

VOLUME 73 No 10

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December 2021

OIG Integrity Tests

During the Holiday Season we need to remind you that Postal employees are disciplined and even removed for using gift cards that they found in collection boxes, on the street, and in some cases given to them by customers saying they found the gift cards in front of the Post Office. In all of these instances, the gift cards were planted by the OIG. Each year the OIG is again planting gift cards to test Letter Carriers.

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

holidays, and we normally accept those gifts.

Where a Letter Carrier may get into trouble is when they accept cash in any amount or gifts (including gift cards) valued above \$20. This is where the OIG agents are testing our integrity.

Although one wonders how these OIG agents would score on any test of integrity. That said, the rules are the rules and below is language from the Code of Federal Regulations 2635.204(a), which should be considered the next time one of your patrons, gives you a gift.

Gifts of \$20 or less. An employee may accept unsolicited gifts having an aggregate market value of \$20 or less per source per occasion, provided that the aggregate market value of individual gifts received from any one person under the authority of this paragraph shall not exceed

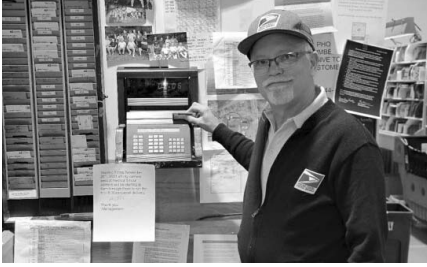
\$50 in a calendar year. This exception does not apply to gifts of cash or of investment interests such as stock, bonds, or certificates of deposit. Where the market value of a gift or the aggregate market value of gifts offered on any single occasion exceeds \$20, the employee may not pay the excess value over \$20 in order to accept that portion of the gift or those gifts worth \$20. Where the aggregate value of tangible items offered on a single occasion exceeds \$20, the employee may decline any distinct and separate item in order to accept those items aggregating \$20 or less.

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

NOTICE TO ALL BRANCH 9 MEMBERS

**Any proposed amendments to the
2021 Branch 9 By-Laws** must be
presented in writing to the
Recording Secretary no later than the
February 22, 2022 General Membership Mtg.

RETIREMENTS



*Bob Egeberg (Golden Valley)
Last Punch. Best Wishes!*



*Steve Blonigen (Richfield) makes
his last punch with congratulations
from Steward Joe Rian*



*Lufti Bilani (Minnehaha Station)
joins the "last punch bunch"! with
Steward Matt Fussy.
Happy retirement*



*Congratulations on your retirement
Larry Wenning (Chanhassen) Last
Punch with Steward Kevin Barbosa*

NEW MEMBERS

Michael Akerson
Matthew Bliss
Julian Chatterton
Jerry Cox
Ron Cripe
Tereasha Frazier
Philip Leppanen
Alan Morris
David Moulton
Michael Riley
Lilah Shepard
Emily Smith
Julian Ward

In Memoriam

Roger Bresnahan
Donald McVeigh
Lynne Shafranski (Active)

Daughter of Branch 320 member killed in Oxford High School shooting

NALC is deeply saddened to learn of the death of Madisyn Baldwin, the daughter of North Oakland County, MI Branch 320 member Robert Baldwin. Madisyn, a 17-year-old student, was killed in a shooting at Oxford High School on Nov. 30. She is survived by her father Robert, her mother Nicole and her siblings Payton, Liam and Brinley.

"NALC mourns the loss of Madisyn, and we are devastated by this senseless act of violence," NALC President Fredric Rolando said. "We send our deepest sympathies to Brother Baldwin, his family and all of the victims of this tragedy."

President Rolando extends COVID-19 dispensation

On Dec. 6, NALC President Fredric V. Rolando sent a letter to branches and state associations extending dispensation through 2022 for several issues caused by the COVID-19 pandemic.

The letter can be viewed @ <https://www.nalc.org/news/nalc-updates/body/dispensation-letter-Dec-2021.pdf>

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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

This December ends the current term of office for the Branch 9 officers and Stewards. This is an end of term report to the membership. The current three-year term began January 2019 and ends December 31st, 2021. There have been major changes in Branch 9 over this period. The next three-year term for officers and stewards is from January 2022 through December 2024.

Finances and membership

In the start of 2019, the Branch had a membership of 1,400 active carriers. At the end of 2021 there are currently 1326 active carriers and 827 retired carriers. Our total membership numbers have continued to trend downward. In 2019 the active carrier dues increased to \$29.46 a pay period, up from the previous dues amount of \$29.19 a pay period for active carriers. There was no increase in dues for 2020 or 2021 as a National Contract had not been signed. National is now increasing their dues starting January of 2022, which will increase the dues for Branch 9 in January 2022 to \$31.73 for active letter carriers. Even with the decrease in membership the Branch remains on solid financial ground.

Letter Carrier Pay

Pay for all letter City Letter Carriers and CCAs is negotiated by the National NALC Headquarters and USPS headquarters during every contract. At the end of 2019 top letter carrier pay was \$31.61, top Carrier Technician pay was \$32.28, and CCA pay started at \$17.65 then after one year on the rolls it jumped to \$18.65 an hour. During the current term, the National parties negotiated an increase in all letter carrier pay. At the end this term top letter carrier pay is \$33.66, top Carrier Technician pay is \$34.37, and CCA starting pay is now \$18.92, and after 52 weeks

jumps to \$19.42 an hour. The National Parties also created a new pay rate for any CCA converted to PTF of \$20.71 an hour. The current National Contract was ratified by the membership of the NALC in May of 2021, this term ends under contract year 2019-2023.

Grievances

In 2019 there 1,487 grievances processed. In 2020 there were 1003 grievances processed and in 2021 there have been 976 grievances processed so far. We are on track to process 1,000 grievances by the end of this year. The grievance workload has not changed much in the current term. I want to extend a thank you to all the Union Stewards in Branch 9 for their work and perseverance.

Branch Elections

The current term of office saw major changes in your executive board. My Predecessor, President Mike Zagaros, retired from office on March 23, 2020. Upon his retirement I was sworn in as the new Branch 9 President, as I was the previous Executive Vice President. The officers of Branch 9 ending the term in 2021: President Samantha Hartwig, Executive Vice President JoAnn Gilbaugh, Recording Secretary Robb Petersburg, Treasurer Barb Watzak, Financial Secretary Stacey Ellingson, Editor Jeremy Rothstein, Health Benefits Representative Ken Jambois, Trustees: Christa Abraham, Latasha Mccaleb, Chris Pennock, Sargent at Arms Ronaele Bolden, Director of retirees Melia Derrick. Appointed Associate Office Advisor Nick Tiemann.

The election results have come in from the 2021 election for office, and the official numbers are posted on page 6. The contested offices: President Elect Samantha



Samantha Hartwig

Hartwig, Executive Vice President Elect JoAnn Gilbaugh, Trustee Elect (3) Christa Abraham, Scott Bultena, Joe Tiemann. I want to thank all the candidates that ran in the election. I also want to thank outgoing officers Latasha Mccaleb and Chris Pennock for their work on the Branch 9 Executive Board.

Branch Office

The office at 2408 Central Ave burned to the ground on March 22, 2020. This term will end with the branch in a temporary office, but on March 1, 2022, the Branch will be closing on a new office located at 5831 Cedar Lake Road in St. Louis Park. This chapter for Branch 9 will end on a positive note as we look forward to the next term of office. There will be an open house for the membership to come and tour the new office, a date has not been determined yet.

COVID

The COVID Pandemic has brought a new dynamic to the job of being a City Letter Carrier. At the end of 2019 we started to feel the effects of the pandemic, and in 2020 Minnesota was hit hard. In March of 2020 much of the state was shut down to encourage social distancing. The term Social Distancing has now become a part of our everyday lives, along with wearing a face mask at work when a six-foot distance between your co-workers is not possible.

Pres. Report cont'd on page 6

Branch 9 Election Results

Office of President

*Samantha Hartwig – 486
Joe Rian – 396

Office of Exec. Vice President

*Joann Gilbaugh – 464
Chris Pennock – 414

Office of Trustee

*Scott Bultena – 485
*Joseph Tiemann- 479
*Christa Abraham – 423
Latasha Mccaleb – 422
Susan Becker – 391

The following positions elected by unanimous ballot

Recording Secretary
Robb Petersburg

Treasurer
Barb Watzak

Financial Secretary
Stacey Ellingson

Editor
Jeremy Rothstein

Sergeant at Arms
Ronaele Bolden

Director of Retirees
Melia Derrick

NALC Health Benefits Rep.
Ken Jambois

Congratulations!

Thank You to all who voted.

**Indicates Winner*

Season's Greetings

Wishing all of you a safe and
happy holiday season.

From the Branch 9 Executive Board



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

AME'S UNIFORMS

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Exec. Vice President's Report

We live in a world of misinformation and disinformation. The first is the sharing of false or inaccurate information. The latter is the same, only it is done so on purpose. It can be poisoning, damaging and cause dissent. It doesn't discriminate between individuals, groups or organizations. It can be especially damning in unions, the very structures which were formed to bring workers together. Unfortunately, over time, the overall understanding and definition of "the Union" has migrated from all members, into only the stewards and branch leadership. What was once "one for all and all for one" has, in many cases, fallen victim to beliefs based in misinformation.

In businesses, and especially in the Postal Service, mis- and dis-information has become an artform. While topics and circumstances abound, a good example is the plight of CCA's. When they are hired, Human Resources glazes over the amount of work expected, assuring claims of flexible hours. While this is not a new phenomenon, (ask anyone who started as a TE or PTF), the addition of Sunday Amazon and 7-day delivery has raised the issue to a new level. This disinformation is especially cruel when CCA's realize they are the ones who are expected to do the "heavy lifting". We can all sympathize with the long hours and lower pay, while being bounced from station to station, until a hold-down can be secured.

Management argues that the CCA category was created to provide a flexible workforce, which includes movement from station to station. In 2020, an agreement was negotiated, and memorialized as a Local Memorandum in which new CCA's must stay at their stations for the first 45 days of probation. Even so, local Management narcissistically decides the

contract does not apply to them or their actions and moves CCA's indiscriminately. Disinformation has spread that the Union has not enforced the contract and done nothing to fix the problem. This could not be further from the truth.

While the issue of broken hold-downs remains, it is being addressed. All too often management steps in to break a CCA hold-down. In theory, and by contract, a hold-down protects CCA's from being taken off a route or sent to other stations. I say "in theory" because, as with much of our contract, Management can and does break the rules. However, we have made progress through the grievance process. We have an established monetary compensation remedy for CCA's who are taken off their hold-downs. In addition, when we are notified at the branch office, the violation becomes a topic at our weekly Labor/Management meeting with the Postmaster. As with any work in progress, a solution cannot come quickly enough, but rest assured, it is not forgotten. The fight of contract enforcement is alive and well.

When grievances are filed for Management to cease and desist, the result is rarely, if ever, immediate. Too often in these situations, disinformation swoops in to sow seeds of discord. The sentiment is that because the violations are reoccurring, the Union is doing nothing to fix the situation. After all, the answer to the problem is simple; it is the Union's job to defend and ensure that CCA's contractual rights are upheld, end of story.

There is an over-riding belief that the Union can quickly force a stop to Management's actions and promise that they will never happen again. It's the goal of every Union Advocate to bring an end to violations, but there is no



JoAnn Gilbaugh

magic pill. The reality is that the contract and grievance procedure is the vehicle for us to fight the violations. Contract enforcement is always a primary focus. This is why your stewards receive monthly training in contractual matters, to obtain the necessary tools to combat violations.

Management likes nothing more than to say, "you're getting extra overtime because your steward is working on grievances." This is intentional, to villainize your Steward, to promote dissent and to coerce the Steward to not file grievances. Such comments are a violation of Nation Labor Relations Board law. The following is from the National Labor Relations Board website:

The National Labor Relations Act forbids employers from interfering with, restraining, or coercing employees in the exercise of rights relating to organizing, forming, joining or assisting a labor organization for collective bargaining purposes, or from working together to improve terms and conditions of employment, or refraining from any such activity.

We need to stand together and support our Stewards. Let them know when you see or hear Management breaking the contract. Understand that your Stewards need to take union time to file grievances against Management's actions.

EVP Report cont'd on page 7

Pres. Report cont'd from page 3

COVID also forced creative ways to hold Branch General Membership Meetings, and we switched to an on-line ZOOM format. In July of 2021 we again changed the way our meetings have been held, and combined in person and ZOOM, also referred to as Hybrid meetings. We are still working out some challenges of the Hybrid meeting format, but this has become the new normal for meetings. Hybrid meetings have increased General Meeting Membership Attendance from an average of 60 to 75 attendees, to anywhere from 80 to 125 attendees. As we move into the next term and keep an eye on the progression of the pandemic, there is always a chance that we move back to an only online forum if the state shuts down again.

Politics

Through this entire term Postal Reform has been front and center. Currently there is bipartisan support for such legislation to help repeal the pre-funding mandate. Bills that need more support for the Postal Reform Act of 2021: H.R. 3076 and S.1720. We need to keep contacting all our Congressional Representatives and ask them to sign on or thank them if they are a co-sponsor to this critical legislation.

The Freedom to Vote Act was introduced in the senate by our own Senator, Amy Klobuchar. This bill helps improve mail in voting for elections and would be great for the USPS and the country. This legislation would open the door to make voting in elections easier for all Americans.

Another bill in the House of Representatives that is important for carriers, especially if you started as a TE or a CCA (non-career) is the Federal Retirement Fairness Act, H.R. 4268. If this bill were to become law, it would allow

anyone under the FERS retirement system to essentially "buy back" their non-career time; similar to how military vets can "buy back" their military time. When the time is bought back, then it would add up and count towards your Federal Retirement. This bill only has twenty co-sponsors, and none of Minnesota's Congressional Representatives have signed on to this bill in the House of Representative. Only Congress can make this happen. All these bills I listed, and several more can be found at NALC.ORG. Congress can impact our jobs, and our retirements. Trying to get legislation moved that helps letter carriers and the USPS never stops and needs all of us participating. I have contacted our Congressional Representatives, but my voice alone will not get the job done. Our Representatives need to hear from all of us to make this a priority for them to push legislation through.

Remembrances

I want to take a moment for everyone to keep all the members we lost over the last three years in your thoughts.

As this term ends, I look forward to getting the opportunity to move forward with Branch 9 into the next term. I am honored and thankful for being elected as your Branch 9 President. As we move forward together, I am always looking for ideas on how to improve our technology, improve our events, and listening to what your concerns are.

In Solidarity,
Samantha Hartwig



Update on Juneteenth Holiday

President Biden signed into law the Juneteenth National Independence Day Act on June 17, 2021, making June 19 a federal holiday commemorating the end of slavery in the United States. However, the law did not apply to the Postal Service.

NALC is aware of an internal Postal Service communication indicating that the holiday will be observed beginning in 2022 for full-time and part-time career employees. We have had informal discussions about the Juneteenth holiday with the Postal Service and will continue to discuss additional issues related to the observance of this holiday for all city letter carriers.

Penalty Overtime Exclusion

As referenced in Article 8, Sections 4 and 5 of the USPS-NALC National Agreement, the December period (during which penalty overtime regulations are not applicable) consists of four consecutive service weeks.

This year, the December period begins Pay Period 26-21, Week 1 (Dec. 4, 2021) and ends Pay Period 01-22, Week 2 (Dec. 31, 2021).

The Postal Employees' Relief Fund (PERF)

provides financial support to active and retired postal employees whose primary residence has been completely destroyed or left uninhabitable by a major natural disaster or an isolated house fire. The charity is run by the four postal employee unions and three management organizations, whose members support PERF through voluntary donations. Information and applications for PERF assistance can be found at postalrelief.com

Director of Retirees Report

Phishing. This is the time of year when bad characters like to go phishing. People are online more shopping, looking for bargains and of course Open Season has just passed. My latest experience was an email about a \$568.33 stimulus check from the government that was waiting for me to claim. Wow! A gift from the IRS at Christmas. The email looked legitimate with the Department of Treasury seal; they redirected you to a more "secure" site where you were supposedly able to safely give them your information. They even cited US codes that you would be violating if you provided false information. But of course, the IRS does not contact people via email, only the good old United States Postal Service. The bad guys are phishing for your social security number and birth date. Do not fall for this; the real IRS website asks that you not open any attachments and that you report such emails to phishing@IRS.gov. Done!

By now most people know that Medicare premiums are increasing to \$170.10 in January. The main reason for the dramatic increase is the FDA accelerated

approval of an Alzheimer drug, Aduhelm, which may help patients with mild dementia slow the process of the disease. The FDA approved it against the advice of their Advisory Board and after intense pressure from Biogen, the manufacturer. The drug regimen cost is \$56,000 annually. So, the government is "banking" the extra premiums to cover the cost of this drug which will undergo further testing for the next 9 years. Senator Sanders is asking President Biden to lower the premium increase to just \$10 per month. It is not clear whether Biden has the authority to do that. Scam of a different sort???

And then there is the Build Back Better plan. Personally, I don't think it will ever pass, but if not, we are truly missing an opportunity for seniors. The proposals in the bill would lower health care premiums on the average \$50/month; include hearing aids under Medicare and stabilize insulin costs to no more than \$35/month. This is not a load of "freebies" that will turn America into a bunch of communists. It is an opportunity to put our tax dollars where our values are. Do we value good



Melia Derrick

health care for our citizens? Let your senators know this bill has your support.

While Build Back Better is being battled, the Postal Reform bill (H.R.3076/S. 1720) is languishing without action. The idea has had bipartisan support, but a vote has not been taken. This bill would take away the prepayment of retiree health benefits, a \$5.5 billion-dollar annual undue burden on the Postal Service. It needs to be gone. Again, a call for support is needed.

Stay tuned In
Melia Derrick

EVP Report cont'd from page 5

When grievance remedy payments aren't forthcoming, it's common for misinformation to take hold; to assume that grievances haven't been filed. Management likes nothing better than to spew disinformation that there is no pending remedy payment, or that there have been no grievances filed.

Is the cycle of misinformation and disinformation tiring? Of course. We have all been worn down the past few years, since staffing has become our number one issue. We are all worked to the bone,

both career employees and CCA's. This exhaustion makes it easy to lash out and point fingers. It also makes us more susceptible to mis- and dis-information, rather than facts. We can't afford to let it seep into our daily interactions with each other.

Unions provide a structure for workers to bind together, to collectively work for the greater good of all. Our Branch 9 motto is "An injury to one is an injury to all". At no time in recent history has there been a greater need for us to hold each other up, not tear each other down and apart.

Our utmost asset as a union is our membership, and their participation in our cause. If we can put our differences aside and embrace our motto, no amount of mistreatment or contractual violations will go unanswered. Thank you for the privilege to serve as your EVP for the next three years. Working together, we will prevail. In solidarity there is strength.

Jo



FROSTBITE PREVENTION

Newer employees (CCA's) should be mindful of the danger signs of frostbite. Have the chemical warming packets in your pockets before leaving the station.

The following information is from the National Safety Council.

Prolonged exposure to low temperatures, wind and/or moisture can result in cold-related injury from frostbite and hypothermia. Here are some suggestions on how to keep warm and avoid frostbite and hypothermia.

Dress Properly

Wear several layers of clothing to insulate your body by trapping warm, dry air inside. Wool and polypropylene trap air and do not retain moisture. Choose a coat with a wind and waterproof outer layer.

The head and neck lose heat faster than any other part of the body. Your cheeks, ears and nose are the most prone to frostbite. Wear a hat, scarf and turtleneck sweater to protect these areas.

Danger Signs

The extent of frostbite is difficult to judge until hours after thawing. There are two classifications of frostbite:

- **Superficial frostbite** is characterized by white, waxy or grayish-yellow patches on the affected areas. The skin feels cold and numb. The skin surface feels stiff and underlying tissue feels soft when depressed.
- **Deep frostbite** is characterized by waxy and pale skin. The affected parts feel cold, hard, and cannot be depressed. Large blisters may appear after rewarming.

What to do

- Get the victim out of the cold and to a warm place immediately.
- Remove any constrictive clothing items and jewelry that could impair circulation.
- If you notice signs of frostbite, seek medical attention immediately.
- Place dry, sterile gauze between toes and fingers to absorb moisture and to keep them from sticking together.
- Slightly elevate the affected part to reduce pain and swelling.
- If you are more than one hour from a medical facility and only if refreezing can be prevented, then frostbite can be rewarmed by **immersing the area in lukewarm, not hot water** (100 to 105°F). If you do not have a thermometer, test the water first to see if it is warm. Rewarming usually takes 20 to 45 minutes or until tissues soften.

What not to do

- Do not use water hotter than 105°F.
- Do not use water colder than 100°F since it will not thaw frostbite quickly enough.
- Do not rub or massage the frostbitten area.
- Do not rub with ice or snow.
- Do not apply a heat source to frostbitten skin.

**Call your station supervisor to inform him/her of your condition.
This is a safety issue, and not negotiable.**

Delivery After Dark

What should you do? Is it safe to be delivering mail after dark? That depends. There is no uniform policy regarding delivery after dark. That's because we are not dealing with a consistent situation for everyone.

There are some delivery areas that may not be safe and should not be delivered to after dark. That depends on whether or not a carrier can safely make that delivery based on individual circumstances such as is it unfamiliar territory, a high crime area, is there poor visibility or other hazards (i.e. animals, uneven surfaces or other impediments such as fences, toys, etc).

The time to plan for delivering after dark is now before you find yourself literally in the dark. Are there parts of your route that are less hazardous than other to being delivered after dark (apartments with lighted entryways or well lit neighborhoods). Discuss these issues with your supervisor, steward and safety liaison then make a plan and write it down for the CCA's who may be delivering your route for the first time.

If you find yourself in a situation where you believe you'll be out delivering mail after dark, REMEMBER THAT YOU DO HAVE RIGHTS, and follow these instructions:

1. Inform your supervisor in the morning of your need of auxiliary assistance in order to complete your street duties before dark. **THIS MEANS FILL OUT FORM 3996 - HELP SLIP.**
2. Notify your supervisor prior to heading out to the street that you may not be able to complete your duties on the street by dark.
3. When on the street if you realize that you definitely will be out after dark, call your supervisor and make them aware of that reality. Stress your concern for your safety and again request auxiliary assistance.
4. Assuming no help arrives and you are faced with darkening conditions, attempt to continue.
5. **IF** while attempting delivery, you literally experience a safety hazard (i.e. stumbling, tripping, hear dogs barking, but unable to see that threat, not able to see potential dangers using your LLV/van's outside mirrors ...) call your supervisor. Explain your situation and notify them that you cannot safely continue delivery then return to your station.
6. **COMPLETE FORM 1571 - Curtailment form for the undelivered mail.**

Be sure to hand the curtailment slip to the supervisor, and ASK FOR A COPY. The copy is for your protection. You can also request a Form 1767 - Notice of Hazardous Working Condition. This will help you document the safety hazards you encountered while attempting to deliver after dark.

It is important to note that these instructions are not intended to endorse or encourage the unnecessary curtailment of any mail. It is about your safety and the protection of the mail in our charge.

There is not a single answer for every possible situation. It simply is the responsibility of each carrier to measure their safety and ensure that they are working safely. PERIOD.

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective Nov. 20, 2021 (General wage increase)

The following salary and rate schedule is for all NALC-represented employees.

Career city letter carrier increases

Effective Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	1.1%
Feb. 29, 2020	January COLA	\$166
Aug. 29, 2020	July COLA	\$188
Nov. 21, 2020	General wage increase	1.1%
Feb. 27, 2021	January COLA	\$416
Aug. 28, 2021*	July COLA	\$1,934
Nov. 20, 2021	General wage increase	1.3%
TBA*	January COLA	TBD
TBA*	July COLA	TBD
Nov. 19, 2022	General wage increase	1.3%
TBA*	January COLA	TBD

City carrier assistant increases

Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	2.1%
Nov. 21, 2020	General wage increase	2.1%
Nov. 20, 2021	General wage increase	2.3%
Nov. 19, 2022	General wage increase	2.3%

NOTE: Upon conversion to Full-Time, Part-Time Flexible employees in Table Two will be slotted into the Full-Time Step commensurate with their number of weeks as a PTF, and retain their time credit toward the next step.

NOTE: Effective Nov. 19, 2022, Table One and Table Two will be modified to include an additional Step P that is \$444 more than Step O of the basic salary schedule in Tables One and Two.

NOTE: Carrier Technicians receive additional compensation equivalent to 2.1% of the employee's applicable hourly rate for all paid hours.

NOTE: The full COLAs will be added to the salaries of all steps in Table 1 and Step O of Table 2, with proportionate application of the COLA to Steps A-N of Table 2.

* NOTE: In accordance with Article 9.3.B, COLAs become effective the second full pay period after the release of the January and July Consumer Price Index for Urban Wage Earners and Clerical Workers.

Table 1: City Carrier Schedule

RSC Q (NALC)

This schedule applies to all carriers with a career appointment date prior to Jan. 12, 2013.

	Basic Annual Salaries																MOST PREV. STEP
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O		
City Carrier (Grade 2)	57,397	61,781	61,882	65,019	65,474	65,932	66,383	66,834	67,292	67,735	68,195	68,652	69,102	69,566	70,016	458	
Carrier Technician**	58,602	63,078	63,182	66,384	66,849	67,317	67,777	68,238	68,705	69,157	69,627	70,094	70,553	71,027	71,486	467	
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	28.70	30.89	30.94	32.51	32.74	32.97	33.19	33.42	33.65	33.87	34.10	34.33	34.55	34.78	35.01		
Carrier Technician**	29.30	31.54	31.59	33.19	33.42	33.66	33.89	34.12	34.35	34.58	34.81	35.05	35.28	35.51	35.74		
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	27.59	29.70	29.75	31.26	31.48	31.70	31.91	32.13	32.35	32.56	32.79	33.01	33.22	33.45	33.66		
Carrier Technician**	28.17	30.33	30.38	31.92	32.14	32.36	32.59	32.81	33.03	33.25	33.47	33.70	33.92	34.15	34.37		
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O		YRS.	
	96	96	44	44	44	44	44	44	44	34	34	26	26	24	12.4		

** Carrier Technicians receive an additional 2.1%

Table 2: City Carrier Schedule

RSC Q7 (NALC)

This schedule applies to all carriers with a career appointment date on or after Jan. 12, 2013.

	Basic Annual Salaries																MOST PREV. STEP
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
City Carrier (Grade 2)	43,062	44,986	46,911	48,837	50,763	52,686	54,614	56,541	58,465	60,390	62,316	64,240	66,168	68,092	70,016	1,924	
Carrier Technician**	43,966	45,931	47,896	49,863	51,829	53,792	55,761	57,728	59,693	61,658	63,625	65,589	67,558	69,522	71,486	1,965	
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	20.71	21.53	22.49	23.46	24.42	25.38	26.34	27.31	28.27	29.23	30.20	31.16	32.12	33.08	34.05	35.01	
Carrier Technician**	21.15	21.98	22.97	23.95	24.93	25.91	26.90	27.88	28.86	29.85	30.83	31.81	32.79	33.78	34.76	35.74	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	20.70	21.63	22.55	23.48	24.41	25.33	26.26	27.18	28.11	29.03	29.96	30.88	31.81	32.74	33.66		
Carrier Technician**	21.14	22.08	23.03	23.97	24.92	25.86	26.81	27.75	28.70	29.64	30.59	31.53	32.48	33.42	34.37		
Percent Step O																	
	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%		
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	AA-A	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O		YRS.
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	12.4	

** Carrier Technicians receive an additional 2.1%

Table 3: City Carrier Assistant Schedule

Hourly Rates

RSC Q4 (NALC)

This schedule applies to CCA Hires with no previous TE service.

This schedule applies to CCA Hires with previous TE service after Sept. 29, 2007, who were on the rolls as of Jan. 10, 2013.

	BB	AA		BB	AA
City Carrier (Grade 2)	18.92	19.42		20.44	20.94
Carrier Technician (add 2.1%)	19.32	19.83		20.87	21.38
Steps (From BB to AA) in weeks	52		Steps (From BB to AA) in weeks	52	

NOTE: Effective June 19, 2021, the Step CC pay rate in Table Three was eliminated. All CCAs at step CC as of that date were moved into step BB, receiving a 50 cent per hour raise. Step BB and its pay rate are the new entry step for new CCA hires. The new waiting period from Step BB to Step AA is 52 weeks. CCAs who were in step CC on June 19, 2021, will maintain their time-in-step credit toward step AA and will receive their next step increase to step AA after 52 weeks of service. CCAs that were in step BB as of June 19 will have 12 weeks added to their current time-in-step credit toward step AA. This will ensure all CCAs will reach step AA after 52 weeks of service.

Request to Join ZOOM GMM Meeting

It's a whole new world!

EVERY MONTH ON THE 4th TUESDAY (until further notice). Branch 9 members will be able to attend monthly GMM's via computer in the comfort of your own home.

All of these meetings will be closed captioned.

If you are a Branch 9 NALC member and wish to join in on these monthly meetings, please fill out the registration form below. **If we do not receive your completed form, you will NOT be sent the invite.**

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!

If you have any question's contact the Branch at (612) 781.9858.

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

Change Service Requested

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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

December 14

Steward Meeting
7:00 PM
Zoom/Online

December 25

Holiday
Christmas Day

December 28

General Membership Meeting
7:00PM
ZOOM / In person
Crystal VFW, Crystal, MN

January 1 2022

Holiday
New Year's Day

January 11

Steward Meeting
7:00 PM
In Person only
Crystal VFW, Crystal, MN
Steward Appreciation Night

January 17

Holiday
Martin Luther King Day

January 25

General Membership Meeting
7:00PM
ZOOM / In person
Crystal VFW, Crystal, MN
*Installation of
Officers and Stewards*

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