



VOLUME 74 No 8

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October 2022

## **THE ELECTION IS HERE!**

Election Day is Tuesday November 8th, 2022

To find out where and when you can vote visit [www.mnvotes.org](http://www.mnvotes.org)

**All voters will have these races on their general election ballot:**

U.S. Representative, Governor & Lt. Governor, Secretary of State, State Auditor, Attorney General, State Senator, State Representative and Judicial seats.

**Voters may have one or more of these races on their ballot:**

County Officials, City Officers, School Board Members, Township Officers and Local ballot questions.

**Get registered. Get informed. Go vote.**



**Go Vote on Election Day - Vote November 8**

Sign in and Register if Needed

An election judge will ask for your name and address.

If you registered before Election Day, you will be on the voter list and can sign in.

If you did not pre-register to vote, you can register at the polling place.

You must vote at your assigned polling place. It is usually located near where you live. Most polling places are open from 7 a.m. to 8 p.m.

You have a right to time off work to vote, without losing your pay, personal leave, or vacation time.

**EVERY VOTE COUNTS!**

*See the list of Branch 9 Political Coordinators recommended for endorsement candidates on page 2*

**RETIREMENTS**



*Jon Erdman (Normandale) receives his retirement pins and watch from Pres. JoAnn Gilbaugh and EVP Scott Bultena  
Enjoy Retirement!*

**IN MEMORIAM**

**Richard Benshoof  
Kevin Lane  
Tim Highland**

**NEW MEMBERS**

- Denise Allenson
- Alex Deyo
- Wycliff Gekonge
- Sean Johnson
- Kerry Ligtenberg
- Brian Morgan
- Ames Murphy
- Gavin Oliveras
- Abram Galmer
- Jermaine Rayford
- Yoseph Reta
- Mykia Sannes-Royster
- April Strom
- Matthew Thao
- Kelly Vohnoutka
- Victor Walker

**Branch 9 Political Coordinators recommend the following for endorsement:**

Governor & Lieutenant Governor  
**Tim Walz & Peggy Flanagan**

Attorney General  
**Keith Ellison**

Secretary of State  
**Steve Simon**

State Auditor  
**Julie Blaha**

United States Congress  
**District 1: Jeff Ettinger**  
**District 2: Angie Craig**  
**District 3: Dean Phillips**  
**District 4: Betty McCollum**  
**District 5: Ilhan Omar**  
**District 8: Jen Schultz**

Brooklyn Park Mayor  
**Hollies Winston**

County Attorney  
**Matt Little Dakota County**  
**Martha Holton Dimick Hennepin County**

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**Exec. Vice President**  
Scott Bultena

**Recording Secretary**  
Robb Petersburg

**Treasurer**  
Barb Watczak

**Financial Secretary**  
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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

The annual Minnesota State Association of Letter Carriers (MSALC) held their state convention on October 3rd and 4th at Cragun's Resort. We had several delegates there representing Branch 9 this year. Many of us came in on October 2nd to participate in the MDA Golf tournament, which the MSALC uses for their MDA fundraising event. The Branch sponsored hole #9 and the golfers paid \$30 each to golf and support our National Charity. It was a fun tournament and a great way to start out the convention with our union brothers and sisters from across the state. There were contests for closest to the pin and longest putt. Joe Tiemann's wife, Jenny, won the closest to the pin competition for the women.

Joe Rian is the MDA coordinator for the MSALC, and he does an outstanding job with the MDA events that go on during the convention. At the banquet after the tournament, he spoke on the advances that are happening with treatments and cures for people with neuromuscular diseases. He also handed out the awards for the golf tournament. The Branch 9 teams didn't win, but there is always next year!

Along with the fun comes the work of the delegates to the convention and addressing the business of the MSALC. National Assistant Treasurer Paul Barner was the attending National Officer at this year's convention. He came to Minnesota straight from the Missouri State convention. Don't let Missouri know, but he

commented to me about the excellence of our convention, and how impressive our delegates are in the way we conduct ourselves at the meetings. He and the LCPF representatives traveling with him remarked on our friendliness and the exceptional camaraderie they witnessed between delegates from across Minnesota. I have to agree, it is amazing to be in a room with nearly 100 other Letter Carriers who have the ability to get along and focus on not only the business of the MSALC, but



*National Officer Paul Barner  
Asst. Sec. Treasurer with Br. 9  
Pres. JoAnn Gilbaugh*

also forward the cause of work and family issues.

Besides the golf tournament, there are raffles and a live auction to raise money for MDA. Joe Tiemann won the shotgun raffle. Mike Zagaros presides as an auctioneer. Robb Petersburg donated a set of his hand-crafted cornhole (aka bags) boards for the auction. They fetched an impressive \$375 for MDA. One of the most



**JoAnn Gilbaugh**

fun traditions is auctioning of a pumpkin that is signed by the attending National Officer. I'm certain that Paul Barner thought we were kidding when we asked him to sign, explaining that we would auction it off for MDA. The bidding was fast and furious as branch delegates pooled their money for a combined bid. Branch 9's final bid was \$780. Hopkins and St. Paul put their money together to bid \$800, and immediately asked us if we would be willing to pool all of the money and share the pumpkin. I think they knew we were determined to win, and they were ready to cry uncle!! MSALC President Perry Schmidt threw in \$20 to bring the final bid to \$1600 raised for MDA. Paul wasn't quite sure to make of the whole thing, stating he has never seen anything like it, but he now has bragging rights that his signed pumpkin holds the record for most raised at the MSALC convention.

All in all, it was great to come together with fellow NALC members in a common cause. In solidarity there is strength.

Jo

# My First M.S.A.L.C Convention

My first Minnesota State to Association of Letter Carriers convention, was held in Brainerd, Minnesota. That's a somewhat rural town about two and a half hours North West of the Twin cities. This time of year the leaves are changing which made for a very scenic drive up. I arrived at Cragun's Conference and golf Resort around ten O'clock post meridiem time.

The Next morning I had breakfast with my branch 9 president, Executive Vice president, and about twenty other branch nine and branch 28 delegates. After breakfast we all met up in the Paul Bunyon conference room. There was MDA raffles, pumpkin bidding wars, and a candle burning ceremony for the carriers who are no longer with us. NALC'S assistant secretary-treasurer Paul Barner was a guest speaker along with Warren Wehmas who spoke on TSP benefits.

I had a great time, met carriers from all over the state. I put faces with names, rubbed shoulders with the ones who came before me and laid the foundation for the work I am doing now. I can't wait to do it again.



Ronaele Bolden Brooklyn Center



Joe Tiemann, National Officer Paul Barner Asst. Sec. Treasurer and Nick Tiemann



Br. 9 Sponsored hole #9 for the MDA Golf Tournament fundraiser. Scott Bultena JoAnn Gilbaugh and Robb Petersburg



MDA Coordinator Joe Rian



Latahsa McCaleb and Ronaele Bolden playing bags on NALC boards



National Officer Paul Barner Asst. Sec. Treasurer's signed pumpkin went for \$1600 at the MDA auction



Branch 9's Golf Cart Brigade on their way to the course for 18 holes of fundraising fun.

# Exec. Vice President's Report

## Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP)

On May 10, the Postal Service and NALC agreed to a new joint route evaluation and adjustment process. It is called TIAREAP, yet another postal acronym to memorize. What it stands for is **T**echnology **I**ntegrated **A**lternate **R**oute **E**valuation and **A**djustment **P**rocess. TIAREAP contains many provisions like previous joint processes, with the added use of new, improved USPS technologies. One new USPS system being used when evaluating street time is Digital Street Review (DSR). DSR uses GPS breadcrumb data obtained from the letter carriers' scanner to create a daily, virtual PS Form 3999. Did you catch that last part? I hope so because this is very important. Every day that carriers are on their own routes a 3999 is created. It is very important that we always have our scanners with us while we are on our routes. It is also important to remember to scan each parcel and accountable item at the doorstep or mailbox when we deliver it.

There are some important things to understand about this new process. While technology provides more information than ever before about each route, the evaluation and adjustment are based on what the letter carrier did and their input on the route. There are no projections involved. Another area of improvement is in the adjustment process. In past adjustments, managers and supervisors would accompany carriers on the route to create a PS Form 3999 that was used to determine the value of territory transferred from one route to the other. The DSR program allows the teams to choose a representative day and generate a PS Form 3999 DSR. No more unscrupulous managers walking with you deducting time for frivolous things like tying your shoes or putting on a sweater...

How does it work? To answer this question let's look at a few different aspects of the process:

- Structure/Teams
- Local Office Contacts
- Office Evaluation
- Street Evaluation
- Anomalies
- Consultations

There are teams that have been developed for this process. Each team has one representative from the NALC and one Representative from the USPS. The teams are: National Oversight Team, Area/Regional Teams, District Lead Teams, Route Evaluation and Adjustment Team. There is much to be said about each team but for the purpose of this article we will focus on the Route Evaluation and Adjustment Team because this is the team that letter carriers will have the most interaction with. For more information on the other teams or if you want to take a deeper dive into the information available you can read the Memorandum of Understanding, M-01983, which can be found on the NALC website.

The Route Evaluation and Adjustment Teams are responsible for establishing communication with both local office contacts and discussing their roles and responsibilities in the process prior to any data analysis. For the evaluation of a route or station, the team will use seven random weeks of data within the previous 7 months (June, July, August, and December are excluded) and what is called the "live week" or week of inspection. The team will contact the President of the Branch or their designee, in our case that is me, and ask for a Local Office Contact to be identified. The Local Office Contact will be responsible for communicating with the carriers and providing information such as seniority rosters and providing information about vacant routes. It is important to note that the



**Scott Bultena**

Evaluation and Adjustment Team in most cases will not be physically present at the station that is being evaluated.

For office evaluations the team will select from the lesser of the following for the data analysis review period when determining the evaluated office time on each route:

1. The regular carrier's actual total office time for the data analysis review period; or
2. The estimated standard for the route using the average cased volume on the route for the data analysis review period. The 18/8 standard will be used for this method of determination.

For the street evaluation the team will evaluate and adjust the routes with the use of Digital Street Review (DSR) technology as the primary means. The team will consider the following when determining the evaluated street time on each route:

1. The regular carrier's actual average total street time during the seven-week period plus the jointly selected Live Week of data collection.
2. The regular carrier's actual average total street time from the jointly selected Live Week of data collection.

*EVP Report Cont'd on page 6*

## OPEN SEASONS FOR CHANGING HEALTH, VISION AND DENTAL PLANS

Open seasons dates are set for changing health, vision and dental plans. November 14, 2022 through December 12, 2022. The open enrollment is a time to change or sign up for health, dental or vision plans. If you are happy with the plan you have do nothing. If you want to do some changes and want some resources go to [opm.gov](https://opm.gov) or [liteblue.usps.gov](https://liteblue.usps.gov). To do the changes go to [liteblue.usps.gov](https://liteblue.usps.gov). The new rates are not out yet for all the plans. They should be out in early November. Compare rates on [opm.gov](https://opm.gov) or [liteblue.usps.gov](https://liteblue.usps.gov) on the checkbook.

Ask yourself some questions. Should I pay more for premiums each month, or less for the premium and more for the health benefits when I need care? How much health care do my family and I use on an annual basis? Do I want a low deductible or a high deductible? Is my provider, facility or pharmacy in the network? Do I have upcoming surgeries or medical needs? What kind of prescriptions am I currently taking and will the insurer cover them?

If you would consider the NALC health plan and have questions- you can go to the website [NALCHBP.org](https://NALCHBP.org) or call a Nalc health benefits operator at 888-636-6252 and discuss the Nalc health plans. Please consider the Nalc plan-its a not for profit plan. If you are changing your plan please do it early in open season. Don't procrastinate. We will have a health fair and it will be November 22, 2022 at the Crystal VFW starting at 5pm. Downstairs.. If anyone has questions please call me.

Ken Jambois  
NALC Health Benefits Representative Branch 9  
763-370-1392

### Customer Connect has been upgraded

In July, city letter carriers were able to begin entering their own customer connect leads and receiving feedback on their submitted leads through the Mobile Delivery Device (MDD), when they are on street mode under option "U". City letter carriers now will also have the ability to enter their own leads and access their individual Lead Status Report through one of the following online options when logging in using their 8-Digit Employee Identification Number (EIN).

- City letter carriers without ACE access can enter a lead through the "Submit a Lead" hyperlink on the USPS LiteBlue website
- Employees with ACE computer access can use the "Submit a Lead" hyperlink on the USPS main Blue page, found the "Featured Topics" tab

By enabling city letter carriers to have access to their individual Lead Status Report, carriers can now follow their leads as they go through the sales process. They will know when and why a lead is closed, or when a lead was successfully sold and how much revenue was generated from their submitted lead.

For those city letter carriers who do not wish to enter their own leads, they can continue to follow the current process of submitting a completed Lead Card to their supervisor, manager or postmaster for entry.

These changes will shorten the lead follow up processes and improve the overall customer experience.

The "Submit a Lead" button will be available the on USPS LiteBlue website beginning Oct. 1.

*EVP Report Cont'd from page 6*

Anomalies will be addressed by the evaluation team through set parameters. For example, the following events within DSR are automatically flagged when the associated time exceeds the parameters listed below (not a complete list. For a complete list review M-01983):

Event

- Loading time greater than 22 minutes.
- Unloading time greater than 7 minutes.
- Stationary events greater than 7 minutes.

Individual carriers may have legitimate reasons why they exceeded this time(s) and will be given an opportunity to explain the details of their route during their consultation.

Joint consultations will be conducted with each carrier to obtain their input regarding the evaluation and proposed adjustments. No adjustment will be finalized until after the carrier consultations have taken place and the regular carrier's input has been considered by the route evaluation and adjustment team.

I hope that you find this information informative and helpful. Please do not hesitate to contact me if you have any questions or would like to discuss the process.

In Solidarity, Scott Bultena



# Director of Retirees Report

Good news on Medicare Part B premiums. For the upcoming year, they will go down from \$170.10 to \$164.90 monthly. Next year's premium decrease makes good on statements by Health and Human Services Secretary Xavier Becerra to pass on the savings for Medicare because spending on Aduhelm, a new Alzheimer's drug, was not going to be as high as expected. This is good news, but Aduhelm is an unproven drug, available only to clinical trial patients and its research should not be funded by Medicare recipients. Person opinion, here. In the meantime, have a Starbuck's drink (at a Union shop) with your savings.

Or maybe hold that coffee because your health insurance premiums will be rising an average of 8.7% in 2023. Sticker shock. NALC High Option for Self plus Family will be \$457.82 monthly (up \$20.11); Blue Cross Blue Shield Self plus One is set at \$472.12 (up \$47.17). With these increases, please use the open season to do some comparison shopping for your coverage.

Many retirees question whether they handled their life insurance correctly. Right policy, level or if they should drop life insurance

entirely. While the answer to that is personal, there are several policies offered by MBA that could direct you to the correct choice. MBA offers three cash building policies that can be borrowed against as long as you are current on your payments. **MBA Whole Life** has premiums which remain constant as determined by your sign-up age. **MBA 20 Pay Whole Life** is suited to carriers with young children. After 20 years, you pay no more premiums, and the cash value will continue to increase, or you can cash out. **MBA Life Paid-**



**Up at Age 65 Whole Life** which as the title suggests following the policy's anniversary date after your 65th birthday there are no more premiums.

Yes, these questions really need to be answered before you retire.



**Melia Derrick**

Remember, everyone needs to plan their retirement long before they do so. Like yesterday. That said, the branch is offering another retirement seminar led Mike Zagaros on November 17 at 6:30p.m. at the Crystal VFW. Even if you don't plan to retire for 3 to 5 years, consider going.

Finally. Don't like what you see in the government? Or what may happen with a change in our elected officials? VOTE. You can vote now with Minnesota's no excuse absentee voting. Some of the people running for office are plain scary. VOTE.

Stay Tuned In  
Melia Derrick



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## AME'S UNIFORMS

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## PTF: Q-and-A

This article is excerpts from an April 2020 Postal Record article explaining the contractual differences between PTFs and CCAs related to certain articles of the National Agreement.

PTF is a career classification that entitles letter carriers to additional compensation and benefits. These benefits include paid sick leave; annual leave carryover; employer contributions to retirement; increased employer contributions to health insurance through the Federal Employees Health Benefits Program (FEHBP); and seniority privileges.

### Q. Do PTFs have a work hour guarantee?

A. While PTFs have no weekly work hour guarantees, they maintain the daily work hour guarantees that apply to CCAs. Article 8.8.C provides the same work hour guarantees to PTFs as Article 8.8.D provides for CCAs:

*C. The Employer will guarantee all employees at least four (4) hours work or pay on any day they are requested or scheduled to work in a post office or facility with 200 or more workyears of employment per year. All employees at other post offices and facilities will be guaranteed two (2) hours work or pay when requested or scheduled to work.*

*D. Any CCA employee who is scheduled to work and who reports to work in a post office or facility with 200 or more workyears of employment shall be guaranteed four (4) hours of work or pay. CCAs at other post offices and facilities will be guaranteed two (2) hours work or pay.*

### Q. What hours/schedule will I be expected to work as a PTF?

A. Article 8 of the National Agreement describes the work week, work hours and work schedule for letter carriers. PTFs work a flexible schedule and most of scheduling/work hour

guidelines for PTFs are similar to CCAs; however, there is one important difference, found in Section 6:

*ARTICLE 8 HOURS OF WORK  
Section 6. Sunday Premium Payment Each employee whose regular work schedule includes a period of service, any part of which is within the period commencing at midnight Saturday and ending at midnight Sunday, shall be paid extra compensation at the rate of 25 percent of the employee's base hourly rate of compensation for each hour of work performed during that period of service.  
An employee's regularly scheduled reporting time shall not be changed on Saturday or Sunday solely to avoid the payment of Sunday premium payment.*

While PTFs may be required to work on Sunday, they will receive an additional 25 percent of the base hourly rate for each hour worked.

### Q. Will my pay be different as a PTF?

A. Upon conversion to career status, PTFs will see changes in their pay structure and new entries on their pay stub. Article 9 of the National Agreement identifies the pay structure for all city letter carriers: *ARTICLE 9 SALARIES AND WAGES  
Section 1. Salary and Wage Schedules Employees with career appointments before January 12, 2013 shall be paid and earn step increases according to the rates and waiting periods outlined in Table One. Employees appointed to career positions on or after January 12, 2013 shall be paid and earn step increases according to the rates and waiting periods outlined in Table Two.*

**Wages:** PTFs are paid on an hourly basis and have no guaranteed annual salaries, so contractual wage increases are reflected in their hourly rates.

**Step Increases:** PTFs will be paid and earn step increases according to the rates and waiting periods

in Table 2 of the current pay chart. The current pay chart is found on the NALC website at [nalc.org/paychart](http://nalc.org/paychart).

**Cost-of-living adjustments (COLAs):** Once converted to career status, PTFs become eligible for periodic COLAs as calculated in Article 9.3.D of the National Agreement.

### Q. As a PTF, what types and amounts of leave am I entitled to?

A. Article 10 of the National Agreement outlines the leave program the parties have negotiated. These leave provisions are contained in Chapter 5 of the Employee and Labor Relations Manual (ELM).

*ARTICLE 10 LEAVE  
Section 2. Leave Regulations  
The leave regulations in Subchapter 510 of the Employee and Labor Relations Manual, insofar as such regulations establish wages, hours and working conditions of employees covered by this Agreement, shall remain in effect for the life of this Agreement.*

The ELM defines which employee classifications are eligible for paid leave and the different types of leave they earn. Upon conversion to PTF, letter carriers earn sick leave and receive access to added leave categories above the leave benefits CCAs receive. When a CCA is converted, any annual leave earned will be paid out.

**Annual Leave:** Career letter carriers earn annual leave based on their years of career service and the number of hours in which they are in a pay status. Annual leave accrues as follows:

- Less than three years = one hour for each unit of 20 hours in pay status
  - Three years but less than 15 years = one hour for each unit of 13 hours in pay status
  - 15 years or more = one hour for each unit of 10 hours in a pay status
- Military veterans may submit their



DD Form 214, Certificate of Release or Discharge from Active Duty to receive credit toward their years of service for earning annual leave. PTFs need to be aware that there is a 90-day "qualifying period" when new career employees may not use paid annual leave. Even though you may have earned annual leave during your qualifying period, USPS will not authorize any paid annual leave, according to the guidelines in Section 512.313 of the ELM, which state:

*Ninety-Day Qualifying Period.*

*1) Requirement. New employees are not credited with and may not take annual leave until they complete 90 days of continuous employment under one or more appointments without a break in service.*

PTFs may accumulate and carry over unused annual leave from year to year (instead of the terminal payout at the end of a CCA appointment) up to a maximum of 55 days or 440 hours. Sick leave: PTFs earn one hour of sick leave for each unit of 20 hours in a pay status up to 104 hours per 26 payperiod leave year. Sick leave for PTFs is not subject to the qualifying period, may be carried over from year to year, and has no maximum accumulation limit. Court leave: PTFs who have completed their probationary period (CCAs converted to career who have completed one 360-day term as a CCA do not have a probationary period) are eligible for court leave if the employee would otherwise have been in a work status or annual leave status. The amount of court leave for PTFs shall not exceed eight hours in a service day or 40 hours in a service week.

Military leave: PTFs who are members of the National Guard or reserve components of the armed forces are granted paid military leave. Paid military leave is authorized absence from postal duties for hours the employee would have worked during his or her regular schedule, without loss of pay, time or performance rating,

granted to eligible employees. Eligible PTFs receive one hour of military leave for each 26 hours in pay status.

**Q. Do PTFs receive holiday pay?**

A. While PTFs do not receive holiday pay per se, Article 11 of the National Agreement explains how PTFs are compensated for holidays:

**ARTICLE 11 HOLIDAYS**

*Section 7. Holiday Part-Time Employee A part-time flexible schedule employee shall not receive holiday pay as such. The employee shall be compensated for the ten (10) holidays by basing the employee's regular straight time hourly rate on the employee's annual rate divided by 2,000 hours. For work performed on December 25, a part-time flexible schedule employee shall be paid in addition to the employee's regular straight time hourly rate, one-half (1/2) times the employee's regular straight time hourly rate for each hour worked up to eight (8) hours.*

Rather than basing a PTF's hourly pay rate on a 2,080-hour work year as is the case with full-time employees, the hourly pay rate for PTFs is based on a 2,000-hour work year. The result is a higher hourly straight time rate for PTFs, which offsets the lack of holiday pay. The additional holiday portion of a PTF's hourly straight time rate is not used when calculating overtime or Sunday premium.

**Q. What about my health insurance? What are the changes? What are my options?**

A. As a career PTF letter carrier, you now are entitled to participate in the Federal Employees Health Benefits Program (FEHBP). From the date you were converted, you have 60 days to enroll in a FEHBP plan. You should have received a package of information in the mail that included a brochure listing the available plans and their cost. Your right to these benefits, and to have a large portion of their cost paid for by the Postal Service, are covered by Article 21 of the National Agreement:

**ARTICLE 21 BENEFIT PLANS Section 1. Health Benefits**

*B. The bi-weekly Employer contribution for self only, self plus one, and self and family plans is adjusted to an amount equal to 73% in 2020 and 2021, and 72.0% in 2022 and 2023, of the weighted average bi-weekly premiums under the FEHBP as determined by the Office of Personnel Management. The adjustment begins on the effective date determined by the Office of Personnel Management in January 2020, January 2021, and January 2022, and January 2023.*

**Q. Do I receive dental and vision insurance?**

A. The Federal Employees Dental and Vision Insurance Program (FEDVIP) is a voluntary program designed to provide supplemental dental and vision benefits, which are available on an enrollee-pay-all basis (no government contribution toward premiums) to federal civilian and U.S. Postal Service employees, retirees and their family members. Letter carriers are eligible to enroll in FEDVIP upon conversion to career status. For more information on available plans and their associated costs, visit [benefeds.com](https://benefeds.com).

**Q. What about retirement? Do I start earning it? How does it work?**

A. Upon conversion to career, employees are enrolled in the Federal Employees Retirement System (FERS). FERS comprises three components: FERS Basic Benefit Plan, Social Security and Thrift Savings Plan (TSP). The basic benefit plan and Social Security portion of your retirement are defined benefits, while the TSP is similar to a 401(k) retirement plan. Career employees have control over their TSP. The Postal Service automatically contributes 1 percent of your base pay and will match employee contributions up to 5 percent of base pay.

*Excerpts taken from: <https://www.nalc.org/news/the-postal-record/2020/april-2020/document/CT.pdf>*

## Delivery After Dark

Daylight Savings Time ends on Sunday, November 7<sup>th</sup>, 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.

**OPEN TO ALL NALC MEMBERS AND BRANCHES**

# **BRANCH 9 RETIREMENT SEMINAR**

Presented by past Branch 9 President, Mike Zagaros

**Thursday, November 17<sup>th</sup>, 2022**

**6:30 PM**

**Crystal VFW**

**5222 – 56<sup>th</sup> Avenue North**

**Crystal, MN 55429**

Unable to be there in person?

Join us by Zoom

To register, please e-mail [angie@branch9nalc.com](mailto:angie@branch9nalc.com)

This seminar is an opportunity for you and your spouse/significant other to ask questions and to receive information regarding retirement.

Please RSVP to the Branch office at 612-781-9858

or e-mail [angie@branch9nalc.com](mailto:angie@branch9nalc.com)

if you plan to attend.



Branch Nine News  
5831 Cedar Lake Road South  
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**Stay informed by:**

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

**Contribute to the PAC**  
The Letter Carrier Political Fund is the anchor for NALC's legislative and political activities.



[nalc.org/government-affairs/political-activity](http://nalc.org/government-affairs/political-activity)

## Branch 9 Calendar

### October 25

General Membership Meeting  
7:00PM

- \*In person and ZOOM\*
- Crystal VFW, Crystal, MN
- \*TURKEY RAFFLE\*

### November 11

VETERANS DAY  
HOLIDAY

### 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

### 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