vacation chart promptly, for all to see. If your manager tries to have everyone hand in their 3971's for each round all at once, or doesn't update the chart daily, this is improper. Notify your steward and call the branch office immediately.

- If you do not have enough leave left to cover a bid week, LWOP is not guaranteed, and you may have to forfeit days that cannot be covered by your remaining annual leave.

If you ordered a color-coded calendar, we expect they will be available for your stewards to pick up at the October GMM. These are always helpful to determine which weeks are best to "hook-up" days off to maximize vacation time. If you have any questions about bidding vacation, ask your steward, or give us a call at the branch office.

Have a safe and happy Halloween!



**Dave Allmann**

Seeing the new fiscal year begin gives us all a fresh start, including safety. I do not want to reflect on the many accidents and injuries that we encountered this past year. When you walk and drive as many miles we do everyday in all kinds of weather, there will be accidents. While some of these accidents could have been avoided, there were others that happened upon us.

With all the numbers that are used in safety, there is one that does not get discussed. That number is what I call "saves". We have far more saves than accidents. Think of how many times, every day, we slam on our brakes for the car that pulled out in front of us, or not moving into an intersection as the light turns green because you saw a car running the red light. Even all the times that we slow down for pedestrians, bikes and children playing. Yeah, those are all saves. Think of all the objects we step over or walk around. Taking the time to focus walking up and

# Safety Liason Report

down stairs. Using ice grippers when conditions call for them. Protecting your body from bone chilling temperatures to days of heat and high humidity. Always wearing your satchel and keeping dog spray handy to protect yourself in case of being attacked. Keeping your dog warning cards up to date protects anyone delivering on your route. Yeah, the saves keep on coming.

I tip my hat to all of you who create those saves. Your hard work and determination to make it back the same as you were when you came in does not go unnoticed. The unfortunate thing is that it does not get a number attached to it. If we all focus on making more saves, our accident rate will certainly fall.

Although the recent weather has us thinking summer has been extended, the calendar still says that we are at the end of October. Where weather can turn on a dime, even in one day. Walking gets a little tricky with the changing conditions. Leaves can be very slippery whether dry or wet. Early snow falls makes dangerously slippery roads. Last year, our vehicle accidents spiked with the early snow. Become familiar with delivering mail in the dark. The days will only get shorter from here until the end of the year. Have you experienced the sliding door on the Promasters that does not latch open? I'll try to explain this in case the photo does not get published. While holding the

sliding door open, look down below the door. You will see a metal cable going through a black piece of plastic. If you reach down and push the black plastic towards the vehicle (to the right) it will latch. VMF needs to lubricate the cable when they malfunction. If this is happening to you write it up and VMF should be able to get it done overnight.



As we head into fall/winter as well as peak season, now would be a great time to prepare your CCAs. Many if which have not worked in the elements and will be counting on you to help. You are the ones with all the experience.

Enjoy the rest of the fall and do what you can to maintain a high save mark.

DA



## AME'S UNIFORMS

**OUR BUSINESS IS MAKING YOU LOOK GOOD!**

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

We offer "Life of the Garment" guarantee.  
If fixable we will repair your uniform at no cost to you.  
Take waist in/out and change hem length

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

# Director of Retirees Report

Recent retirees may be receiving backpay as part of the last NALC National Agreement. If you retired between November 23, 2019 thru April 9, 2021 you are entitled to adjusted monies for the hours you worked. This money will be paid by check mailed to your last workstation. A Burnsville carrier reported at the last General Membership meeting that she found that she had a check at the station as did some other carriers. So, if you worked during this time period before retiring, you might want to make a phone call to see if you have a check waiting.

Open Season is coming soon. Retirees should look over their insurance positions and see if adjustments are needed. Are you right the right level? The right company? Ken Jambois, the NALC Health Benefits representative will be holding a health fair at the next General Membership meeting with the latest information for the union plan. Health care is the central issue I hear about as Director. My advice to most people

is 1) Stay in the FEHB program. If you want to try an out of FEHB plan, suspend (not cancel) your current policy. Once you are out, you cannot get back in. 2) When Medicare time comes, get Medicare Part A and B. There is a 10% permanent penalty on your premiums for every year if you come in late. Of course, individual situations may vary and veterans have options that serve many of them quite well.

As Covid continues, the CDC is approving booster shots for people over 62 years of age. The booster is being offered 6-8 months following your initial series. Doctors are also advising to get the flu shot. Last year while everyone was isolating the flu season was a non event, perhaps one of the lowest levels ever. There had been predictions of a "twindemic" of Covid and the flu. But because we were isolating and wearing masks, the flu numbers dropped dramatically. This winter, we seem to be moving around a lot more and the flu numbers will



**Melia Derrick**

probably rise. So, flu shots and a booster may be worth considering. The breakfasts and retiree lunch are in full swing. During these gatherings we will be seeking suggestions for future events. The banquet was a welcome return to normal. Now we need to establish new activities. Golf outings? Casino days? Return of the Christmas dinner? Let your voice be heard so we can keep our retirees active.

Stay Tuned In  
Melia Derrick

<p><b>Ballots for contested Branch 9 Office election will be mailed out on or before November 1, 2021.</b></p>	<p><b>Branch 9 Election</b> <u>Office of President</u> *Samantha Hartwig - candidate *Joe Rian - candidate</p>	<p><b>The following positions elected by unanimous ballot</b></p>
<p>If you do not receive a ballot please contact the Branch Office at 612-781-9858.</p>	<p><u>Office of Exce. Vice President</u> *Joann Gilbaugh - candidate *Chris Pennock - candidate</p>	<p><u>Recording Secretary</u> Robb Petersburg</p>
<p>All Ballots must be returned to the Election Committee before November 23th.</p>	<p><u>Office of Trustee</u> *Christa Abraham - candidate *Scott Bultena - candidate *Latasha Mccaleb - candidate *Joseph Tiemann- candidate *Susan Becker - candidate</p>	<p><u>Treasurer</u> Barb Watczak</p>
<p>Ballots will be collected at 9:00 a.m. November 23, 2021.</p>		<p><u>Financial Secretary</u> Stacey Ellingson</p>
<p>Election Committee - Bob Baird Committee Chair, Annette Burke and Jeff Reed Election Judges.</p>		<p><u>Editor</u> Jeremy Rothstein</p>
		<p><u>Sergeant at Arms</u> Ronaele Bolden</p>
		<p><u>Director of Retirees</u> Melia Derrick</p>
		<p><u>NALC Health Benefits Rep.</u> Ken Jambois</p>

## BRANCH 9 CANDIDATES FOR PRESIDENT



Brothers and Sisters,

I want to be your President of Branch 9 and I ask for your vote.

### **Number one issue – Pay - MONEY MATTERS**

Take a look at the Aug. 28, 2021 City Carrier Wage Schedule. We have a two tier wage structure. Forcing carriers who started after Jan. 12, 2013 (Table 2) to wait 13 years for pay equality with carriers starting before Jan. 12, 2013 (Table 1) is just not right.

I will create a Branch 9 pay

equity committee that will draft resolutions and lobby for a fair wage schedule in the next contract that won't financially penalize Table 2 carriers for 13 years.

In addition, I will lobby for former TE's and CCA's to receive credit toward retirement for the time worked before they attained career status.

### **Number two issue - Workroom floor – THE CONTRACT MATTERS**

I will stand up for letter carrier's rights, not for management's.

CCA rights to days off, Sunday work hours, Article 41 hold downs and maximum daily work hours will not be ignored just because it's peak season or bad weather.

Providing our stewards with vigorous contract enforcement training will help them educate carriers at their stations about how to stand united against abusive

management.

### **Number three issue - Strength is in unity – SOLIDARITY MATTERS**

Elections are good for unions. Choosing our leaders through elections brings us closer together. Invest in Branch 9 solidarity.

Slam the door on the old handpicked leaders and vote for a new unified leadership.

### **Number four issue - Your voice is important –POWER MATTERS**

Union power comes from member action. Vote for me to be your voice at the bargaining table.

I will do my best to be responsive, informative, open, honest and transparent in all communications with you.

Call anytime.  
Joe Rian 612-432-1328  
drian02@gmail.com



Samantha Hartwig for President

I am asking for your vote for President of Branch 9. In 2007 I began my journey as a union representative. I have assisted carriers with workers' compensation claims, been a station steward, food drive coordinator for the Branch and Region 7, graduate of the NALC Leadership Academy, Trustee, Financial Secretary, Executive Vice

President and President.

My Presidential journey began March 23, 2020; the day after our office at 2408 Central Ave burned completely to the ground. One of the first tasks was to make sure that the business of the Branch would continue to keep moving forward. Communication with the membership was of the utmost importance, and the most efficient way to keep everyone informed was by utilizing the Branch 9 Facebook Page. We ensured that the membership knew that the day-to-day business was still being conducted.

We have all had to adjust in these unprecedented circumstances that continue to encourage creative solutions. General Membership Meetings moved to online meetings via ZOOM, because of the COVID 19 Pandemic. This new

format for meetings has increased member participation, which only strengthens the Union. The more we stay connected to each other the more we can learn from each other, grow and establish the new way forward.

Together we have navigated through the devastating loss of the Minnehaha and Lake Street Post Offices during the Civil Unrest. I worked closely with the Minneapolis Postmaster to ensure that all letter carriers were able to get off the streets early and home safe during this challenging time.

I am honored to be your President and believe in the resilience and courage of our Sisters and Brothers in Branch 9 to face any adversity in their way, and to overcome.

Please vote Samantha Hartwig for President of Branch 9



# BRANCH 9 CANDIDATES FOR EXEC. VICE PRESIDENT



### VOTE JOANN GILBAUGH FOR EVP

The past 18 months as your EVP has been an extraordinary journey. Branch 9 members have endured catastrophic fires, a pandemic, civil unrest, short-staffing and unrelenting forced overtime. Your resilience through it all has been amazing.

Being the EVP is more than identifying problems or knowing how to write a grievance. You

must respond to individual and station issues while balancing the needs of the installation and beyond. Anyone can make promises, but what matters is leading in times of adversity and change. I have shown the ability to make difficult decisions with the best interests of the membership in mind. My life and work experiences are key in providing the foundation to navigate these challenges.

After the Branch fire, we kept the business moving forward to provide the support you all deserve. I applied my organizing skills to ensure we quickly found temporary office space, despite difficult Covid protocols. My project leadership was vital in coordinating the building search with the building committee, our broker and contractors.

Times are tough and we work hard to address your issues. Answers are not always simple and changes

not as quick as we would like, but we remain determined to prevail.

I have been a Letter Carrier for 21 years, and since 2007, I've represented members through all 4 levels of the grievance process, most recently to include Arbitration Advocate. I conduct monthly steward training to build strong union advocates who know and understand your rights. Active communication with stewards, and daily conversations with our members, enables me to lead our branch to unity instead of division.

I am the right person for this position. I appreciate the support you have shown, and with your vote, I look forward to continuing to serve our members.



### Brothers and Sisters,

I started out at USPS in 2016 when I was hired as a CCA at Diamond Lake station. I've experienced firsthand the grind that CCAs and newer carriers are subjected to. The long hours, the stress of being sent to other stations, and working for management that is all too happy to have a new worker they can exploit.

As your Vice President I will work to ensure that the few rights that CCAs do have (11.5 hours in a

day and hold-down rights) are respected. As a Branch we need to vigorously defend these rights when they are violated.

This two tiered workforce is something that we should all oppose. Carriers doing the same job deserve the same rights and benefits. I support advocating for an all career workforce as well as pay equity between table 1 and table 2 carriers.

Another challenge we face as a Union is contract enforcement. All too often management is having their way with individual carriers and even entire stations. My number one goal will be to make sure every station has well trained stewards who can defend our rights.

Some people might say that I don't have the experience to be VP, but I think that my experience makes me a perfect fit for the job. As a current ODL carrier I know

how much management's barbs can sting, and I know how hard we have to fight to really make a difference on the workroom floor.

I'm asking for your vote for Vice President. I will work my hardest to develop and sustain a strong network of support for all the carriers in our Branch.

In solidarity,  
Chris Pennock

I'm here for you  
612-516-4880

## BRANCH 9 CANDIDATES FOR TRUSTEE



Hello Branch 9 brothers and sisters! For those of you that don't know me, my name is Christa Abraham and I am running in our

current election for one of three trustee positions. I was appointed to a trustee position on March 23rd, 2020. I became involved in our union when I was a CCA in 2013. In 2014 I was elected as a station steward. Since then, I have dedicated many hours and time to our members and branch. I am asking for your vote in this upcoming election, so I may continue to advocate and represent you, my fellow brothers and sisters as a Branch 9 Executive Board Member. I can promise that I will continue to represent what is best for our members. My reason for running for the trustee position is because I believe in our Union

and our reason for existence. We have had some very challenging times over the last year and a half. I have learned so much and would like the opportunity to continue to learn and advocate for you. We have such an amazing Branch and although the officer positions have shifted since our last election, we have and will always continue to do what is best for you.



My name is Scott Bultena, I am running for the position of Branch 9 Trustee. I have been a Letter Carrier for 16 years. I love my job with the Postal Service, and I especially love the Union. Years ago, when my mom was working, she dedicated her career to a company that, unfortunately, did not have a Union. She was six months from having enough time in to receive a pension and the

company cut her to part-time, so they did not have to provide her with a pension. That experience has had a profound impact on me and, as a result, I do not take for granted the rights and benefits that we have as members of the NALC. It is a great privilege to be a member of the Union.

I believe in being active in my job and in the Union. I was a trainer at the Saint Louis Park station for two years and I am currently the St. Louis Park Steward. In March of this year, I started working up at the branch office as a Formal A Representative. I have had the opportunity to be a Technical Assistant at arbitration hearings and I have a passion for helping people and am honored to be able to be a member of a team that advocates for the rights of Letter Carriers.

I have been married for just over 18 years to the love of my life and have a wonderfully sweet and sassy 14-year-old daughter that just started high school this year. I am honored to be nominated to be a Trustee. If elected, I will do my best protect the interests of Branch 9 with honesty, humility, and integrity. Please vote for me.

In Solidarity,  
Scott Bultena  
Formal A Representative  
Branch 9 NALC

## BRANCH 9 CANDIDATES FOR TRUSTEE



Hi my name is Latasha Mccaleb I have been a letter carrier for five years and work out of the Main Post Office in Zone 54. I am also currently a Trustee for Branch 9, CCA Academy Organizer, Branch 9 Food Drive Coordinator, and Building Committee Member.

As a trustee I have examined the books and ensured that the

records reflect the conditions of the branch. A Trustee is another set of eyes to preserve the members' money. As a Building Committee Member, I have assisted in the search for a new Branch Office. We have vetted over 50 buildings in the past 18 months, and we are now on the precipice of acquiring our new home.

When I'm organizing a CCA class safety is always at the core. When I was a CCA I had several uneasy moments, but with the guidance of the union I gained the ability to persevere, and the desire to pass this knowledge on to future CCAs. Speaking with the new CCAs permits me to elaborate on the significance of being alert and never allowing oneself to get complacent in an environment. My experiences help me elaborate on the importance of safety and how it relates to the job and provides a solid foundation for new CCAs

to build upon. Additionally, this prepares new CCAs to have the proper skills and preventive methods to be successful at their new stations.

If elected as trustee I will continue to serve the members and inspire them to participate in the General Membership Meetings (GMM), and other Branch 9 functions. It has been a privilege to be a Trustee for the Branch. I believe my real-world experiences are an asset to the members of Branch 9. Please vote for me to be a Trustee.

In Solidarity,  
Latasha Mccaleb



My name is Joseph Tiemann, and I am 36 years old. My lovely wife Jenny and I recently moved to Ham Lake and have a black lab named Dyson. My postal career started as a casual carrier at Loring station in 2004. I then made PTF at Lowry in 2005, where I discovered the entire station an expert on Article 8. It was an eye-opening experience to see the influence

the union had at this station. While in training, Jason Karnop was giving a speech about joining the union and convinced my brother Nick and I to sign up. I made regular in 2008. Three years later, I was encouraged by Don Grunnes and Jon Gaffney to run as union steward with co-steward Joe Tanner. Joe Tanner jokingly referred to me as the junior steward and he, of course, the senior steward. We won and I have been a steward for 13 years. I bid to Golden Valley in 2014 and have been the steward since.

I was fortunate enough to have Barry Weiner recruit me to play in the Branch 9 hockey game against Branch 28, where we won two years in a row. It must have been the first win for Branch 9 in quite a while as Barry Weiner lifted the trophy over his head and skated around the rink like it was the Stanley Cup.

As a dedicated steward, I am ready to take the next step in my union career by becoming a Trustee to expand my voice further and help bring forward fresh ideas to continue to serve our members, such as utilizing technology to reach, educate and engage our members to become a stronger union. With this, I hope you select me to become one of your next Trustees.

# We need new leadership and new vision, not handpicked successors

## VOTE JOE RIAN for BRANCH 9 PRESIDENT

Began career in 1994 as a Casual Carrier; a TE in 1995-1996; a PTF 1996-1997. In July 1997, became a Regular Carrier on walking Route 2335 in Richfield near 70<sup>th</sup> Street and 12<sup>th</sup> Avenue South. Has had the honor of serving as Richfield Steward for nearly 20 years.



**JOE RIAN WILL BE OPEN,  
HONEST AND  
TRANSPARENT**

**JOE RIAN WILL FIGHT  
FOR CARRIERS AND  
STAND UP TO  
MANAGEMENT**



**JOE RIAN SUPPORTS PAY  
EQUALITY AND CCA  
RIGHTS**

**YOU CAN COUNT ON JOE  
RIAN TO ANSWER YOUR  
QUESTIONS**

**612-432-1328**

**[DRIAN02@GMAIL.COM](mailto:DRIAN02@GMAIL.COM)**



**JOE RIAN IS A LEADER  
WHO ANSWERS TO THE  
MEMBERSHIP**

Branch Positions held

- Branch 9 Political Coordinator
- Joint Safety Program for Minneapolis
- Formal Step A advocate
- Certified Step B advocate
- Trustee 2016 to 2018
- Branch 9 and MSALC MDA coordinator 2016-2018.
- Delegate to National and State conventions
- Route adjustment carrier representative MIRAP and JRAP

**Elect Samantha & JoAnn  
For President & Executive Vice President  
Branch 9's Next Generation of Leaders**



*Branch 9 President Samantha Hartwig & Executive Vice President JoAnn Gilbaugh*

***Steady Leadership through Unprecedented Challenges & Hardships***

**President Branch 9  
Executive Vice President  
Financial Secretary  
Trustee  
OWCP Representative  
DOL & NALC Advanced OWCP training  
U of M Union leadership Program  
NALC Leadership Academy  
Region 7 Food Drive Coordinator  
Formal Step A Representative**

**Executive Vice President Branch 9  
Recording Secretary  
Trustee  
Arbitration Advocate  
Dispute Resolution Team Member  
Formal Step A Representative  
NALC Leadership Academy  
OWCP Representative  
Branch 9 Scribe  
JRAP & MIARAP Adjustment Team**

**Samantha & JoAnn have our endorsement and vote:**

Jeremy Rothstein, Robb Petersburg, Stacey Ellingson, Ken Jambois, Barb Watzak, Ronale Bolden, Nick Tiemann  
Ret. NBA Barry Weiner, President Emeritus Lenny Larson, Past Presidents: Bill Mechels, Jan Wild, Pam Donato, Mike  
Zagaros, Retirees: Ron Lawrence, Darrell Maus, Jim Nelson, Rodney Anderson, Becky Weed, Pete Wilson, Marlys Fox,  
Connie Beissel, Al Gulden, Lisa Tanner, Mike Smith, Joe Tanner, Pat Paplow, Active: Scott Cameron, Megan Fortier,  
Doug Orham, Dannette Kramer, John Wurm, Mike Erhard, Perry Korzenowski, Barb Addington, John McGuinness, Aaron  
Hutchison, Cystal Wolfe, Pete Schilling, Anna Dey, Adam Minnick, Chris Walker, Cole Ostendorf, Paul Holewa,  
Theresa Ness, Julene Vesledahl, Amy Jaszczak, Chris Hough, Mathias Hertel, Dave Lalonde, Ray Retassie



## Vote Chris Pennock for Branch 9 Executive Vice President!



At 2020 US Mail Not For Sale Rally

Brothers and Sisters of Branch 9,  
We have to hold management accountable when they violate the contract. As your VP, I will fight to defend our rights from management's attacks and ensure that every carrier is represented.

"Brother Pennock truly cares about the carriers and champions for them each day as the Lead Formal A Representative." - Karen Pederson - Formerly: Loring steward, Formal Step A representative and Arbitration Advocate

"Chris is running for Br 9 Exec VP to better the work environment for carriers. You can count on Chris to answer the phone when a member calls and definitely return all missed calls. He is ready to be Br 9's next Executive Vice President!" - Lisa O'Neill 32 year member of Br 9 & longtime Treasurer

"Chris' leadership is something that will elevate the rights of carriers and protect all of us against managers who are looking to "make the numbers" by exploiting our work." - Johnna Lush - Formerly: Lead Formal Step A, Trustee and Robbinsdale alternate steward.

- Hired as a CCA in 2016
- Steward of Diamond Lake since 2016
- Formal Step A representative since 2019
  - Trustee since 2019
- Lead Formal Step A since March of 2021

# Elect Christa, Scott and Latasha for Branch 9 Trustee



**Christa Abraham**

**Branch 9 Trustee**  
**MSALC Secretary**  
**CCA Academy Trainer**  
**NALC Leadership Academy**



**Scott Bultena**

**Branch 9 Formal Step A Rep**  
**Steward St Louis Park**  
**Arbitration T/A**  
**CCA Trainer St Louis Park**



**Latasha Mccaleb**

**Branch 9 Trustee**  
**CCA Union Organizer**  
**Branch Bldg Committee**  
**Branch 9 Food Drive Coordinator**

## Endorsed by the Hartwig—Gilbaugh Team



**Jeremy Rothstein, Robb Petersburg, Stacey Ellingson, Ken Jambois, Barb Watzak, Ronale Bolden, Nick Tiemann**  
**And**

**Ret. NBA Barry Weiner, President Emeritus Lenny Larson, Past Presidents Pam Donato & Mike Zagaros, Retirees Ron Lawrence Darrell Maus, Jim Nelson, Rodney Anderson, Becky Weed, Pete Wilson, Marlys Fox, Connie Beissel, Al Gulden, Lisa Tanner, Mike Smith, Active: Scott Cameron, Megan Fortier, Doug Orham, Dannette Kramer, John Wurm, Mike Erhard, Perry Korzenowski, Barb Addington, John McGuiness, Aaron Hutchison, Cystal Wolfe, Pete Schilling, Anna Dey, Adam Minnick, Chris Walker, Cole Ostendorf, Paul Holewa, Theresa Ness, Julene Vesledahl, Amy Jaszczak, Chris Hough, Mathias Hertel, Dave Lalonde, Ray Retassie**

Branch Nine News  
4001 Stinson Blvd. Suite 304  
Columbia Heights MN 55421

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PERMIT NO. 91964

**Stay informed by:**

- \*Join Veterans Group <https://www.nalc.org/member-benefits/join-the-nalc-veterans-group>
- \* [Branch9nalc.com](http://Branch9nalc.com) (website)
- \* "like" our Branch 9 Facebook Page

**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

**October 26**  
General Membership Meeting  
7:00PM  
ZOOM and in person  
Crystal VFW, Crystal, MN

**October 31**  
Halloween

**November 11**  
CCA Meeting  
7:00 PM  
Crystal VFW

**November 9**  
Steward Meeting  
7:00 PM  
Zoom/Online

**November 11**  
Holiday  
Veterans's Day

**November 23**  
General Membership Meeting  
7:00PM  
ZOOM and in person  
Crystal VFW, Crystal, MN

**November 25**  
Holiday  
Thanksgiving

**December 14**  
Steward Meeting  
7:00 PM  
Zoom/Online

**Most BRANCH 9 Meetings and events have been modified, please continue to check the website and Facebook page for the latest information on Branch 9 meetings and events.**

**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

**Fridley Retiree Lunch**  
2nd Tuesday of the Month  
11:30 AM  
Route 47 Pub and Grub  
7820 University Ave