

VOLUME 75 No 3

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April 2023

Rally for better Staffing, Safety, and Service

On Sunday, April 2 over 150 members of the National Association of Letter Carriers Branch 9 and supporters from local unions and organizations rallied in downtown Minneapolis to draw attention to the staffing crisis at the USPS under the banner "Staffing, Safety, and Service - Letter Carriers Need a Raise!".

National contract negotiations between NALC and USPS began at the end of February, and at the rally in Minneapolis, Letter Carriers highlighted the root cause of the staffing crisis: mandatory overtime, pay that hasn't kept up with inflation or with industry competitors like UPS, a toxic working environment at many stations created by bullying tactics from management, and overall poor working conditions that have lead to huge attrition rates of new hires. To the chants of "No more Mandatory Overtime!", "First Class Service, First Class Pay!", and "What do we need? Fair Contract! When do we need it? Now!", Letter Carriers called for a strong contract that addresses these issues as the only way out of the staffing crisis.

I (Tyler Vasseur, Steward at Zone 4/54) MC'd the event, and set the background for the event. LaTasha McCaleb (Zone 4/54) spoke about "Staffing", and the short staffing crisis created by poor working conditions. Ben Noble (Safety Captain, Minnehaha) spoke about the physical and mental toll that mandatory overtime and being overworked takes on carriers

Rally cont'd on page 16



RETIREMENTS



Gail Eliason (Fridley) last punch with Stewards John McGuinness and Perry Korzenowski. Best Wishes!



Nila Meyers (Brooklyn Park) with Steward Jeremy Larson Best Wishes!



Ron Larson (Brooklyn Center) makes his last punch with Stewards Ken Jambois, Crystal Spiel and Chris Hough. Happy Retirement!



Terry Weiss (Brooklyn Center) with Stewards Ken Jambois and Crystal Spiel. Happy Retirement!



Ron Peterson (Brooklyn Center) with Stewards Ken Jambois, Crystal Spiel and Chris Hough. Congratulations!

NEW MEMBERS

Richard Benham
Lane Carlson
Derrick Evans
Tina Jackson
Brock Klimek
Jordan LeMieur
Emily Maldonado-Valladare
Carlos Reyes

Thank You Veterans!

It was brought to our attention that the Veterans list on the front page of November's Branch 9 News was incomplete. The oversight was not intentional, and we sincerely apologize.

We are proud of the contributions of every one of our military members, and we want to be sure no one is excluded. We've included a list below of those we have been notified were omitted. Thank you for your service:

Curt Blackwell
Don Albee
Mike Veblen
Dave Tillman
James Cassel
Bruce Fulton
David A. Anderson
Nick Boosalis
Norman Olson
Thomas Hoch
Gary Sooger
John Lero
John R. Nelson
Ronald Kelly

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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

"Make It Stop!"

That's the message we receive on a daily basis from carriers. The next mantra is "people want their time off, not the money." We agree wholeheartedly. That is what we want for our carriers. Any sentiment that the union doesn't care about or isn't working on the staffing, service and safety problems is severely misplaced. We are addressing our issues with the most effective tool that we have; the grievance process. Unfortunately, this does not translate into an immediate remedy or swift change in management's behavior. Nor does it mean we get everything we want and are asking for when we file. It is a tedious process, that takes time, and tenacity. Like it or not, that is the nature of the beast. Does that make us a target for carriers' frustration with the situation? Yes. Perhaps the hardest message we have to deliver is that as with most things in life, the grievance process takes hard work, dedication, and patience to prevail. The wins rarely come all at once, but instead in smaller portions until we reach our goals.

In a perfect world, we would tell Management to stop breaking the contract, and they would say "oh my gosh! We didn't realize we were breaking the rules. We'll stop right now." Obviously, that expectation is not realistic.

So, if Management can break the contract at will, why do we even have one? An over-simplified answer is because without our contract, our conditions would be worse, a literal free-for-all and we would have no recourse at all. Our contract sets the structure of our working conditions, and the rules which both parties agree to. It is not one-sided, and both sides have language and agreements that work to their advantage within the contract. Collective bargaining and a negotiated contract benefits everyone; even in the worst of times.

Right now, Management is waging a war against us and our contract, because they have not and are not able to figure out the

staffing issues we are facing. They are not looking for any solutions to address the problems by working within the contract. This is not going unnoticed by us locally, nor our National Officers. It is one of the topics at the forefront of contract negotiations happening in Washington D.C. right now.

But let's get back to our branch, our specific situation. For the last few years, mandatory overtime has been the bane of our existence. We've achieved some major "wins" regarding right of refusal, and we are continuing our fight to bring that to all stations. Again, with time and tenacity, we believe we will prevail.

Until recently, moving people off of their hold-downs and regulars off of their bid assignments has been a consistent, but smaller problem. In the last three months, Management has placed this violation on steroids. They are now not only moving people off of their bid assignments within their stations, they are shipping regular carriers to West Edina and Elmwood stations, not for one or two days, but with no end in sight. This is 100% not acceptable. Not in any way, shape, or form, nor in any scenario. Your stewards have been instructed to file a grievance for each individual that this happens to. The requested remedy is 50% of base for all time worked off of their bid assignment. But more importantly, the remedy also includes requiring the carrier to be returned to their bid assignment and Management to cease and desist this practice.

While Management at the station level may not wince at paying the 50% of base, they will not agree to return carriers to their bid assignment. As to a cease and desist, most are deathly afraid to even utter those words, let alone sign them. We expect all of those grievances to be sent to our office at the Formal Step A level for full development. To make a long story short, we do not believe that Management will agree to our remedy request at any level short of arbitration. While we wish to settle these grievances at the



JoAnn Gilbaugh

station or Formal A level, we are fully prepared to send everyone of them to Step B and higher if we do not receive the entire requested remedy. We stand firm that the only remedy which can make our carriers whole is to reinstate our right to work our bid assignment, along with the cease and desist, and a monetary component to compensate for the time worked off assignment.

The moral of the story is this: We don't like the situation that we are in. We can't make it stop today, or tomorrow, but we are earnestly working on it. In the meantime, we need to take care of ourselves and look out for each other. We need to continue to insist that Management fix the problems, and abide by the contract.

On a completely different note, after almost 23 years with the Postal Service and 17 years of union service in one capacity or another, I am retiring on May 7th. Over the years I held many different positions, but would never have predicted that I would become Branch 9 President. Times have been good, bad, and ugly, as can be expected when you work for the union and spend your waking hours fighting for what is right and just. To those who have mentored and supported me, you have my undying gratitude. To the membership, I am honored to have been able to spend those years fighting for your rights. I take with me invaluable lessons, friendships and memories of victories won.

Thank you, and remember always,
in solidarity there is strength.

Jo

**Branch 9
Ron St. Clair MDA Bowl-a-thon**

Saturday, April 29, 2023

LOCATION

NEW HOPE BOWL
7107 - 42nd Avenue North
New Hope, MN 55427

TIME

5:30-8:30 PM

-
- ◆ 30 lanes of bowling
 - ◆ Teams of 4 - 5 - **FAX your teams including names of the bowlers** to the Branch Office at 612.781.9849
 - ◆ \$40 per bowler - checks made out to Branch 9
 - ◆ \$20 per non-bowler - checks made out to Branch 9
 - ◆ Bowlers will receive 2 games, shoe rental, pizza and a fun filled evening! Cash bar and restaurant on site
 - ◆ Gift Basket Silent Auction, 50/50 and raffle drawings
 - ◆ Contest for best gift basket - Three (3) winning stations will receive donuts
 - ◆ Deadline for registration is **April 21, 2023**
 - ◆ All proceeds will go to MDA

**If you have any questions, please contact
Ronaele Bolden at the Branch office
612.781.9858.**

Exec. Vice President's Report

I have been a Letter Carrier for almost 18 years now and it is amazing to me the way that history repeats itself over and over. Many times in my career management has made big pushes to try to accomplish unrealistic goals because they have failed to correct the problem that continually plagues the Postal Service year after year, decade after decade.

It is not new news to anyone that we are extremely short staffed right now. What does management do in these situations? The same thing that they have done year after year, decade after decade. They turn the heat up on the Letter Carriers. They start questioning everyone's work restrictions, they start implementing blanket policies like:

- Everyone needs to be out of the office in the AM in one hour.

- Nobody is allowed more than 5 minutes in the office in the PM.

Another tactic that management uses is shorting time on routes. What I mean by this is, in some stations, management will fill out help slips for a vacant assignment and split it into 5 hours of work when the route is really 6 hours on the street. Extra splits for everyone! Yippee!

Do you see where I am going with this? Does all of this sound familiar? Around and around we go. Nothing changes, there is no improvement. The same tactics, sometimes with subtle variations

are tried over and over again, year after year, decade after decade.

What is going to change this? How can we get out of this viscous cycle? I believe that the problem that continually plagues the Postal Service that they have failed to correct is this:

They need to start treating Letter Carriers with the dignity and respect that they deserve.

This must come from the top down. If the Postal Service is going to survive and thrive, they need to start treating their employees like the valuable assets that they are and stop demoralizing, belittling, and failing to discipline those in management that treat carriers disrespectfully.

What can Letter Carriers do to help improve our work environment? We can start by filling out statements when we are treated poorly and ask witnesses who have heard or seen how management has poorly treated others to write statements. We need to give these statements to our Stewards and ask them to file a grievance for management failing to treat us with dignity and respect.

Management is responsible for creating an environment of dignity and respect. We need to do our best to work with management to this end. Carriers call frequently to report how badly their supervisors or managers are treating them and others at their stations. I always ask if they have talked to their



Scott Bultena

Steward and asked him or her to file a grievance. Sadly, many times the answer is no.

Nothing will change until we start standing up for ourselves and our fellow brothers and sisters by speaking up and taking action. We can do this through the grievance procedure. It takes time but if we have patience and are diligent the grievance procedure will work for us. Please don't settle for anything less than being treated with dignity and respect because you deserve it.

In solidarity, Scott Bultena



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

AME'S UNIFORMS

OUR BUSINESS IS MAKING YOU LOOK GOOD!

We offer "Life of the Garment" guarantee.
 If fixable we will repair your uniform at no cost to you.
 Take waist in/out and change hem length

Ame's Uniforms are a UNION PREFERRED vendor

Adult Learners Scholarship

Leonard A. Larson/ Barry J. Weiner Scholarship

**Adult Learners,
please submit your scholarship
application to Branch 9 by
May 23, 2023 or bring to that
night's GMM**

Leonard A. Larson/Barry J. Weiner Adult Learner Scholarship Application Form

Name _____

Phone _____

Address _____

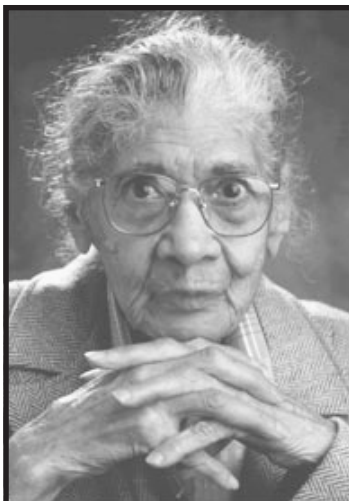
Active or Retired _____

Work Unit _____

Two (2) \$1,000 scholarships will be awarded.

The following rules apply to the two scholarships:

- A. Any member active or retired in good standing of Branch 9 is eligible for one of the two scholarships.
 - B. The scholarships may be used for any accredited trade school, vocational/technical institute, community college, or university. The Adult Learner Scholarships may also be used for any community, county or state adult educational program.
 - C. One name will be drawn for each scholarship. The first name picked will be the winner. The winners of any drawing will not be eligible for the other drawings.
 - D. The application for the drawings will run in the March and April issues of the Branch Nine News. The drawing will be held at the May General Membership Meeting. The applications shall contain the following information:
 1. The applicant's name, address, and home phone number.
 2. Whether active or retired.
 - E. Payment to the winners will be made after they have enrolled and can show proof of payment towards their tuition.
 - F. Benefits under the Adult Learner Scholarships expire one year from date of drawing.
- Members who plan to attend an accredited education institution should complete the application and return it to the Branch Office by May 23, or bring to that night's General Membership Meeting.



Nellie Stone Johnson Scholarship A Labor and Education Partnership

This scholarship provides financial assistance to racial/ethnic minority union members and their families who wish to pursue post-secondary education at one of Minnesota's State Universities or at one of the two year community and technical colleges that are part of the Minnesota State colleges and Universities (MnSCU).

Application for 2023 - 2024 academic year now being accepted.

<http://www.nelliestone.org>

Director of Retirees Report

One of the best parts of my job is to have breakfast/lunch with retirees. We have two active scheduled breakfast groups, one lunch gathering and a couple of groups that meet "whenever." The group pictured here is from Elsie's this month. If you have an idea for another site, let me know. Feed a carrier or retiree and they will come.



Branch 9 had a great rally at the Main Post Office on April 2nd, drawing well over 100 people. Each speaker used one of the three main talking points, Staffing, Safety and Service, in powerful presentations. The area coverage of the event was decent [I heard WCCO and NPR reports]. Maybe having Rep. Omar there helped with that. Every retiree has probably attended Postal rallies in the past. It is nice to see the tradition continues because management won't change out of

the goodness of their heart. NALC members will have to show them the way.

Scams! Scams! Scams! Recently two friends caught Covid. I had two home tests left, so I decided to order more kits and tried Seniorcovidtests.com. The signup process asks for your Medicare Health Insurance number. NOPE!

Please remember that your Medicare number should be protected as carefully as your Social Security number. Fraudsters move through different schemes. This appears to be one of the latest. They can be reported at ReportFraud.ftc.gov.

Another scam was reported at the February General Membership meeting by retiree Nate Pelt. Companies are offering counterfeit stamps online for a deep discount. If this fraud gains ground it could seriously impact USPS revenue. These websites can be reported to the US Inspection Service at about.usps.com.

The Red and Gold banquet is close upon us and I promised that this year we will have a Retiree of the Year. People have asked how they are chosen. Well, it is not a popularity contest, though they are always really nice people. The



Melia Derrick

Executive Board takes suggestions from members and considers a short list during a meeting. We look at people who are active in their community, our branch and perhaps the political scene. Since this is an annual award, there would be nothing to stop a person from getting the award more than once. I am not sure that has ever happened.

Lastly, Cribbage tournament will be held May 17th at our branch office. Please attend, if just for sloppy joes and the company. There will be a buy-in for cribbage of \$2. Free for those who want to play other card games.

Stay tuned in (or you will miss out)

Melia Derrick

Cribbage Tournament

has been rescheduled for

May 17th 10-12:30, at Branch 9.

\$2 buy in for cribbage tournament.

Other card games offered for non-cribbage players.

Sloppy Joes, chips and beverages provided.



Social Security Fairness Act reintroduced in Senate

On March 3, Sens. Susan Collins (R-ME) and Sherrod Brown (D-OH) reintroduced the bipartisan Social Security Fairness Act (S. 597) in the Senate. The bill, which is identical to legislation introduced in the House (H.R. 82) in January by Reps. Garret Graves (R-LA) and Abigail Spanberger (D-VA), would repeal the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP). The GPO and WEP are parts of Social Security law that unfairly reduce or sometimes eliminate Social Security benefits for millions of federal annuitants, including former Civil Service Retirement System (CSRS) letter carriers.

WEP reduces earned Social Security benefits for CSRS employees and for Federal Employees Retirement System (FERS) employees who also receive a public pension from another job not covered by Social Security. In addition, WEP affects employees who move from a job in which they earn Social Security to a job where they do not earn the Social Security benefit.

GPO affects CSRS employees and spousal benefits of people who work as federal, state or local government employees, if the job is not covered by Social Security. GPO currently reduces by two-thirds the benefit received by surviving spouses who also collect a government pension. As of March, 36 cosponsors, 29 Democrats, four Republicans and three independents.

Despite bipartisan support in the House and the Senate, the legislation has been difficult to advance due to the price tag. NALC is committed to working on both sides of the aisle in the House and Senate to gain support for the Social Security Fairness Act so letter carriers can receive the full benefits they have earned.

NALC Bulletin March 27, 2023

2023 Minnesota AFL-CIO Labor Leadership Grants

Sponsored by the Minnesota AFL-CIO for members of affiliated unions seeking to develop their abilities and skills as union leaders.

The Tobey Lapakko Labor Leadership Grant ***(a total of \$1,000 in grants will be awarded)***

Available to women who are union members in good standing to help defray the cost of classes, programs or conferences sponsored or endorsed by the AFL-CIO or affiliated organizations.

The Charles McKenna Leadership Grant ***(a total of \$1,000 in grants will be awarded)***

Available to men who are union members in good standing to help defray the cost of classes, programs or conferences sponsored or endorsed by the AFL-CIO or affiliated organizations

Martin Duffy Adult Learner Scholarship Award ***\$500 Tuition Scholarship for use at any accredited University, College or Vocational School.*** ***Two Scholarships are awarded each year.***

No academic performance standards or records required for eligibility. Awards must be used within one year of receipt of notification letter.

Please submit ONLY one application.
Duplicate entries will be disqualified.

Information and applications available at
<http://www.mnaflcio.org/about/scholarships-awards>

2023 Minnesota AFL-CIO Scholarships

UNIVERSAL APPLICATION FORM

(Entry Deadline: May 1, 2023)

The Minnesota AFL-CIO sponsors scholarships for high school seniors graduating in 2023. There are three requirements for the Minnesota AFL-CIO scholarships. To be eligible, you must:

- be a **union member** or a **dependent** of a union member whose local union is affiliated with the Minnesota AFL-CIO;
- have a **straight “B” average** or better (*2.0 in a 3.0 grade point system/3.0 in a 4.0 grade point system*);
- attend a post-secondary institution located *within the state of Minnesota*.

Winners will be selected by the Minnesota AFL-CIO Education Committee.

Please submit ONE application only. Duplicate entries will be disqualified.

Select One Option Only:

Applying for college or university

DAVID K. ROE SCHOLARSHIP

(two \$1,000 scholarships awarded)

David Roe served as president of the Minnesota AFL-CIO from 1966 – 1985 and is President Emeritus.

HUBERT H. HUMPHREY MEMORIAL AWARD

(two \$1,000 scholarships awarded)

Hubert Humphrey served as U.S. Senator from Minnesota, and Vice President of the United States.

Applying for vocational/technical

DONALD PILLA MEMORIAL AWARD

(one \$1,000 scholarship awarded)

Donald Pilla was a young union trade unionist killed on the picket line.

PART 1 – TO BE COMPLETED BY THE APPLICANT: (Please print or type)

Applicant _____
Last First Middle

Home Address _____
Street City State Zip

High School _____ Year of graduation _____

Parent’s Name _____ Phone (____) _____
(or Guardian)

Home Address _____
Street City State Zip

AFL-CIO Local Union Affiliated with the Minnesota AFL-CIO _____
Local No. Name of International Union

~ OVER ~

PART II – TO BE COMPLETED BY APPLICANT: (Please print or type)

Date of birth _____ Age last birthday _____

What is your post secondary education objective? _____

Which College, University or Vocational Technical or Trade School located *within the State of Minnesota* are you planning to attend? _____

PART III – TO BE COMPLETED BY LOCAL UNION OFFICER : (Please print or type)

I certify that _____
(applicant or parent or legal guardian of applicant)

is a member in
good standing of _____ Local No. _____
Name of International Union

and has held membership in this local union for a period of one year prior to the date of this scholarship application, and that *our local union is an affiliate of the Minnesota AFL-CIO* (a requirement for the applicant’s eligibility).

Local Union Officer _____
Name Title

Address _____
Street City State Zip

Signature of officer _____

Date _____ Phone (____) _____

PART IV – TO BE COMPLETED BY HIGH SCHOOL PRINCIPAL, COUNSELOR OR ADVISOR:

This applicant has at least a straight “B” average in senior high school.

Signature _____ Date _____
Principal or Counselor or Advisor

SPECIAL NOTE TO COUNSELOR: After Parts I, II, III, and IV are completed, please attach to this an official transcript of the applicant's high school record - including that of the first trimester/quarter of senior year - and mail postmarked no later than May 1, 2023 to:

**Minnesota AFL-CIO
Education Committee
175 Aurora Avenue
St. Paul, Minnesota 55103
(651) 227-7647
mnaflcio@mnaflcio.org**

**J. Wesley Woods
\$1,000 Scholarship Application Form**

Name _____ Phone _____

Address _____

High School _____

Member parent's name _____

Work unit _____

School to attend (if known) _____

**Jerome J. Keating/Austin B. Carlson
\$2,000 Scholarship Application Form**

Name _____ Phone _____

Address _____

High School _____

Member parent's name _____

Work unit _____

School to attend (if known) _____

**Walter E. Couillard/Eugene P. McNulty
\$2,000 Scholarship Application Form**

Name _____ Phone _____

Address _____

High School _____

Member parent's name _____

Work unit _____

School to attend (if known) _____

**High School Seniors,
please submit your scholarship
applications to Branch 9 by
May 23, 2023**

Every spring, Branch 9 awards three scholarships to graduating seniors: the **J. Wesley Woods Scholarship (\$1,000)**; the **Jerome J. Keating/Austin B. Carlson Scholarship (\$2,000)**; and the **Walter E. Couillard/Eugene P. McNulty Scholarship (\$2,000)**. These awards have made it easier for many students to begin their post-secondary education while honoring the sacrifices and contributions of important Branch 9 Leaders.

The following rules apply to all three scholarships:

A. Any senior graduating from high school and is a dependent of a Branch 9 member is eligible for these scholarships.

B. The scholarships may be used for any accredited trade school, vocational/technical institute, community college, or university.

C. Three names will be drawn for each scholarship. The first name picked will be the winner, then first and second runner-up respectively. The winners of any drawing will not be eligible for the other drawings.

D. The application for the drawings will run in the March and April issues of the Branch Nine News. The drawing will be held at the May General Membership Meeting. The applications shall contain the following information:

1. The applicant's name, address, and home phone number.
2. The name of the applicant's parent or guardian who is a member of Branch 9.
3. The intended school of choice, if known.

E. Payment to the winners will be made after they have enrolled and can show proof of payment towards their tuition.

Members with dependents who graduate from high school this spring and who plan to attend an accredited educational institution next fall, should complete the applications and return them to the Branch Office by May 23. All three forms should be submitted as there are three separate drawings for each scholarship. Please enter the three scholarship drawings only once.

2023 Proposed By-Law Additions & Changes

ARTICLE VII BY-LAW COMMITTEE SECTION 2.

Current Language:

These By-Laws shall not be repealed, altered or amended except by a two thirds vote of the members present at voting. All proposed amendments must be presented in writing to the Recording Secretary no later than the February General Membership Meeting. Changes will be voted on at the regular April General Membership Meeting. A by-law may be brought up at any regular meeting if approved by two thirds (2/3) of the Stewards Board or upon written request of 225 of the members.

Proposed Language:

These By-Laws shall not be repealed, altered or amended except by a two thirds vote of the members present at voting. All proposed amendments must be presented in writing to the Recording Secretary no later than the February General Membership Meeting. Changes will be voted on at the regular April General Membership Meeting. A by-law may be brought up at any regular meeting if approved by two thirds (2/3) of the Stewards Board or upon written request of 45 of the members.

Submitted by,
Johnna Lush, Loring Station

ARTICLE I NAME, QUORUM & SPECIAL MEETINGS SECTION 4.

Current Language:

Branch Steward Board Meetings will be held on the second Tuesday of each month. The General Membership Meeting will be held on the fourth Tuesday of each month. The meetings will be held at 7:00 P.M. The place of the meetings will be determined by a standing motion of the Branch. By decision of

the members in attendance at a General Membership Meeting, future meetings may be combined or cancelled, or meeting night changed for legitimate business reasons.

Proposed Language:

Branch Steward Board Meetings will be held on the second Tuesday of each month. The General Membership Meeting will be held on the fourth Tuesday of each month. The meetings will be held at 7:00 P.M. **General Membership Meetings will be held in person and broadcast via Zoom. Those members attending via Zoom will be able to fully participate in the meetings, including all forms of participation to which in-person attendees are entitled. Those attending via Zoom will receive full credit for attendance and be eligible for compensation for attendance if applicable. The Sergeant-at Arms will maintain the attendance book for both in person and Zoom participants.** The place of the meetings will be determined by a standing motion of the Branch. By decision of the members in attendance at a General Membership Meeting, future meetings may be combined or cancelled, or meeting night changed for legitimate business reasons.

Submitted by,
Chris Pennock, Diamond Lake Station

ARTICLE III OFFICERS, DUTIES, PAY & EXPENSES SECTION 7.

Current Language:

The Treasurer shall perform the following duties: The Treasurer shall receive, receipt for, and disburse all monies of the Branch, and keep a regular account thereof. He/She shall pay all warrants on him/her by the Recording Secretary voted by

the Branch and signed by the President, and have all accounts receipted upon payment of the same. He/She shall pay all warrants on him/her by the Recording Secretary voted by the Building Corporation and signed by the President, and have all accounts receipted upon payment of the same. He/She will publish a monthly report of Branch expenditures. He/She shall, whenever requested by the President, and at the end of his/her term, make a report showing his/her receipts, disbursements and amount of money on hand; deliver his/her books, papers and money to his/her successor in office, when qualified; and to insure the faithful performance of his/her duties, he/she shall be required to furnish a bond in such sum as the Branch may direct. The Treasurer shall be paid the sum equivalent to 20 hours of Carrier Technician Step P pay each month. The pay increase will NOT take place until November 19, 2022 (11/19/22).

Proposed Language:

The Treasurer shall perform the following duties: The Treasurer shall receive, receipt for, and disburse all monies of the Branch, and keep a regular account thereof. He/She shall pay all warrants on him/her by the Recording Secretary voted by the Branch and signed by the President, and have all accounts receipted upon payment of the same. He/She shall pay all warrants on him/her by the Recording Secretary voted by the Building Corporation and signed by the President, and have all accounts receipted upon payment of the same. He/She will publish a monthly report of Branch expenditures, **which will include an itemized listing of officer credit card receipts.** He/She shall, whenever requested by the President, and at the end of his/her term, make a report showing his/her receipts, disbursements and amount of money on hand; deliver

2023 Proposed By-Law Additions & Changes

his/her books, papers and money to his/her successor in office, when qualified; and to insure the faithful performance of his/her duties, he/she shall be required to furnish a bond in such sum as the Branch may direct. The Treasurer shall be paid the sum equivalent to 20 hours of Carrier Technician Step P pay each month. The pay increase will NOT take place until November 19, 2022 (11/19/22).

Submitted by,
Joe Rian, Richfield Station

ARTICLE VI.D PREPARATION OF BALLOTS AND POST ELECTION PROCEDURES SECTION 11.

Current Language:

~~When an elected office is vacated, the Branch President shall fill all vacancies occasioned by death or otherwise with a person duly qualified until the next regular election.~~

Proposed Language:

A. When an elected office is vacated by death or otherwise, an election following procedures described in Section 12.0 of the NALC Regulations Governing Branch Election Procedures "Voting at Branch Meetings" will be held to fill the vacancy unless such election would have to take place less than 100 days before the next regular election. In this instance, the Branch President shall appoint a person duly qualified to fill the vacancy until the next regular election.

B. The Branch President will appoint an election committee and tellers for oversight of this election per Article III sections 13 and 14 of our Branch 9 by-laws.

Submitted by,
Joe Rian, Richfield Station

ARTICLE V RULES GOVERNING COMPENSATION OF DELEGATES SECTION 2.

Current Language:

Effective July 2004, (for future conventions) eligibility for payment of any delegate or alternate will include attendance at nine (9) out of twelve (12) General Membership Meetings of the preceding year for yearly conventions, and/or eighteen (18) out of twenty-four (24) General Membership Meetings of the preceding two (2) years prior to the biennial convention. Verification of attendance will be by meeting attendance book only. Any person unable to meet this eligibility requirement because he or she is incapacitated by a documented extended illness, or on family medical leave shall be exempted from the aforementioned criteria and will be entitled to delegate pay. No National officer receiving funds from the National is eligible for payment from the Branch; no State officer receiving funds from the State Association is eligible for payment from the Branch.

Proposed Language:

Effective July 2004, (for future conventions) eligibility for payment of any delegate or alternate will include attendance at nine (9) out of twelve (12) General Membership Meetings of the preceding year for yearly conventions, and/or eighteen (18) out of twenty-four (24) General Membership Meetings of the preceding two (2) years prior to the biennial convention. Verification of attendance will be by meeting attendance book only. Any person unable to meet this eligibility requirement because he or she is incapacitated by a documented extended illness, or on family medical leave shall be exempted from the aforementioned criteria and will be entitled to delegate

pay. **Delegates may receive attendance credit for electronic meeting attendance, if pre-approved by a full-time officer, on a case-by-case basis for valid reasons including, but not limited to vacation, labor and/or Union classes, wintering out of state, and bona fide emergencies.** No National officer receiving funds from the National is eligible for payment from the Branch; no State officer receiving funds from the State Association is eligible for payment from the Branch.

Submitted by,
Executive Board of Branch 9

ARTICLE III OFFICERS DUTIES, PAY & EXPENSES SECTION 15.D

Current Language:

Stewards may be immediately suspended from their position by the Branch President for failure to perform their duties or for cause. The steward may appeal his/her removal to the Executive Board and a committee of three (3) stewards appointed by the President within thirty (30) days. Upon receipt of said appeal, the Executive Board and Steward Committee will conduct a special meeting with the carriers from the affected station or branch. The Board and the Committee will then meet to decide to upgrade the suspension to remove or other remedy they deem appropriate. The decision will be decided by majority vote of that group. The Branch President will remain engaged throughout the entire process but will not have a vote on the final disposition of the case.

Proposed Language:

Stewards may be immediately suspended from their position by the Branch President for

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2023 Proposed By-Law Additions & Changes

Cont'd from page 13

failure to perform their duties or for cause. The steward may appeal his/her removal to the Executive Board and a committee of three (3) stewards appointed by the President within thirty (30) days. Upon receipt of said appeal, the Executive Board and Steward Committee will conduct a special meeting with the carriers from the affected station or **associate office**. The Board and the Committee will then meet to decide to upgrade the suspension to remove or other remedy they deem appropriate. The decision will be decided by majority vote of that group. The Branch President will remain engaged throughout the entire process but will not have a vote on the final disposition of the case.

Submitted by,
Executive Board of Branch 9

ARTICLE III OFFICERS DUTIES, PAY & EXPENSES SECTIONS 3 and 4

Add New Language:
Each Branch 9 full-time officer is required to complete and maintain a daily attendance log each pay period. This log must:

- List begin tour and end tour time and location for each work day
- Record any personal time taken in a regular work day (Monday-Friday)
- Be signed by the full-time officer and submitted to the proper Branch 9 officers before any voucher or check is created each pay period
- Be available for member review at all GMM's

Submitted by
Pam Donato, Past Branch 9 President,
Lenny Larson, President Emeritus,
Branch 9 NALC

ARTICLE II

Add New Language:
The Branch 9 Building Corporation must present a detailed operating budget at the December General Membership meeting each year (to coincide with the Branch 9 General Budget). At the December GMM, the Branch must present, in writing, a full list of specific budgeted items to be covered by Branch 9 and by Branch 9 Building Corporation, in each of these respective budget proposals.

Submitted by
Pam Donato, Past Branch 9 President,
Lenny Larson, President Emeritus,
Branch 9 NALC

ARTICLE III

New Language:
All Branch 9 credit card statements must be available for review by any member at each General Membership Meeting. No Copies or images may be made or taken of said records.

Submitted by
Pam Donato, Past Branch 9 President,
Lenny Larson, President Emeritus,
Branch 9 NALC

**Branch 9 members will be
voting on the
By-Law proposals at the
April 25, 2023 GMM**



Branch 9 Scribe -Will Mathes

Hey... I noticed that you are new here. Welcome! I'm so happy that you chose to work here at the Post Office. We need you more than I could possibly explain. Staffing has become so difficult lately that it is harder and harder to find talented and hard-working individuals like yourself. I saw you here in the breakroom and I would like to introduce myself. My name is Will. I've been a mail carrier here at the Post Office for the last 10 years. When I started here at the Post Office, I was extremely lucky. I was able to start my tenure at a station that was PACKED with old timers! I would like to think that I learned how to do my job from the very best carriers that the Post Office has ever had. If it's cool, I'd like to share what I've learned with you. If you are interested, we could take a break together occasionally. I'd like to think that I'm standing on the shoulders of giants. I'd like to offer the same opportunity to you.

For now, let me share this with you... The most important thing that you can do right now as a new employee... SHOW UP. No matter what happens, you need to keep showing up every day. Your beginning days here are going to be very challenging, but **please don't give up**. If the supervisor says something mean or disrespectful to you, brush that dirt off your shoulder. They don't realize that they are getting in the way of you showing up every day. Please don't give them any power. Keep your head up... turn up your smile and **BELIEVE** that you are the next great carrier that the Post Office was lucky enough to find and hire.

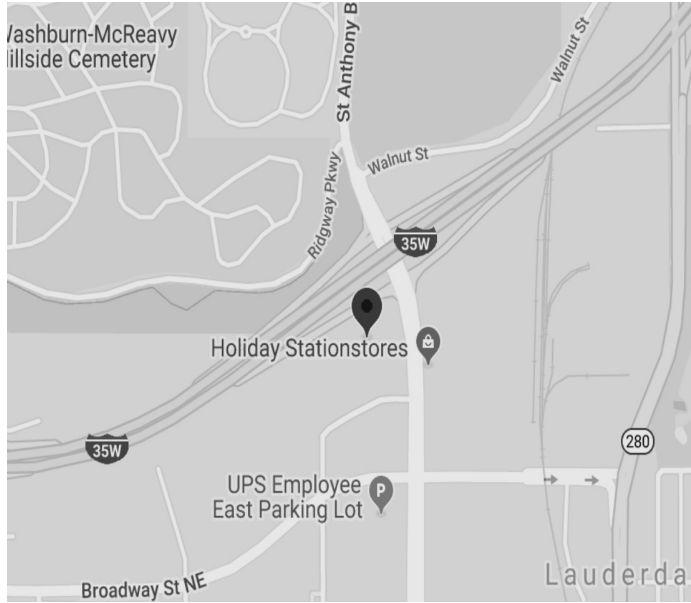
Until I see you again, listen, learn and apply it to your new job, send me an email anytime. william@branch9nalc.com

Together, we could be unstoppable!

2023 Red and Gold Retiree Banquet

Sunday, May 7, 2023

Delta Hotels by Marriott Minneapolis Northeast
1330 Industrial Blvd NE, Minneapolis, MN 55413



TIMES:

Registration: Noon - 1:00PM
Social Hour: 12:30 - 1:15PM
Lunch: 1:15 - 3:30PM

REGISTRATION FEES:

Retirees & Guests - \$12.00/person
Active Members - \$18.00/person

The Registration Fee for Retirees is refundable upon arrival.
Stewards this event will count as your attendance to the May GMM

2023 Retiree Banquet Registration Form

Name: _____

Name (first and last) of Guest (s): _____

New 65 Year Honoree New 60 Year Honoree New 55 Year Honoree

New 50 Year Honoree Retired

Active Steward Amount Enclosed: _____

I would like a ride. I am willing to be a chauffeur.
Phone #: _____ Please call 612.781.9858 or email
angie@branch9nalc.com to volunteer.

Please return registration form NO LATER than May 3, 2023 to:
Branch 9 NALC, 5831 Cedar Lake Road, St. Louis Park, MN 55416.

Rally cont'd from page 1

on a daily basis. Pete Schilling (West Edina) spoke about the disruption to regular mail service caused by short staffing, and the negative impact it has on our postal customers, especially small businesses. President JoAnn Gilbaugh spoke about the toxic work environment at some stations created by bullying tactics of management. And Representative Ilhan Omar spoke in support of Letter Carriers and our demands and about how she will use her position to put pressure on USPS to negotiate a fair contract with NALC.

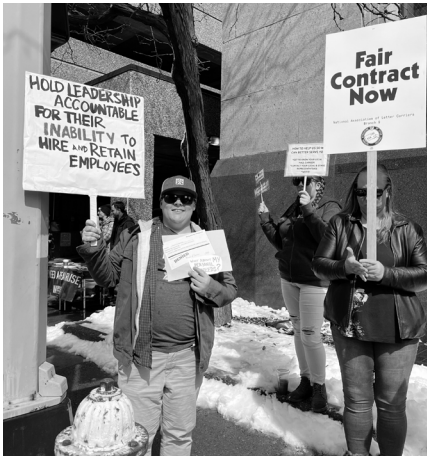
Not every Branch 9 member voted for or supports Rep. Omar, but as a union at a federal institution it is beneficial for us to have elected representatives speak out in our favor. We need to put the maximum amount of pressure on USPS to win our demands to make working conditions and pay better for Letter Carriers, and to have someone with a national profile speak out in our favor is beneficial to us. But the key thing is that we cannot rely exclusively on politicians to fight for us. The majority of the speakers, and the majority of the attendees of the rally were rank and file members of Branch 9, who are ready to get organized and fight for our right to dignity and respect at work, and for a contract that addresses the issues we face.

In Minneapolis we showed a real desire for involvement from rank and file NALC members in contract negotiations, as well as a desire to play an active role in fighting for better pay and working conditions. The public knows about mail delays in some communities, but not necessarily about the conditions that create them. As public sector workers who do not have the legal right to strike, our next best tool is to build public support for our side and use it to put the maximum amount of pressure on USPS to give in to our demands.

Let's fight for a strong contract for Letter Carriers!

Solidarity,
Tyler Vassuer, Steward at Zone
4/54





Branch 9's Twin Pines Ice Fishing event.

On Jan. 15th was Branch 9's Ice Fishing Event. The event was a fun time had by all. Thank you Twin Pines for your amazing hospitality. Brent Francisco (Lowry) and his son were the winners of the largest fish caught (pictured right with EVP Scott Bultena).



Helping Young Boy Get Home

It was a brisk fall morning when I got to the end of a walking split and I saw a boy scooting – not riding – down the street on a little bicycle past me. He appeared to be about five years old or so, and his eyes were wide as he looked at his surroundings.

I waved to him and said hello, asking if he was okay. He told me he was lost and asked me if I knew where he lived. I replied that I didn't recognize him but I'd be happy to help him figure it out, asking for his name and if he knew his address. He didn't, but could describe the house and it wasn't one I was familiar with from my route. I asked if he remembered his family's phone numbers, and he couldn't, and started sobbing again. I tried to comfort him, telling him that that was alright; we could try to search online for his parents' names to see if there was a way to contact them like that. He said okay, and we found

his mother's personal business Facebook page – but without contact information.

At this point, he had calmed down and seemed to be thinking more clearly, so I asked if he remembered which direction he came from and what his path was. He realized that he had biked down the alleys to get to the street I met him on, and I asked if I could walk with him while he retraced his steps just in case. We walked together and chatted to keep him calm as I pointed out house features that seemed similar to what he'd described to me earlier, asking if each was the right one.

After about two blocks, we saw a car coming down the alley that he recognized and his mother leaned out the window of the car and called his name. He biked ahead to them and she got out, hugging him and walking back the way they came from. The father pulled up and I introduced myself, describing where he had gotten to when I found him and the process we had taken to get to that point.

He thanked me, and relayed that they had told their son to not cross the street while playing outside, but he wanted to go visit a friend nearby and may have thought they meant to not cross his friend's busy street (Diamond Lake Road). I told him I understood, having been a biking kid who was also forgetful at that age.

From there, I walked back to my vehicle and reported the diversion from the route to my 204b.



Joe Redemann
Diamond Lake Station

Stamp Out Hunger Food Drive

The annual 31st Stamp Out Hunger Food Drive will be on May 13th in person. Each individual station will be assigned to a nearby church, food pantry, or food shelf that is willing to accept donations. It has been 3 years since we conducted an in-person food drive. The Stamp Out Hunger Food Drive is an excellent way to kick off spring. This is going to be a community friend and family event. In order for this food drive to be a success it's going to take a collective effort from everyone. Each station will have a barbecue and there will be volunteers to help with the collection of food. The cards for the food drive will be delivered one to two weeks prior to the food drive. There are so many people in

need of food support. The Stamp Out Hunger Food Drive comes at a time when so many food shelves are running low on food.



There are so many people that depend on these contributions. Hunger insecurity affects a vast

majority of society. This food drive help support so many families that is affected by hunger. The food drive comes at a time where inflation is consistently rising and the cost of produce is extremely high. The nonperishable items that we collect is then weighed and prepped for a person in need. Connecting the community with this valuable resource is at the core of what we do. Giving back on this day displays our act of compassion as a union. By pulling together on this day to reduce hunger in our communities shows our gratitude. In closing the Stamp Out Hunger Food Drive not only helps eliminate hunger in our communities but it also helps put food on the table of so many families that we serve each and every day.

Latasha McCaleb
Branch 9 Food Drive Cord.

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

Change Service Requested

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

Stay informed by:

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

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



nalc.org/government-affairs/political-activity

Branch 9 Calendar

April 11

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

April 25

General Membership Meeting
7:00PM
Crystal VFW, Crystal, MN
ByLaw Voting

April 29

Ron St. Clair MDA
Bowl-a-thon
New Hope Bowl
5:30 to 8:30

May 7

Red & Gold
Retiree Banquet
Noon to 3:30 PM
Delta Hotels by Marriott

May 9

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

May 13

Stamp Out Hunger
NALC Food Drive

May 23

General Membership Meeting
7:00PM
Crystal VFW, Crystal, MN

May 29

Memorial Day
Holiday

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