

2023 MSALC Convention Election Notice

This is an official notification to the membership of Jerome J. Keating Branch 9 NALC Minneapolis, Minnesota.

Nominations for delegates to the 2023 MSALC State Convention will be held at the October General Membership Meeting on Tuesday, October 25, 2022 at 7:00PM.

The General Membership Meeting will be held on Zoom.

Candidates must complete the appropriate Letters of Intent and return same to the Recording Secretary at the October General Membership Meeting in which they are nominated or within 10 days thereafter no later than 5:00PM.

Should an election of delegates to the MSALC Convention be necessary, it will be held at the November General Membership Meeting on Tuesday, November 22, 2022.

The 72nd Biennial Convention in Chicago

was more than I could imagine. The convention was filled with many guest speakers such as Mayor Lori Lightfoot, Illinois Governor J.B. Pritzker, UMW's President Cecil Roberts, Rep. Hakeem Jeffries and many more.

We also went over proposed resolutions and amendments. There were workshops that started and, in the morning, and evening such as Branch Trustee Training, TIAREAP, Thrift Savings Plan, Suicide Prevention and Critical Incident Response just to name a few. Union members from different regions gathered in solidarity to support one another and celebrate our victory with postal reform. On August 7th delegates met at the McCormick Place in downtown Chicago for registration. Later that evening we all returned to McCormick for a meet and greet. I met so many union members from all over the country while enjoying tasty food and beverages from Chicago. There was a section in the room where artists drew cartoon images of delegates. I thought it was amazing to see how everyone connected with a common cause in mind. The following day NALC President Fredrick Rolando welcomed all the delegates in my hometown Chicago. Branch 11 President Mack I. Julion introduced

Chicago Mayor Lori Lightfoot. Mayor Lightfoot embraced us

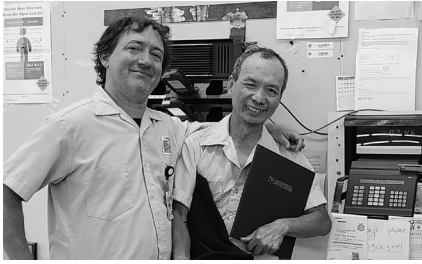
and welcomed the union in Chicago. President Rolando later returned to introduce Illinois Governor J.B. Pritzker who thanked us for our service. President Cecil Roberts of the United Mine Workers thanked the NALC for its monetary support of the striking miners in

Alabama. Roberts gave a speech about how powerful it is to be organized and a part of a union. After Roberts gave a moving speech all the delegates jumped to their feet and gave him a Letter Carrier Cheer. I was deeply moved by his speech, and it reminded me how important the work we do as a union impacts other unions. President Rolando welcomed Rep. Jeffries to the stage who praise the letter carriers for the dedication, commitment, and hard work we do. It was nice to know that as a carrier in our communities people appreciate our efforts. I learned so much more about my career attending many of the workshops for instance how to tell if an employee is experiencing difficulties or no desire to do anything. The person may need guidance or maybe just an ear to listen. The importance of being compassionate could make a huge impact on how a person may view things. President Rolando spoke highly about the strength of the NALC and how we make the

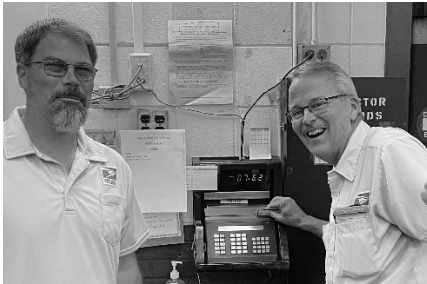


Barry Wiener, Latasha McCaleb, & Ronaele Bolden- pictured at the National Retiree Banquet

RETIREMENTS



*Last Punch for Minh Ly (Minnehaha)
With Steward Matt Fussy
Enjoy Retirement!*



*Last Punch for John Moline
(Columbia Heights) With Steward
Nate Serie
Happy Retirement!*



*Last day for Jeanne Spratt
(Richfield) saying goodbye to her
postal family.
Best Wishes in retirement!*

TURKEY RAFFLE
October 25, 2022
General Membership Meeting



NEW MEMBERS

Anthony Ball
Daryle Burton
Shawn Cagle
Elizabeth Crust
Shaneek Harris
Tracey Jones
Ricky Nelson
Manjit Singh
Dawa Sonam

IN MEMORIAM

Kelvin Kemmer

Apply for the 2023 NALC Leadership Academy

We are now accepting applications for the 2023 NALC Leadership Academy, which is open to all active NALC members. The Leadership Academy consists of three week-long sessions held over a five-month period at the Maritime Institute near Baltimore. Applications are available at www.nalc.org and will be accepted until Friday, Oct. 14, 2022.

for more information on the NALC Leadership Academy

<https://www.nalc.org/member-benefits/education#la>.

Convention Cont'd from page 1

impossible possible when we raise funds for the Muscular Dystrophy Association. He spoke about the NALC's political efforts through the Letter Carrier Political Fund and unity with other workers to volunteer for campaigns through local labor councils. The Postal Reform Act was passed as a result of everyone standing in unity. In conclusion, My experience of the 72nd biennial convention was inspiring, motivating and powerful. I met so many positive new friends from all over the country. I plan on continuing utilizing my new connections throughout my career.

-Latasha McCaleb

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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

August was an action-packed month and chock full of my favorite things! Letter Carriers from around the Nation gathered in Chicago for our 72nd National Convention. If you've never been to a National Convention, it is hard to imagine walking into a massive room filled with thousands of Letter Carriers. It leaves a lasting impression of just how vast, diverse and powerful our union is, and how much of an impact our membership has when we work together. As we navigated through the crowds in the exhibit room, found our way to our workshops, rode the busses to our hotels and gathered at nightly activities, I was reminded of how much Letter Carriers are truly alike, no matter where we hail from.

When the convention is called to order, it begins with a rendition of the Star-Spangled Banner, sung by a Letter Carrier. We have some exceptionally talented singers amongst our ranks! The National Anthem is followed by the Pledge of Allegiance and an invocation. Then we get down to business. In addition to guest speakers, there are presentations on topics that affect the labor movement and our livelihood. Each day we listen to and vote on proposed resolutions and amendments as a part of our delegate duties.

As many of you know, our National Business Agent, Troy Fredenburg is retiring at the end of this year. Several of us were able to attend the National Officers Retirement Dinner, where Troy was one of the honorees. This is an election year for the National Officers, and nominations were made from the convention floor. Our entire delegation stood with Troy when he nominated RAA Patrick Johnson for the position of Region 7 NBA. It was quite the sight to be seen and heard. We are not a quiet bunch! As a matter of rule, Fred Rolando asked three times "are there any other nominations

for the position of Region 7 NBA?" Each time he asked, our delegation responded with a resounding No!! There was no doubt left in anyone's mind that Patrick is "our guy" and he has our full support as the next NBA of our region.

There is a NALC Bulletin that is published each day of convention, which gives a recap of the previous day. They are available to read on the NALC.org website, and I encourage each of you to check them out. Just look under Union Administration and go to National Conventions and rap sessions.

As soon as we returned from National Convention, our Red and Gold Retiree Banquet was upon us. This is my favorite Branch 9 event of the year. It is so much fun to see our retired members reconnect and reminisce about "the good (and sometimes not so good) old days." We have the banquet at the Delta by Marriot hotel in Northeast Minneapolis. They are a union hotel, and their staff took very good care of us as usual. The food was great, and the company was wonderful! Our own Branch 9 NBA, Troy Fredenburg was our guest speaker. When I bid to Lowry Station 19 years ago, Troy was my steward, so it was nice to be able to hand out a retiree gold card, pins, and letters with him at the banquet. We honored a total of nine retirees in person, who have 50, 55 and 60 years of membership in the NALC.

The end of August brought us to the Great Minnesota Get Together. Branch 9 has a kiosk at the AFL-CIO Labor Pavilion every year, which is possible only due to the volunteers that give up their free time to work a 4 or 8-hour shift during the 13 days of the fair. This year the theme at the Pavilion was "Union Workers are Essential." We typically spend our time at the kiosk talking with people and asking them to sign a postcard to one of their congresspeople



JoAnn Gilbaugh

regarding Postal Reform, six-day delivery or saving the Post Office. This year, we had the pleasure of thanking them for their years of support in achieving Postal Reform. As always, it was evident everyday that our customers love their letter carrier!

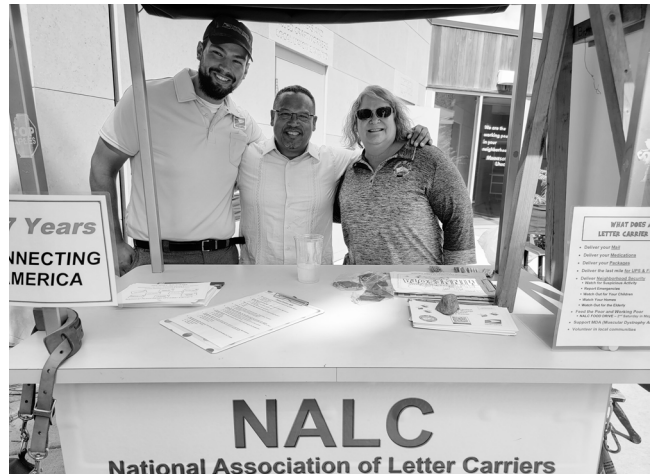
Staffing has been the root of all evil for the past several years, so our focus at the 2022 State Fair was encouraging people to apply to be a letter carrier. Our Staffing Committee, Dave Allman, Ronaele Bolden, Annie Burke, Ken Jambois, Perry Korzenowski, and I put our heads together and came up with a plan to capitalize on our presence at the fair. We designed postcard hand-outs with information and a "QR code" which people could scan with their phone for information how to become a City Letter Carrier. The QR code is connected to www.bealettercarrier.com. This webpage has a short USPS video, explains the NALC union advantage, and contains links to apply for a job at the USPS. In addition, from this website, you can view the new 50-year Anniversary film of the wildcat strike "The Revolt of the Good Guys." A huge thank-you is due to Ryan Burke (Annie's husband) for putting the webpage together and making our staffing efforts possible.

In Solidarity,
Jo

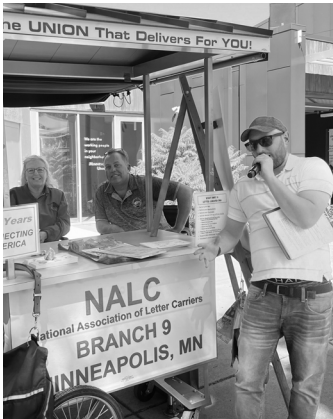
Branch 9 at the MN State Fair



JoAnn Gilbaugh, US Rep. Betty McCollum, Melia Derrick & Andrew Truckenmueller



Andrew Hagan, State AG Keith Ellison & JoAnn Gilbaugh



Stacey Ellingson & Jim Nelson with the AFL-CIO MC.



Mayor Coleman of St. Paul, Ilhan Omar, Tina Smith, Bernie Burnham Pres. of MN AFL-CIO, Pete Buttigieg, Amy Klobuchar, JoAnn Gilbaugh, UNK & Scott Bultena



Al Gulden, US Rep. Dean Phillips & Connie Beissel.



Joe Tiemann, MN Gov. Tim Walz, Nick Tiemann & Jeremy Rothstein



Ken Jambois, Stacey Ellingson, Senator Amy Klobuchar & Ronaele Bolden

Exec. Vice President's Report

Across the Minneapolis installation we are seeing an increase in the amount of discipline being issued to carriers for being Absent Without Official Leave (AWOL). Carriers are coming into work, not feeling well, and advise their supervisor or manager of this fact and leave for the day. Their supervisor or manager is then entering them into the system as AWOL. Many times, the carrier is then given a Day In Court (DIC) Investigative Interview and told that they need to explain their absence, which at times, leads to discipline. Let me be very clear on this. This is not AWOL. If this happens to you, please let your Steward know because first and foremost, you have the right to Union representation. Second, never in this situation should we be signing off on discipline. Please file a grievance and send these cases up to Formal Step A. The definition of AWOL is when someone does not physically report to work or call in using the Erms line. To code someone as AWOL who shows up to work and then leaves because they are not feeling well is beyond incomprehensible.

Stewards, as you do for all other discipline related issues, please refer to Article 16 of the JCAM, just cause principles when dealing with these types of situations. Is there a rule? If so, was the employee aware of the rule? Has the supervisor or manager relayed the information to every employee at the station that if they leave for home because they are ill at any time during their shift that they will be disciplined? Of course not. This would be an unreasonable rule that would put the safety of others in jeopardy daily. Is the rule consistently and equitably enforced? Has everyone that has taken ill while at work been disciplined or is management picking and choosing who they are disciplining for leaving ill. A rule must be applied fairly and without discrimination. As you apply the just cause principles, you can easily see that management does not have just cause to consider a person who leaves because they

are ill as someone who is AWOL. You may ask what about a carrier who has a less than perfect attendance record? The answer is still the same. The person who comes in to work and leaves because they are ill is not AWOL.

Updating Work Restrictions

Management has been sending out letters to carriers who have work restrictions asking for their restrictions to be updated. Management has the right to ask carriers to update their restrictions, however, in the letter they are asking for this update within 14 days. It is not always possible to get an appointment to see your doctor in 14 days. Sometimes they are a month out with appointments and at times even longer than that. Some station managers have gone so far as to tell carriers that if they do not have their restrictions updated within that 14-day time frame that their restrictions are no longer valid. This is not true. Do not worry because your restrictions have not become invalid if you are unable to get in to see your doctor right away. Get in to see your doctor as soon as possible and by all means stick to the restrictions that your doctor has set for you. This is how you are going to heal by following the advice and direction of your medical provider. Going forward, management can again ask you to update your restrictions, but they need to be reasonable in how often they ask for this update. For example, if you have a long-term condition and your doctor wants you to be seen every six months for review, it would not be reasonable for management to ask for updated restrictions every three months. If you have questions or concerns regarding this issue, please do not hesitate to contact me or JoAnn to discuss.

Federal Retirement Fairness Act (H.R. 4268)

Many Federal employees, including the Postal Service employees begin their Federal / Postal Service



Scott Bultena

in a Non-Career position before transitioning to Career status. Employees such as Casuals, Transitional employees (TEs) or City Carrier Assistants (CCAs) do not receive retirement credit for their time spent in these positions.

Because the years employed as a non-Career employee are not creditable under the Federal Employee Retirement System (FERS), employees who started in a Non-Career position and transition to Career status must work longer to reach the required years of employment to receive Full Retirement Benefits.

The Federal Retirement Fairness Act (H.R. 4268) would modify what is considered creditable Federal Civilian Service under FERS. This bill would allow these employees to make catch-up retirement contributions from the time spent as Non-Career employees after December 31, 1988, making such time creditable service under the FERS, and for other purposes. This legislation would allow Letter Carriers and other affected employees the opportunity to purchase Retirement Credit for the time that they spent in these Non-Career positions, providing greater Retirement Security.

Currently, (as of the writing of this article), there is only one (1) MN Representative that has Cosponsored this legislation, Angie Craig from the 2nd district. Please reach out the representative in your district and ask them to support this important legislation.

In Solidarity, Scott Bultena

NALC ballots to be printed, mailed

The National Election Committee, appointed at the Chicago National Convention to conduct the election of national officers for NALC, met on Aug. 17 to set the rules and procedures for the contested national and regional elections, as laid out in the NALC Constitution. It also was in Washington, DC on August 29 to hold the random drawing to determine the order of the names as they will appear on the ballot for each office.

Candidates for vice president, assistant secretary-treasurer, director of city delivery, director of safety and health, and 13 of the 15 national business agent (NBA) positions were unopposed and elected by consent at the Chicago convention. Two candidates were nominated from the floor for each of the following positions: president, secretary-treasurer, director of life insurance, director of health benefits, director of retired members, and NBAs for Regions 1 and 9. Three candidates were nominated from the floor for the position of executive vice president. Six candidates were nominated from the floor for three national trustee positions.

The election will be conducted by mail ballot in accordance with the NALC Constitution. The Election Committee has retained the services of Survey and Ballot Systems of Eden Prairie, MN, to tabulate the ballots. The committee has also retained Mosaic, a print communications company located in Cheverly, MD, to prepare and mail the ballots.

The committee will create the ballot for mailing. Official election

instructions will be included with all ballots mailed to eligible NALC members.

To be eligible to vote, a person must be a regular member of NALC and in good standing as of June 1, 2022. NBAs will be elected by the members in their respective regions.

Beginning on Sept. 19 and continuing until completion, components of the election mailing will be printed. Starting on Sept. 26 and continuing through Sept. 30, ballots will be prepared, inserted into envelopes and mailed.

Any active or retired member who does not receive a ballot by Oct. 7 is instructed that they must notify their branch officers. Those branches are instructed to immediately contact the NALC Membership Department to request a duplicate, replacement ballot.

The deadline for branch officers to contact the Membership Department is 4 p.m. Eastern time on Oct. 11. Only a branch officer can request a duplicate ballot.

Ballots must be received by 5 p.m. Eastern time on Friday, Oct. 21, to be counted. The counting of ballots will begin the following day.

The results of the lottery selection determined the nominees will appear on the ballot in the following order:

President

- Brian L. Renfroe, Hattiesburg, MS Br. 938
- David Noble, Washington, DC Br. 142

Executive Vice President

- Maureen Valadie, Central Florida Br. 1091
- Kenneth R. Gibbs Jr., South Florida Br. 1071
- Paul Barner, Roswell, GA Br. 4862

Secretary-Treasurer

- Cie Sharp, Long Island Mgd., NY Br. 6000
- Nicole Rhine, Lincoln, NE Br. 8

Director of Retired Members

- Linda Kellam Mann, Minneapolis, MN Br. 9
- Daniel Toth, Lorain, OH Br. 583

Director of Life Insurance

- William E. Boone, Greater East Bay, CA Br. 1111
- James W. Yates, Long Island Mgd., NY Br. 6000

Director, Health Benefit Plan

- Matthew Webster, Cleveland, OH Br. 40
- Stephanie Stewart, Central Iowa Mgd. Br. 352

National Trustees (three positions)

- Charles P. Heege, New York, NY Br. 36
- Lawrence D. Brown Jr., Los Angeles, CA Br. 24
- Dorothy Kay Hall, Wenatchee, WA Br. 1350
- Sandra D. Laemmel, Detroit, MI Br. 1
- Rolando Rodriguez, Indianapolis, IN Br. 39
- Francisco Jose Cabrera, Greater East Bay, CA Br. 1111

The Election Committee includes our own Christa Abraham, Minneapolis, MN Br. 9;

The NALC health benefit plan was created in 1950. The mission of the plan is to provide the members accessibility to quality medical care while maintaining a comprehensive benefit package. The NALC plan prides itself by offering excellent benefits with affordable premiums. The NALC plan is union owned, union operated and not-for-profit Plan. If you want to carry the NALC plan you must be a NALC dues paying member. Our plan is very competitive. The plan is available to active and retired letter carriers. The NALC Health Benefit Plan has been a part of the Federal Employees Health Benefits (FEHB) Program since its inception in 1960.

If you are a newly converted PTF or a newly converted full time regular letter carrier you should consider signing up for the NALC Health Benefit Plan. If you have any questions, please feel free to give me a call.

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

Director of Retirees Report

After the covid break, the National Convention reconvened in Chicago (Aloha, Hawaii) where several workshops centered around retirement and how to get there successfully. There was also an amendment approved for our NALC national constitution that every branch promote the Mutual Benefits Association (MBA) products by either creating an MBA position or adding those duties to an existing officer (perhaps the Health Benefits Representative). The MBA offers several very good products that can serve carriers and their family members well into retirement. But because these products are not being explained, many carriers do not even know they exist or how the policies could help them obtain retirement goals. The NALC would like to turn that around by making active pitches to the membership through an MBA representative.

There was one product that interested me, the Family Retirement Savings Plan. Most of our children are not working for companies that will offer defined benefit pensions. They are hoping to save enough money in an IRA to retire and that Social Security will be there for them. With the

FRS, after an initial investment of \$1,000 and a \$25 minimum monthly contribution, any NALC family member over 18 years can start an account. After one year the money can be withdrawn for emergencies, but of course penalties would apply. After six years, the plan can be surrendered for its cash value. The account can be set up as a Traditional IRA or Roth (the method most often used). The MBA provides a guaranteed minimum interest rate on this plan, currently 2%. Doesn't sound like much, but it probably beats any bank your child could throw money into. Retirees can start/setup an account for their children or grandchildren using either monthly coupons or an annual deposit. Something to check out at MBA 202-638-4318 weekdays.

Lastly, let's get political (you knew it was coming). Elections are upon us, and one state office is important to Letter Carriers. Minnesota has often been the leader in percentage of voting citizens. The current Secretary of State Steve Simon supports expanding voting opportunities including mail in ballots. Kim Crockett is also running for the office. She believes that the



Melia Derrick

2020 election was illegitimate, largely due to fraudulent mail in ballots. Her idea is to severely cut back on early voting and mail in ballots unless you live in very small townships. The USPS did an excellent job with mail in ballots during the last election. It may have started out rocky, but 93.8% of the ballots were delivered within the first-class standards. The overall arrival for on time counting was around 98%. Mail-in ballots work. Disabled, sick, shut-ins or even people who can't get off work, need an alternative way to vote. The USPS provides this in a secure and safe manner.

Stay Tuned In,
Melia Derrick



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

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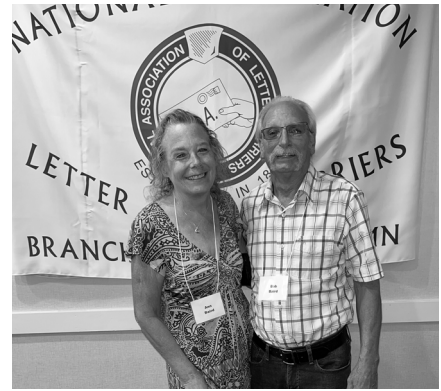
2022 RED AND GOLD RETIREE BANQUET



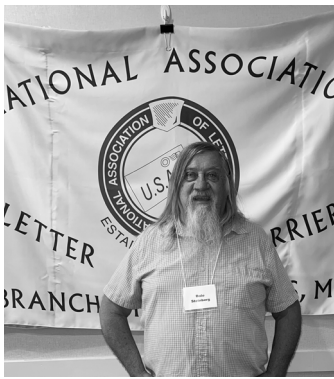
Al Gulden & Joel Carter



Leonard Rardin - 50 Year Retiree Member



Ann & Bob Baird



Dale Steinberg



William Tuffs, Al Gulden, Kent Cleland & Dennis Folke. 55 Year Member Retirees



Bill Mechels with Maria Mechels



Bradley & Tracee Knutson



Bill Mechels, Roger Harwath, Lowell Berget & Jerry Arnold. 60 Year Member Retirees



Carol Garnto & Darrell Maus



Cheri Chisolm-David & Ray Davis



Pam Donato, Troy Fredenburg & Lenny Larson



Christa Abraham & Robb Petersburg

2022 RED AND GOLD RETIREE BANQUET



Connie Beissel & Samantha Hartwig



David & Bonnie Millette



Loretta & David Thompson



Bernie & Jerry Arnold



Melia Derrick & JoAnn Gilbaugh



Cindy & Joe Maghrak



Pam & Jonathon Peterson



Joyce & Kent Cleland



Alice Nopola & JoAnne Hart



Lowell & Lois Berget



Dar & Mike Zagaros



Nick Tiemann, Ryan O'Niell & Joe Tiemann

2022 RED AND GOLD RETIREE BANQUET



Pat & Dawn Paplow



Linda Maze & Paul Klemmer



Ray & Carol Tranby



Rollie & Kathy Matt



Ron & Mary Sholl



Scott & Heather Bultena



Steven Oelerich & Sally Menefee



Tim & Carol Bearth



Ellalmae & William Tuffs



Jeremy Rothstein w/ Bernie Arnold



Harald Tilbury



Christa Abraham & Stacey Ellington

NALC National Convention



Branch 9 Delegates

Front row: Pam Donato, Latasha McCaleb, Melia Derrick, Crystal Spiel, JoAnn Gilbaugh, Samantha Hartwig, Susan Becker.

Back row: Jason Karnopp, Christa Abraham, Paul Woida, Chris Hough, Ronaele Bolden, Barry Weiner, Robb Petersburg, Ned McCraine, Nate Serie, Troy Fredenburg



Nate Serie, National President
Fred Rolando and Paul Woida



Ronaele Bolden and Nalcrest
Trustee Matty Rose



Ken Jambois in the new postal truck



LaTasha McCaleb, Ronaele Bolden, Melia Derrick, JoAnn Gilbaugh,
Robb Petersburg, Samantha Hartwig, Christa Abraham &
Crystal Spiel

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- *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

September 27

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

October 2-5

MSALC CONVENTION

October 10

COLUMBUS DAY
INDIGENOUS PEOPLES'S DAY
HOLIDAY

October 11

Steward Meeting
7:00PM
*In person *

October 25

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

November 8

Steward Meeting
7:00PM

November 11

VETERANS DAY
HOLIDAY

November 22

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