

VOLUME 73 No 6

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August 2021

GMMs TOGETHER AGAIN



On Tuesday July 27th, the Branch conducted its first in person GMM in over a year due to COVID. It was a great turn out with in-person and online participants. As the Branch continues with the hybrid model, we'll continue to conduct Branch 9 business, for the safety and needs of the members. (L) President Samantha Hartwig was able to receive her gavel, a year later, from NBA Troy Fredenberg. (C) In person meeting 7/27/21 (R) Sgt. at Arms Ronele Bolden monitors the GMM on ZOOM.

Election Notice

This is an official notice, in accordance with Branch 9 By-Laws 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 2022 MSALC State Convention; four (4) 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 28, 2021.

This meeting can be attended either virtually or in person at the Crystal VFW, 5222 56th Avenue North, Crystal, MN 55429. Meeting start time is at 7:00pm.

With the exception of MSALC delegates, the term for all offices will be three (3) years beginning in January 2022. The President and Executive Vice President shall be Delegates to the NALC Convention, MSALC State Convention and Minnesota AFLCIO/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; to the Branch 9 office, 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 23, 2021. Should an election of delegates to the MSALC State Convention be necessary, it will be held at the October General Membership Meeting on October 26, 2021.

RETIREMENTS



Carey Nordling (Columbia Heights) last punch with Steward Nate Serie. Happy Retirement!



Deb Grunnes (Osseo) last punch. Best Wishes Deb!



John Walton (East Bloomington) last punch pictured with Steward Mitchell Smead. Happy Retirement!



Terry Cierzan (Lost Lake) last punch pictured with Stewards Jeff and Will. Best Wishes!



Steve Schwede (Lost Lake) last punch with Steward Jeff O'Rourke. Best of Luck!

NEW MEMBERS

Stephen Anderson
Amy Caauwe
Stephanie Fehring
Tanya Grzezinski
Christopher Hodapp
Terri Jackson
Julian Jeanotte
Olivia Jordan
Jisoo Kim
John Lachowitz
Susan Muskat
Taylor Neu
Ayodeji Otunuga
Dominique Pendleton
Tsering Phuntsok
Megan Rabelhofer
Rhanyell Thompson

In Memoriam

Roger Bresnahan
William Kambeitz

NALC AND AMERICAN WORKERS LOSE A CHAMPION

"Today, we mourn the loss of Rich Trumka, who was a champion for letter carriers and American workers. He was a 'happy warrior' who never stopped fighting for the values of economic justice, racial equity, and solidarity. He was a fixture at NALC conventions and events for decades, before and after becoming AFL-CIO President in 2009. Rich was a friend, who stood with us in every major fight we've had in the past 20 years, from the battle against contracting out letter carrier jobs to preserving six-day mail delivery. In recent months he led the charge to strengthen the labor movement by working tirelessly to advance desperately needed labor law reform legislation, the Protect the Right to Organize Act. There would be no better way to celebrate Rich's life than by finishing the job of enacting the PRO Act.

His death is a huge loss for the labor movement and for all our country's workers, union and non-union alike. He will be missed as a leader, an ally, and a friend. NALC extends its condolences to Rich's family and to all the men and women of the United Mine Workers union and the AFL-CIO where he was a beloved leader."

www.nalc.org/news

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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.

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

PRESIDENT'S REPORT

It is hard to believe that August is already upon us. COVID is still around and has impacted the way in which we have operated. On July 27th we finally had our first in-person General Membership Meeting (GMM) in over 15 months. Not only were we together in person, but we also had members attend online through ZOOM, as our first ever hybrid GMM. The feedback we have received has been positive. This will now become the normal way for Branch 9 to conduct all GMMs, provided that COVID does not gain momentum again, and force us back to strictly online communication. Everyone will continue to get the email invite for the GMMs, but now it is your choice to attend either in-person or online.

With the change in the law, making Postal Employees Essential Workers, it is now easier for Letter Carriers to file a claim for an on-the-job injury if you have a positive COVID test result. If you contract COVID at work or have previously had a positive COVID diagnosis from work, then you may be eligible to file a claim with the Department of Labor (DOL) Office of Workers' Compensation (OWCP). There is now a special COVID CA-1 for all COVID claims. You will need to use the COVID CA-1 and submit your positive test result when filing for OWCP.

COVID CA-1

The CA-1 for COVID, the CA-1 for traumatic injuries, or the CA-2 for Occupational Disease, can all be filed the old fashion way with pen and paper, or the new way online. I am focusing on the COVID CA-1 today. Either way does require the carrier to inform management of their injury and to inform management they are filing an OWCP claim for COVID. I am going to briefly explain the online process, but have your carrier call the Branch Office for help with the online filing if needed.

To File Online:

- Need the supervisor or Manager's email address for online filing.
- Go to www.ECOMP.DOL.GOV
- On the right side of page click on REGISTER for an account.
- After the account is registered, go into the email address used to register the account, and then verify that email address in ECOMP.
- After the email address is verified, you can click on the COVID CA-1. Do not pick the CA-1 for traumatic injuries for a COVID claim.
- If not for COVID Complete the CA-1 for Traumatic Injuries.
- We are the MN-ND District now (not sure if it has updated yet in ECOMP)
- We are now the Central Area, but it might still be western area in ECOMP.
- CALL the Branch for help.

Discipline

Management is making a real effort to issue discipline to carriers for failure to maintain a regular work schedule. Before management can issue discipline there must be a Day in Court (DIC) conducted with the carrier, their Union Steward, and Management. After the DIC management will then determine if discipline is warranted. Here is where things go awry, management is not required to inform the Union Steward when discipline is issued. What several Managers have done is mail the letter of discipline to the home address on file of the carrier who had the DIC, and not informed the Union Steward. The problem here is twofold: The carrier does not regularly check their mailbox, and the steward has no idea discipline was issued. The goal of management in this scenario is to hope that the carrier does not discover the discipline letter in the mail till it is beyond the 14-day time limit for the Union to initiate a grievance. From the date the discipline letter is scanned delivered to the mailbox, (yes, it is tracked by the USPS for delivery) the Union then only has



Samantha Hartwig

14 days to get a grievance filed, otherwise Management may call the grievance untimely, and in that instance, it is possible for the discipline to be stuck in your file for two years. If you are ever in a DIC please keep an eye on your mailbox for a discipline letter, and do not assume your Steward has been informed that discipline was issued to you.

Sunday Amazon Scheduling Grievances

We have prevailed in several Amazon Sunday Scheduling grievances. This means that for any Full-Time Regular Carriers who work on any Amazon Sunday you MUST only deliver Parcels in your Zip Code where you are assigned. Now that we have several precedent setting decisions on this, we need help to monitor who is delivering parcels on Amazon Sunday out of their zones, and for how long. If you deliver parcels outside of your zone, please write down the time you spent outside of your zone, and how many parcels you delivered. This is information we need for future grievances to support a monetary remedy for contract compliance.

Federal Employees Health Plan

This is an excerpt from a stand-up talk that was to be given to all Postal Employees:

Postal Service employees who are currently enrolled in FEHB coverage must take the time to verify the eligibility of any or all family members covered under

...Pres. Report cont'd on page 7



JOINT STATEMENT ON VIOLENCE AND BEHAVIOR IN THE WORKPLACE

We all grieve for the Royal Oak victims, and we sympathize with their families, as we have grieved and sympathized all too often before in similar horrifying circumstances. But grief and sympathy are not enough. Neither are ritualistic expressions of grave concern or the initiation of investigations, studies, or research projects.

The United States Postal Service as an institution and all of us who serve that institution must firmly and unequivocally commit to do everything within our power to prevent further incidents of work-related violence.

This is a time for a candid appraisal of our flaws and not a time for scapegoating, fingerpointing, or procrastination. It is a time for reaffirming the basic right of all employees to a safe and humane working environment. *It is also the time to take action to show that we mean what we say.*

We openly acknowledge that in some places or units there is an unacceptable level of stress in the workplace; that there is no excuse for and will be no tolerance of violence or any threats of violence by anyone at any level of the Postal Service; and that there is no excuse for and will be no tolerance of harassment, intimidation, threats, or bullying by anyone.

We also affirm that every employee at every level of the Postal Service should be treated at all times with dignity, respect, and fairness. The need for the USPS to serve the public efficiently and productively, and the need for all employees to be committed to giving a fair day's work for a fair day's pay, does not justify actions that are abusive or intolerant. *"Making the numbers" is not an excuse for the abuse of anyone.* Those who do not treat others with dignity and respect will not be rewarded or promoted. Those whose unacceptable behavior continues will be removed from their positions.

We obviously cannot ensure that however seriously intentioned our words may be, they will not be treated with winks and nods, or skepticism, by some of our over 700,000 employees. But let there be no mistake that we mean what we say and we will enforce our commitment to a workplace where dignity, respect, and fairness are basic human rights, and where those who do not respect those rights are not tolerated.

Our intention is to make the workroom floor a safer, more harmonious, as well as a more productive workplace. We pledge our efforts to these objectives.


D.C. Nurses Association


Federation of Postal Police
Officers


National Association of Letter
Carriers


National Postal Mail Handlers
Union


United States Postal Service


National Association of Postal
Supervisors


National Association of Postmasters
of the United States


National League of Postmasters of
the United States


National Rural Letter Carriers'
Association

Dated: February 14, 1992

PLEASE POST ON BULLETIN BOARDS IN ALL INSTALLATIONS

Exec. Vice President's Report

"A Step in the Right Direction"

Unfortunately, during our careers as Letter Carriers, we will encounter more than a few abusive managers and/or supervisors. It is no secret that our workplace is rife with management whose behavior would not be tolerated in the private sector. Not only is the bad behavior not stopped, in many (some would say most) cases, it is rewarded with praise and promotions. It feels like we will never have relief from the berating, belittling and bad behavior.

The Joint Statement on Violence and Behavior in the Workplace (JSVB, also known as the JSOV) was signed by the parties in 1992 in response to horrific shootings at postal installations, most notably in Royal Oak, Michigan. It was not only a recognition of the unacceptable working conditions but was to be a document that drew a line in the sand against violence, harassment, intimidation, threats and bullying against anyone. This document recognized that everyone, both craft and management would be held accountable to act with dignity and respect to their co-workers.

In 1996, through the grievance procedure, National Arbitrator Carlton Snow declared that the Joint Statement was a binding contractual obligation that NALC and the Postal Service can enforce through the grievance procedure. Snow empowered regional arbitrators to enforce the statement and to issue remedies against postal supervisors who violate it.

Twenty-nine years later, not enough progress has been made. Management has chosen to believe that the JSVB applies

only to violence, and if punches (or worse) have not been thrown, there is no violation. They refuse to acknowledge that the harassment and other behaviors must be stopped before things escalate to violence.

The process starts with grievances, most of which are regarding Dignity and Respect. When behavior doesn't change, or is egregious, the appropriate issue statement is violation of the JSVB. It does not provide an immediate answer, but Arbitrator Snow's decision has given us a tool to pursue the offenders and hold them accountable.

Through determination and resolve to see results, we recently achieved a very positive arbitration decision. The Manager in question is a serial abuser of the JSVB who has developed his own blend of harassment, intimidation, threats, and bullying. Because of the tenacity of our Steward Scott Bultena and carriers who were willing to step forward with statements, many previous grievances had been filed and sustained in the union's favor. Armed with those settled grievances, a tipping point was reached where we felt confident that we could move forward to request and receive more serious consequences. As the Union's advocate in the arbitration, I knew we would have an uphill battle; Management was certain to argue the grievance must be considered on the one incident at hand, not the totality of the continued unacceptable behavior the carriers were subjected to daily.

We went into the arbitration armed with a multitude of examples and statements. Scott Bultena acted not only as a witness but served as my Technical Assistant during the arbitration. As such, he was able to alert me to further untruths put forward



JoAnn Gilbaugh

by Management during the arbitration proceedings. Our witnesses (both in person and through validated statements) were topped off with testimony by President Samantha Hartwig. She was able to attest to the failure of previous grievance remedies to affect change in the Manager's behavior.

At the end of the day, it came down to the arbitrator. Which argument would he believe? We had credible witnesses. Would he see through the smoke and mirrors that Management presented? Nothing in arbitration is ever a sure thing, but we had resolve on our side; there were more grievances awaiting arbitration which would back the truth.

When the decision came in, we were elated! The arbitrator recognized that the Manager had violated the JSVB in the situation at hand and acknowledged that it was another example of his continued unacceptable behavior. Part of the award is as follows: Management and specifically the manager... involved in this matter shall Cease and Desist from violating the Joint Statement on Violence and Behavior in the Workplace. Further violations of the JSVB/JSOV may result in further remedies including, but not limited to, suspensions from direct supervision of letter carriers

...EVP Report cont'd on page 10

Carrier Rights during Office of Inspector General (OIG) investigations

Imagine, if you will, it is a beautiful morning, the sun is shining the temperature is 72 degrees and there is a light breeze at your back. As you effortlessly walk along delivering mail on your route you can't help but think to yourself, "I love my job", and "I can't believe I get paid to do this. I should be paying them to deliver on this beautiful day" ... Ok, that might be taking it a little too far... Anyway, you get the point, things are going great.

Suddenly, a car pulls up and parks on the street next to where you are delivering mail and you can't help but notice the driver is looking intently at you. A man gets out of the car and approaches you; he reaches into his coat pocket and takes out a badge declaring to you that he is Mr. Ruinmyday from the Office of Inspector General (OIG) and he would like to ask you a few questions. You think to yourself OIG... OMG!! But fear not brothers and sisters. You have rights.

During fiscal year 2020, OIG special agents completed 366 general crimes investigations, resulting in 25 arrests, 24 indictments/informations, 18 convictions, 305 administrative actions, and more than \$33,000 in recovered funds for the Postal Service. 366 investigations! That is a lot of surprise visits from agents like the fictional Mr. Ruinmyday. Don't think that it can't happen to you. If it does happen you, please keep in mind that you, as a letter carrier, have rights!

NEVER go it alone, ALWAYS demand Union representation.

Weingarten Rights.

Simply put, you have the right to have union-representation when facing an investigatory interview. You must assert this right. Representatives from the OIG or Management do not have to remind you or make you aware

of this right. They may even go as far as telling you that you do not need union representation. If you are approached from someone from the OIG you have the right to tell them that you wish to assert your "Weingarten" rights. If you don't remember the word "Weingarten" that is ok, just make sure that you let them know that you wish to have a union representative available for any and all questioning. It is important to remember that at anytime during your conversation with an OIG representative you can assert this right. Once you do assert this right the OIG representative has three (3) options in order to proceed with questioning.

1. Grant the request and delay questioning until the union representative arrives.
2. Deny the request and end the interview immediately.
3. Give the employee a choice of ending the interview or continuing the interview without representation.

Miranda Rights

A supreme court ruling from 1966 holds that not only must a law enforcement official advise you of your rights, but they must also make sure that these rights are understood. Before being questioned by an OIG representative they must inform you that:

1. You have the right to remain silent.
2. Anything you say can be used against you in court.
3. You have the right to talk to a lawyer before being asked any questions and have a right to a lawyer during questioning (and if you cannot afford a lawyer, one will be appointed).
4. If you choose to answer questions without a lawyer present, you have a right to stop at any time.
5. You must be asked. "Do you understand the rights that have been read to you?"

Garrity Rights

The Garrity Rights were developed through a series of Supreme Court rulings dating back over 50 years. In a 1967 ruling (Garrity v. New Jersey), several New Jersey police officers who were targeted in a ticket-fixing investigation were told to respond to questions or face discharge for insubordination. The OIG cannot threaten your job by telling you to answer their questions or your job may be in jeopardy.

The OIG cannot compel you to give them information that would be self-incriminating.

Kalkines Warning

The Kalkines ruling is an attempt to balance the Fifth Amendment's right against self-incrimination with the Supreme Court's holding that the government has the right to have its employees answer questions about the performance of their official duties. In getting this information from employees, according to Kalkines, the Fifth Amendment is not violated so long as the government also grants the employee immunity from prosecution based upon that information.

Kalkines trumps Garrity if the subject is given immunity. Get immunity offer in writing before answering any questions.

If the OIG or postal inspector ever reads you Miranda Rights and/or Kalkines Warning you should contact an attorney before answering any questions. The Union cannot represent you in legal matters.

NEVER go it alone, ALWAYS demand Union representation.

Scott Bultena
Branch 9 Formal A Rep.

*Parts of this article were taken from the following sites: <https://lettercarrierconnection.com/warnings.pdf>
<https://www.uspsoig.gov/tags/investigations>*

Director of Retirees Report

The State Fair is back and so is our presence at the Labor Pavilion. The Branch 9 kiosk will be staffed by volunteers and officers to meet with and greet the public. Usually we have some theme or legislative action that we can inform the fairgoers about to make the Postal Service better. This year the Pro Act and the Postal Reform Act are front and foremost. The Pro Act would help strengthen the ability of workers in the private sector to form unions and engage in collective bargaining. It would also correct US law which currently excludes certain categories of workers from forming unions. As retirees, we should support other workers striving to have a decent contract that could get them to the retirement we are now enjoying. The Postal Reform Act of 2021 is bipartisan and as written would see the end of the pre-funded health care benefits for retirees which costs the USPS over \$5 billion dollars annually. These

bills have been detailed in past Branch 9 articles. Now you can have the opportunity to explain the benefits of these bills to the public. With friends, with friendly fairgoers. Each shift comes with two admission tickets so after the meet and greet time, you can enjoy the fair.

Get the Facts then get the Vax! We are probably headed for a rough fall due to the Delta variant. It is more contagious than the Covid-19 America battled before the vaccines. Thankfully the vaccines help prevent people from getting the disease (95% effective) and lessen the effects when a breakthrough does occur. But because so many people haven't gotten the jab, we are seeing a rapidly rising number of cases especially among the unvaxed. Don't risk your life or someone else's health. If you can get the vaccine, do so.



Melia Derrick

If things do stay safe, we will arrange a cribbage tournament in late October or early November with the St. Paul branch. They have already challenged us implying that our branch is toast. As soon as we have a date, we can start assembling our team.

Stay Tuned In
Melia Derrick

...Pres. Report cont'd from page 3

their FEHB enrollment. Eligible family members include your current spouse; your children under age 26, including adopted children, stepchildren and foster children under certain circumstances; and adult children incapable of self-support because of a mental or physical disability that existed before age 26.

Any changes in the status of eligible family members must be done using the Postal EASE FEHB worksheet (USPS-24). This updated form must be mailed or faxed to the USPS Human Resources Shared Service Center by Aug. 31 at this address: HRSSC/Benefits, PO Box 970400, Greensboro NC 27497-0400. The completed form can also be faxed to

651-994-3543. If you have questions, call the HRSSC at 877-477-3273.

If you do not need to make any changes to your FEHB then you do NOT do anything. You only have till August 31st to make your changes.

NEW Branch 9 home

As I write my article, we are waiting on a purchase agreement for review to purchase a new office building in Saint Louis Park. If this agreement is acceptable to us and the seller we will be in our new office by the end of April 2022. We have been at our current Columbia Heights location since May of 2020, and we are very optimistic that soon we will be able to announce the future home of Branch 9. Since the fire that destroyed our old home in

Northeast Minneapolis on March 22, 2020, we have been diligently looking and exploring all options that will benefit the members of Branch 9. We have researched over 50 properties in the 554 Zip Code area, and the property we are currently in negotiation to purchase will be a great fit for us.

I want to personally thank everyone in Branch 9 for the patience, and support that we have received during this journey. While we have not reached the end of the road yet, we are almost there.

In Solidarity,
Samantha



CALL US TODAY: 800-327-4968
 800-EAP-4YOU | TTY: 877-492-7341
 WWW.EAP4YOU.COM

Tools to Build a Better You

Your Employee Assistance Program (EAP) offers resources designed to help you overcome life challenges that affect your health, family life or job performance. EAP and its app can help you and your loved ones begin to address those challenges:

Face-to-face Counseling
 Promotions
 Telephonic Counseling
 "In the Moment" Support
 Web-based Tools
 Work Life Balance
 Online Therapy
 Critical Incident Response

Video Counseling
 Health & Wellness
 EAP Orientations
 Suicide Prevention
 Consultations
 Preparing for Retirement
 Coaching & Training
 Elder and Childcare



NEW FEATURE: ASSISTANCE FROM ANYWHERE.

With the EAP mobile app we offer one more way for USPS employees and your family to quickly access employee assistance resources. Visit this webpage (EAP4YOU.com) on your smartphone and you will be prompted to save the app to your phone's home screen. It's that simple! For more information or help downloading the app to your phone give us a call.

Online & Video Counseling

Whatever you're going through, we're here to help. USPS employees and their families can access professional counseling anytime, anywhere, through a computer, tablet or smartphone. By removing location and scheduling barriers, you have greater flexibility and more options when it comes to providers.

To get started, call your EAP at 800-327-4968 (800-EAP-4YOU) to get connected to the service that makes the most sense for you.

A highly interactive, individually-tailored app
 From resiliency to well-being, myStrength's digital behavioral health solutions empower individuals. This online tool encourages users to address the following topics while supporting the physical and mental aspects of whole person health.

Safety Liason Report

This summer will no doubt go down as one of the hottest and driest summers in a long time. While I'm sure some carriers have suffered some heat issues, I have not heard of any severe illnesses. I thank all of you for following proper safety practices and taking care of yourselves. Please keep in mind, if you have experienced a heat related illness, you will be suspect to future illnesses. Hopefully, by the time you read this we will be seeing cooler temperatures.

I am hearing and seeing more stress related issues than heat issues. That is far more concerning to me. Every day we all leave our personal lives behind as we swipe our timecard. Clocking out at the end of the day means that we go back to our personal lives. The simple slide of the timecard twice a day separates the two lives we live, work and personal time. Stress can be found in both lives.

There are many causes for stress in our personal lives. This can range from social and political to the never-ending Coronavirus issues. A lot of how we live our lives are affected by all those everchanging issues. This is added to all the other things that life throws our way. We need to find proper ways to handle these issues.

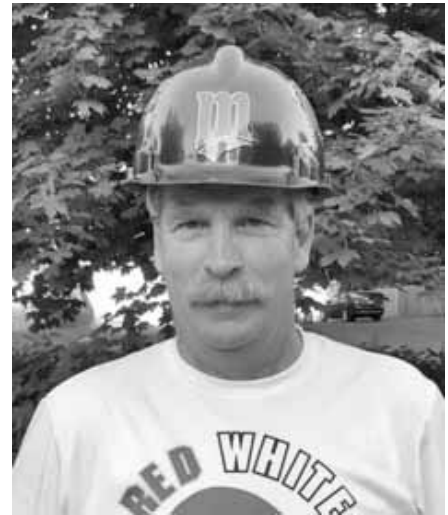
We leave that all behind once we slide our timecard. Here we are faced with a slew of other issues. Nagging aches and pains to being

forced to work overtime can be stressful for some of us. Others may be dealing with a supervisor or manager that is not treating you with respect. We all know there is a list a mile long that causes us stress. Again, we need to find proper ways to handle this.

Think for a minute of all the different stressors that you are dealing with. Even if you think you don't have stress. Think about your day and list the things that happened to you that you had no control over. Whether we know it or not, it all adds up. As you list these things you can start to feel the weight of it all. But do not forget this one thing, you must do it for both lives you live.

Then your two lives collide. Work suddenly comes home or home comes into work. Either way, escaping becomes more and more difficult. This could be someone who you know at work, or it could be that carrier that is hiding it. It may even be you. At the end of the day, all of us, are dealing with some sort of stress.

Everybody has a breaking point. We have no idea how or when it may happen. It can happen when interacting with management. This is where we need to help each other out. If you see any carrier being treated without dignity and respect, you have to say something. Go to your steward and tell them what you heard and ask for him/her to step in to stop it.



Dave Allmann

This is not the only thing that can happen to make people break. By working together as one unit we can at least take control over how we are treated.

We have been divided and isolated from each other. Making it more difficult to see the many things that we do have in common. We are a union of brothers and sisters that deliver mail to the American People 7 days a week. Let's start helping each other out, lifting each other up and to create a safer work environment for everyone.

If you do need help, please contact EAP. This is available to you and your family 24/7. The phone number is 1-800-EAP4You or 1-800-327-4968.

Be safe and enjoy the rest of your summer.

DA



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

AME'S UNIFORMS

OUR BUSINESS IS MAKING YOU LOOK GOOD!

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

...EVP. Report cont'd from page 5

and/or suspension from being assigned to the facility where such infractions occur. In addition, he is ordered to have both counseling session(s) with his managers, to be named and determined by the Service, and to attend once again a Hero Training session, to be determined by management, regarding communication style and his responsibilities under the ELM, the M-39 and the JSVB/JSOV... The Union may post a copy this award in an appropriate location in the... facility for a period of 90 days...

When a manager or supervisor is harassing, intimidating, threatening, or bullying you or a co-worker, report it to your steward. Ask for a grievance to be filed. Be willing to step forward with statements to include in that grievance. Change does not come quickly or easily, but this arbitration decision is a step in the right direction. We need to be persistent and patient to prevail. It's up to us, with a concerted effort, to change the intolerable behavior. Together sisters and brothers, we are Branch 9 strong.

Jo



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

We'll see you there!

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, 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!

SCHOLARSHIP WINNERS

My name is Meriel Orham, daughter of Doug Orham at the St. Louis Park station. Thank you for awarding me the J. Wesley Woods Scholarship. This year I graduated from St. Michael Albertville High School. I plan on using the money to further my education at St. Cloud State University. I will be majoring in psychology and will also be part of the Women's soccer team.



Hello, my name is Abi Mart. I'm planning on attending Hamline University to persue a History and Law degree. I will also be participating in Hamline's theater program.

Congratulations!

The members of the NALC Branch 9

COLOR CODED LETTER CARRIER CALENDAR ORDER FORM

It's time to order your 2022 color coded calendar!

Calendars are \$4.00/each
(Checks only and made out to Richdon – NO CASH)

MAIL YOUR CHECKS WITH THE ORDER FORM BELOW TO:

**ATTN. KEN JAMBOIS
BRANCH 9
4001 STINSON BLVD
SUITE 304
COLUMBIA HEIGHTS, MN 55421**

If you have any questions, please contact Ken
C: 763.370.1392

**THE LAST DAY TO PURCHASE A CALENDAR
WILL BE AT THE SEPTEMBER 28, 2021 GMM**

COLOR CODED LETTER CARRIER CALENDAR ORDER FORM

Contact Name: _____

Station: _____ # of Calendars: _____

Phone #: _____ Check \$ Amount: _____
(Checks made out to Richdon)

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

Change Service Requested

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

Stay informed by:

- *Join Veterans Group <https://www.nalc.org/member-benefits/join-the-nalc-veterans-group>
- * 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

Branch 9 Calendar

August 24

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

September 28

General Membership Meeting
7:00PM
ZOOM and in person
Crystal VFW, Crystal, MN
Nomination of
officers and delegates

August 26 to Sept 6

MN State Fair

Sept 6

Labor Day
Holiday

October 12

Steward Meeting
7:00 PM
Zoom/Online

September 14

Steward Meeting
7:00 PM
Zoom/Online

October 14

Retirement Seminar
Crystal VFW, Crystal, MN
6:30PM

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