



VOLUME 74 No 9

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November 2022

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RETIREMENTS



Doug Darsow (Coon Rapids) last punch with stewards Andrew Graham & Jessie Vasquez Enjoy Retirement!



Steve Grivicich (Elmwood) last punch with steward Ryan O'Neill Happy Retirement!



Joe Adams (Richfield) last punch with steward Joe Rian. Best Wishes in Retirement!



Sara Harris (Elmwood) last punch. Good Luck in Retirement!

NEW MEMBERS

- Roderick Morrison
- Theodore Kolodziejak
- Mohoumod Elgezi
- Marshall Rice
- Dan Defries
- Nicholas Shamp
- Arthur Seger
- Thomas Busch
- Gina Hegle
- Joseph Konieczny
- Riley Pearce

IN MEMORIAM

Eugene Keyes

VETERAN'S DAY



We honor and thank the members who have served and those members who are currently serving.

*"As we express our gratitude, we must never forget that the highest appreciation is not to utter words, but to live by them."
-John Fitzgerald Kennedy*



Jay Sorensen (Diamond Lake) last punch with steward Chris Pennock. Congratulations in Retirement!

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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

Branch 9 and its members have a rich history of community involvement. We've put together a committee to renew bonds with organizations we have worked with over the years. The committee will also be focusing on organizing within the Branch. As you will read in the Organizing Committee article, they will also promote lending support to existing unions in addition to groups working to establish unions in their workplace. I'm excited about the variety of projects they will work on, and am hopeful you will all consider taking part in activities that resound with your interests.

By the time this hits your mailbox, we will be well into peak season. I would usually go on to say that this brings many more hours, and a great deal of forcing. Coming into this peak season, it seems that the only change will be more of the same hours and forcing, with more packages. Unfortunately, that has become our norm.

I get calls daily from carriers who are both mentally, physically, and emotionally exhausted. They are at their breaking point. The continued forcing and working on NS days has taken its toll, and they can't continue on at the current pace. Our number of work-related injuries has steadily increased all year. This is a physical job, and our bodies can only take so much. It is a known fact that working while fatigued can be very unsafe, and the number of accidents and injuries bear that out.

Management talks a lot about safety, but ultimately, it comes down to us. Their concern is making sure the mail is delivered. We're supposed to fit a cookie-cutter mold and perform to whatever standards and hours we are meted out. Only we can

judge our physical and mental limitations. Unfortunately, too often that means we are pushed beyond those limitations with negative results.

There is one type of exhaustion that carriers are experiencing in greater numbers. Mental exhaustion, depression and anxiety are proving to be more and more common within our ranks, and with it, work restrictions. It is no wonder with the hours and stress we are put under. These restrictions are every bit as legitimate as restrictions for traumatic or occupational injuries. They are also every bit as private. Management has no more right to that medical information than they do to any diagnosis for a traumatic or occupational injury/illness.

Healthline.com lists symptoms of mental exhaustion:

- Feelings of depression, including a persistent sad, low, or hopeless mood.
- Lingering feelings of anxiety.
- Difficulty caring about anything.
- A sense of detachment, cynicism, or pessimism.
- Anger or irritability.
- Difficulty processing and managing emotions.
- A sense of dread.
- A decline in motivation or productivity.
- Feeling lethargic or slowed down in movements or responses.
- Difficulty concentrating, remembering information, putting thoughts together, or completing work correctly.

There are physical signs of mental exhaustion as well:

- Head and body aches
- Upset stomach
- Sleep issues, including chronic fatigue, drowsiness, and insomnia
- Changes in appetite and weight



JoAnn Gilbaugh

- Frequent illnesses, such as colds and flu
- A general sense of unwellness

Thankfully, there are ways to treat and learn to cope with mental exhaustion, and resources available to get professional support. The Postal Service EAP plan (1-800-EAP-4YOU) is a good starting point for resources. If you recognize any of the symptoms or signs listed above, from the healthline.com website, reach out for help from your health provider or EAP. In this issue we have included information on the Minnesota 988 mental health crisis lifeline.

It's important to get help sooner rather than later. Bottom line is that when untreated, mental exhaustion can have a major impact on all aspects of your life. It needs to be treated with the same care, and seriousness of any physical injury or illness.

We can and will make it through this peak season together. Let's look out for one another and finish the year out Branch 9 strong.

In Solidarity,
Jo



Minnesota 988 mental health crisis lifeline

New three-digit dialing code streamlines access to mental health crisis support

DEPARTMENT OF HEALTH

Starting Saturday, July 16, people facing a mental health crisis can dial 988 to connect to support. The change is part of a nationwide effort to transition the National Suicide Prevention Lifeline to a phone number people can more easily remember and access in times of crisis. The shift also includes an online chat feature and new texting option.

The new 988 dialing code will serve as a universal entry point, so people can reach a trained crisis counselor who can help regardless of where they live. Anyone can dial or text 988 24 hours a day, seven days a week, to reach crisis support or to use an online chat feature to connect with crisis support. People can also dial 988 if they are worried about a loved one who may need crisis support.

“Supporting mental health is a critical public health need, and one of the best ways we can do that is to make it as easy as possible for people to get the help they need when they need it,” Minnesota Commissioner of Health Jan Malcolm said. “Our hope is that 988 can be an easier way for people experiencing mental health crises to get support quickly.”

The Lifeline 10-digit number, 1-800-273-TALK (8255), will continue to be available and will route people to the same resources. People should call 911 if they suspect drug overdose or need immediate medical help.

Suicide is a serious and growing public health concern across the United States and in Minnesota. The number of suicide deaths and the suicide rate in Minnesota has increased consistently for 20 years. MDH data shows:

- * From 2016 through 2020, there were more than 10,000 hospital visits for self-harm injuries (i.e., suicide attempts) in Minnesota, and those were mostly among people ages 10-24, predominantly females.
- * Each year about 75-80% of suicide deaths are among males.
- * Each year about 50% of suicide deaths are the result of a firearm injury. Suicide usually represents 70-80% of all firearm deaths.

Moving to a shorter dialing code is an important step to help reduce suicide, and it is part of a larger push to improve options for Americans facing a mental health crisis. In moments of crisis, it can be challenging to look for resources or even just remember what number to call. Through 988, the Lifeline number will be easier to remember, and more accessible through chat and text. This will create more ways and make it easier for the public to find support.

About 988 in Minnesota

The Lifeline is a national network of over 200 call centers. Minnesota has four Lifeline centers that connect callers to nearby or state-specific resources and services quickly and efficiently.

Minnesota calls may be routed to the Lifeline’s national back-up centers when the four call centers are at capacity. The National Suicide Prevention Lifeline has several back-up centers that answer the overflow of calls from across the country. This will not change level of service.

Interpretation services are available through calling the number. Currently, chat and text are only available in English.

To reach the Veterans Crisis Line, dial 988 and press 1. Calls will route to the same trained Veterans Crisis Line responders. The Veterans Crisis Line will still be available by chat (VeteransCrisisLine.net/Chat) and text (838255).

Exec. Vice President's Report

Did you know that about 60% of Letter Carriers were referred by family, friends, or someone that they knew that was a Letter Carrier.

Not too long ago, I had someone approach me and ask if I thought being a Letter Carrier was a good job. He asked me if the Post Office was hiring and do I recommend working there. I could have told him that carriers are getting forced to carry off other carriers routes many times a week. Or, I could have told him about how disrespectful some of the managers are towards carriers. This information is true, but I don't think it would have been helpful. I could have focused on the negative things about our job as Letter Carriers, but I choose not to be negative, I made a conscience effort to be positive. That being said, I didn't sugarcoat things either.

I told him that it can be difficult starting out. You work a lot of hours and get sent around to a lot of stations in the city to help when they are short-handed. I told him that it is difficult at first but if you work hard and hang in there, it is a solid job. I explained to him that it would take around 1 ½ to 2 years to make regular and that time varies depending on retirements and other factors. I explained the benefits, the pension plan, the pay progression. Overall, I did the best that I could to explain the facts of the job. At the end of our conversation, I gave him the phone number to the station closest to where he lives. He called the station, and a

short while later was hired. He is a FTR carrier now and is doing very well. If you were to talk to him, he would be quick to let you know that not everything is perfect but overall, he likes being a Letter Carrier.

I know that things are difficult right now. We are shorthanded. I see the issues that are going on across the entire installation. Most stations are forcing daily, and the Post Office is having a hard time recruiting and retaining CCA's/PTF's. To make things worse, we have some managers across the installation that are not treating Carriers with dignity and respect.



Things at times with the Postal Service seem to be out of control. While there are many things that we cannot control, there are things that we can do to make things go smoother for ourselves and our co-workers.

How can I help?

The first thing that we can do is to try to keep a positive attitude. I have been with the Post Office long enough to know that things change quickly. We are extremely short staffed right now, but it will come around and eventually we will not be as short staffed as we



Scott Bultena

are right now. Also, it is important to remember that we have a great job with good pay and benefits and eventually, even though sometimes it seems in the distant future are going to be able to retire with a pension.

The second thing we need to do is, to the best of our abilities, help those around us. The old saying is true, if you want to help yourself, you need to help someone else. There is great satisfaction in helping other people. CCA's and PTF's need our positive feedback. They need to be encouraged to hang in there. We all need that at time times in our careers. Please take the time to be a positive influence on those around you. How about you? Will you try to stay positive? Will you help your co-workers by encouraging them? If we work together we can make a difference in the lives of the people around us and by doing so we can have a positive effect on our workplace.

In Solidarity,
Scott Bultena

NALC NATIONAL ELECTION RESULTS ANNOUNCED

The National Election Committee, appointed at the 72nd Biennial Convention in Chicago to conduct the election of national officers for NALC for four-year terms, has announced the results.

Here are the results, listed in ballot order. Winners are highlighted in italics. Note that voting for the regional national business agent offices was limited to NALC members in good standing from the respective regions:

President

- Brian L. Renfroe, Hattiesburg, MS Br. 938: 31,415***
- David Noble, Washington, DC Br. 142: 11,293

Executive Vice President

- Maureen Valadie, Central Florida Br. 1091: 12,269
- Kenneth R. Gibbs Jr., South Florida Br. 1071: 8,846
- Paul Barner, Roswell, GA Br. 4862: 21,206***

Secretary-Treasurer

- Cie Sharp, Long Island Mgd., NY Br. 6000: 7,887
- Nicole Rhine, Lincoln, NE Br. 8: 34,454***

Director of Retired Members

- Linda Kellam Mann, Minneapolis, MN Br. 9: 14,852
- Daniel Toth, Lorain, OH Br. 583: 27,348***

Director of Life Insurance

- William E. Boone, Greater East Bay, CA Br. 1111: 13,017
- James W. Yates, Long Island Mgd., NY Br. 6000: 29,019***

Director, Health Benefit Plan

- Matthew Webster, Cleveland, OH Br. 40: 9,569
- Stephanie Stewart, Central Iowa Mgd. Br. 352: 32,652***

National Trustees (three positions)

- Charles P. Heege, New York, NY Br. 36: 24,124***
- Lawrence D. Brown Jr., Los Angeles, CA Br. 24: 27,367***
- Dorothy Kay Hall, Wenatchee, WA Br. 1350: 17,503
- Sandra D. Laemmel, Detroit, MI Br. 1: 27,927***
- Rolando Rodriguez, Indianapolis, IN Br. 39: 13,087
- Francisco Jose Cabrera, Greater East Bay, CA Br. 1111: 11,116

Region 1 NBA

- Markeisha Lewis, Garden Grove, CA Br. 1100: 2,911***
- Calvin Brookins, Van Nuys, CA Br. 2462: 2,011

Region 9 NBA

- Eddie Davidson, Durham, NC Br. 382: 3,070***
- Don Lyerly, West Coast Florida Br. 1477: 1,796

The election was conducted by mail ballot and administered by an independent party, following the requirements of the NALC Constitution and the regulations of the U.S. Department of Labor and subject to oversight by the NALC National Election Committee.

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.

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. The rules are the rules and below is language from the Code of Federal Regulations 2635.204(a).

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.

Questions? Talk with your Steward or contact the Branch Office

Director of Retirees Report

Congratulations to the carriers who are still active and survived the election mailing season. Retirees salute you. While Minnesota returned all the statewide offices to the incumbents, we should be especially grateful that Steve Simon will continue as the Secretary of State. He believes in the importance of mail in ballots and our ability to deliver these timely and securely.

Two things of interest to retirees: first, this is Open Season. Please consider your options carefully. NALC plan has some changes that might be attractive to retirees. All plans will have increased premiums that are in part a reflection of inflation. Secondly, the Social Security COLA increase has been established at 8.7%. You can see your COLA notice online by logging into your My Social Security account, then select email or text notifications under message center preferences. Or you can do the math yourself: Simply multiply your current benefit amount by 0.087 to determine how much your monthly payment could increase. For example, if you receive an average monthly Social Security benefit of \$1,200, you multiply that by 0.087 and find that your checks will increase by about \$104 per month next year.

So, while FERS retirees receive the full COLA for Social Security, they do not receive the full COLA for their pensions. The FERS COLA is the CPI minus one percent. So, why are FERS retirees "cheated" out of a full percent of the COLA? CSRS was designed to provide a retirement plan after a long career of working for the federal government on the assumption that a federal employee would remain a federal employee until dying or retiring. CSRS employees do not receive Social Security as part of their retirement plan. Some CSRS employees do receive Social Security based on employment other than having worked for Uncle Sam but it is not an integral part of the CSRS plan.

The FERS system was based on different assumptions and a different model. The FERS system was designed to make it easier to leave federal service and to take a job with another organization. FERS employees can invest for their future retirement through the Thrift Savings Plan (TSP) for their entire career with the federal government. The federal government provides an extra matching amount that goes into the TSP to provide a greater income stream during retirement. The TSP gives employees a chance to invest money for future retirement income as they see fit and receive a tax break.



Melia Derrick

The full COLA amount for CSRS employees is the result of Congress having decided the benefit of the TSP investments, including a matching amount provided by the federal government for an employee who invests in the TSP, and the additional income provided during retirement by the Social Security system justified a lower COLA than the one provided for CSRS employees. Congress can adjust your benefits! Who you vote for counts.

Stay Tuned In

Melia Derrick



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.
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Ame's Uniforms are a UNION PREFERRED vendor

Branch 9's Organizing Committee

Brothers, Sisters, and Pals of Branch 9!

We have seen the headlines and already know the score:

Starbucks
Trader Joe's
Gig Economy
Railroad
Nurses

Each of these workers has answered their bosses' demands with a single word: Enough! Enough with the unpredictable hours! Enough with the miserable pay! Enough with unsafe conditions! Enough with managerial abuse!

And these workers have sought to confront their bosses head-on with the same tool: Union Power. We already know it to be true: an injury to one is an injury to all! Within this simple motto lies the truth of the worker: together we are stronger than the boss! Yet while unionization rides to new heights and industries that were considered untouchable or unapproachable turn to each other to fight back, one essential ingredient appears to be sorely lacking:

Solidarity!

Workers across the Twin Cities metro and beyond have been taking to the picket lines and making their demands public. Nurses have stepped onto the lines to let us know that when they suffer, we all suffer. Starbucks baristas have sought to form a Union and been met with pushback from management that would rather resort to hiring high-powered attorneys to combat the demands of their

workers rather than risk losing their power. Railroad workers have seen their plea for even unpaid time off be ground into nothing by Presidential committees, returning to schedules that, if the bosses had their way, would see them working solo for days on end, being called to shift in the middle of the night after only a few hours of rest.

Yet even while these events are taking place, the Carriers of Branch 9 have been dealing with the same issues. We have all been hitting the streets for long, unpredictable hours. We have all seen the way our contract, the very foundation of the craft, continues to be ignored while Management keeps us out later and later, delivering more and more for corporate 'partners' who seem to benefit from their contracts more than the workers do from theirs. This untenable situation means too that we have not been able to stand together with our friends and allies.

We must organize!

Working together with our allies we can achieve great things – but to do this will take the real work that is only capable through organizing. As individuals we are exhausted, overworked, looking for some respite that will finally allow us to enjoy the benefits that past generations of Carriers have won for us. It is only by sticking together in solidarity, both within our own ranks and amongst organized labor, that we can achieve great things.

To address these concerns, a new committee has been formed with the goal of using our greatest

asset – Solidarity - to win back some of those rights that Management seems to have been forgotten: the right to normal working hours; the right to tell the boss that you cannot stay out any longer delivering in the darkness; the right to use our free time as we please and not as some automaton.

The Branch 9 Organizing Committee seeks to organize our Carriers into the fighting force we know they can be. Our new brothers, sisters, and pals, though they may be few in number, must be helped to know their rights so that Management does not chase them out of the station. Our veteran Carriers need the help on the workroom floor that they deserve – not more managerial abuse! All of us standing together need to help each other, but also to look beyond our stations to the situation across the Metro and across the country. Those workers deserve our help too!

By standing together with our compatriots across all fields of labor we can let the bosses know: Enough!

Ryan O'Neill - Chair
Elmwood Station

Branch 9's Organizing Committee:

Ryan O'Neill - Chair
Tyler Vasseur
Latasha McCaleb
Christopher Pennock
Jeremy Rothstein

Committee Advisors:
Pam Donato
Bobby Baird
Lenny Larson
Barry Weiner

BRANCH 9 NALC

Ice Fishing Outing on Lake Mille Lacs
Twin Pines Resort & Motel-Restaurant

Located just two hours north of the Twin Cities on U.S. Highway 169 (mile marker 232).

**NOON SUNDAY TO NOON MONDAY,
JANUARY 15TH AND 16TH**

This is a Branch 9 sponsored event for our members.

\$50/Adult

The limit for adult non-member guests per member is 2.

\$45/Children under 14

*The Branch will be hosting a chicken and rib buffet dinner
at the Twin Pines Resort on Sunday, February 15th from 3:00 - 8:00PM.
This dinner is included in the price of the icehouse.*

Several Types of Houses Available:

- *4 Hole Icehouse (sleeps 2-3)
- *6-10 Hole Icehouse (sleeps 4-6)
- *8-12 Hole Icehouse (sleeps 5-6)
- *10-12 Hole Icehouse (sleeps 8)
- *10-14 Hole Icehouse (sleeps 10)
- *11 Hole Icehouse (sleeps 10)
- *14 Hole Icehouse (sleeps 14)

Each house includes:

Propane heat, lights, table/chairs, covered pad for bunks, carpeted floors.
Cook stoves are available in the larger houses.

Check in time is 12:00PM (Noon)

Name: _____ Cell Phone#: _____ Station: _____

Type of Icehouse: _____ Number of Guests: _____ Amount Paid: _____

Name of Member Guests: (1) _____ (2) _____

(3) _____ (4) _____ (5) _____

Name of Non-Member Guests (including age of children): (1) _____

(2) _____ (3) _____ (4) _____

CHECKS PAYABLE TO:
BRANCH 9 ICE FISHING
5837 CEDAR LAKE ROAD SOUTH
ST. LOUIS PARK, MN 55416

DEADLINE IS:
WEDNESDAY, JANUARY 11, 2022

Delivery After Dark

Daylight Savings Time ends on Sunday, November 7th, and with that comes a decrease of daylight hours available. Carriers will once again be exposed to the possibility of delivering mail 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. 19, 2022 (Nov. 19, 2022 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%
Feb. 26, 2022*	January COLA	\$1,331
Aug. 27, 2022*	July COLA	\$2,455
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

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

RSC Q (NALC)

Basic Annual Salaries																	MOST PREV. STEP
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
City Carrier (Grade 2)	61,870	66,309	66,411	69,588	70,048	70,512	70,969	71,425	71,889	72,338	72,804	73,266	73,722	74,192	74,647	75,091	464
Carrier Technician**	63,169	67,701	67,806	71,049	71,519	71,993	72,459	72,925	73,399	73,857	74,333	74,805	75,270	75,750	76,215	76,668	474
Part-Time Flexible Employees - Hourly Basic Rates																	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
City Carrier (Grade 2)	31.06	33.29	33.34	34.93	35.16	35.40	35.63	35.86	36.09	36.31	36.55	36.78	37.01	37.25	37.47	37.70	
Carrier Technician**	31.71	33.99	34.04	35.67	35.90	36.14	36.38	36.61	36.85	37.08	37.32	37.55	37.79	38.03	38.26	38.49	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
City Carrier (Grade 2)	29.75	31.88	31.93	33.46	33.68	33.90	34.12	34.34	34.56	34.78	35.00	35.22	35.44	35.67	35.89	36.10	
Carrier Technician**	30.37	32.55	32.60	34.16	34.38	34.61	34.84	35.06	35.29	35.51	35.74	35.96	36.19	36.42	36.64	36.86	
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	O-P		YRS.
	96	96	44	44	44	44	44	44	44	34	34	26	26	24	46	13.3	

** Carrier Technicians receive an additional 2.1%

Table 2: City Carrier Schedule

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

RSC Q7 (NALC)

Basic Annual Salaries																	MOST PREV. STEP	
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
City Carrier (Grade 2)	45,911	47,961	50,014	52,067	54,121	56,171	58,226	60,281	62,332	64,384	66,438	68,489	70,545	72,595	74,647	75,091	2050	
Carrier Technician**	46,875	48,968	51,064	53,160	55,258	57,351	59,449	61,547	63,641	65,736	67,833	69,927	72,026	74,119	76,215	76,668	2098	
Part-Time Flexible Employees - Hourly Basic Rates																		
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
City Carrier (Grade 2) 22.18***	23.05	24.08	25.11	26.14	27.17	28.20	29.23	30.26	31.29	32.32	33.35	34.38	35.41	36.44	37.47	37.70		
Carrier Technician** 22.64***	23.53	24.58	25.63	26.69	27.74	28.79	29.84	30.90	31.95	33.00	34.05	35.10	36.16	37.21	38.26	38.49		
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																		
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
City Carrier (Grade 2)	22.07	23.06	24.05	25.03	26.02	27.01	27.99	28.98	29.97	30.95	31.94	32.93	33.92	34.90	35.89	36.10		
Carrier Technician**	22.54	23.54	24.55	25.56	26.57	27.57	28.58	29.59	30.60	31.60	32.61	33.62	34.63	35.63	36.64	36.86		
Percent Step O																		
	61.14%	63.87%	66.60%	69.34%	72.07%	74.80%	77.54%	80.28%	83.01%	85.74%	88.48%	91.21%	93.95%	96.68%	99.41%	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	O-P		YRS.
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	13.3	

** Carrier Technicians receive an additional 2.1%

***The PTF Step AA pay dispute was settled April 20, 2022 (M-01980). The correct rates and retroactive pay adjustments will be implemented as soon as administratively practicable.

Table 3: City Carrier Assistant Schedule

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

Hourly Rates

RSC Q4 (NALC)

	BB	AA
City Carrier (Grade 2)	19.33	19.83
Carrier Technician (add 2.1%)	19.74	20.25
Steps (From BB to AA) in weeks	52	

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
City Carrier (Grade 2)	20.88	21.38
Carrier Technician (add 2.1%)	21.32	21.83
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.

Branch Nine News
5831 Cedar Lake Road South
St. Louis Park, MN 55416

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nalc.org/government-affairs/political-activity

Branch 9 Calendar

November 22

MEETING NOTICE
Combined Meetings
Steward Board
6:00 PM
General Membership Meeting
7:00PM
In person and ZOOM
Crystal VFW, Crystal, MN

November 24

THANKSGIVING DAY
HOLIDAY

December 13

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

December 25

CHRISTMAS DAY
HOLIDAY

December 27

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

January 1

NEW YEARS DAY
HOLIDAY

January 10

Steward Meeting
7:00 PM

January 15-16

Ice Fishing Event
Twin Pines Resort

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