

JEROME J. KEATING BRANCH



BRANCH NINE NEWS

"AN INJURY TO ONE IS AN INJURY TO ALL"

1964

Volume 78 No 3

Official Publication of Branch Nine, NALC

April 2026

“Out of Cash in Less Than Twelve Months” The Role of the Labor Movement in Times of Crisis

by Tyler Vasseur

Contract negotiations between NALC and USPS began on February 23, 2026, a day after the “Fair Contract Now” national day of action got letter carriers onto street corners and in front of post offices in hundreds of cities across the country. NALC is calling for wage increases, an End to Mandatory Overtime, an All-Career Workforce, for carriers to reach Top Pay in Six Years, and more. These are just some of what is needed to address the issues facing letter carriers, including low morale, high turnover, and stagnant wages.

But our contract negotiations don't exist in a vacuum. A few weeks after the start of negotiations, Postmaster General David Steiner gave Congressional testimony about the dire financial situation facing USPS. According to Steiner, USPS could be out of cash late this year, or early

2027 if no aid is given to the agency. How much of this is bluster, Steiner's own way of setting the tone for negotiations with the government for financial aid, and to beat down expectations in negotiations with NALC and other postal unions, and how much is true?

USPS has been facing financial issues for years, due in large part to the Pre-Funding Mandate (which was finally repealed in 2022), the roughly 50% drop in first class mail volume, and as came to light recently, millions in payouts for grievances. It's clear that it is more than just one issue that has caused a financial crisis at USPS, but what is also increasingly clear, is that USPS as a service is under threat of extinction. That means an attack on our jobs and livelihoods as postal workers, and an attack on a reliable, affordable service that Americans rely on everyday.

Postal workers and the communities we serve should not bear the burden of postal mis-management, and government inaction. If the postal service is important to everyday Americans and the US economy, then it should be treated as such. It should be fully funded, just like any other vital government service. Although first class mail volume has dropped with the increased use of electronic communication and payment methods, package volume has

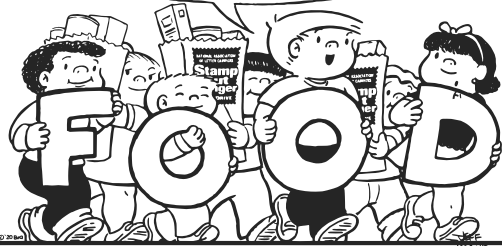
exploded, and has become an increasingly important part of the US economy.

According to govexec.com letter carriers are facing a 12.3% percentage increase in healthcare costs on average, gas prices are rising, and more inflation and a coming recession due to the war in Iran and its consequences for the world economy are on the horizon. We have hundreds of billions for a war that does nothing other than bring more death and destruction to the Middle East, and chaos for the world economy, but not for the services working class people really need, like funding for jobs, housing, education, infrastructure, and the postal service?

This is why I, and others in the union have come together to form Build a Fighting NALC (BFN) a group of reform-minded letter carriers who are dedicated to transforming our union for the new issues and crises we face. To fight for things like Open Bargaining, for an end to Mandatory Overtime, for an All-Career Workforce, Top Pay in Six Years, the Right to Strike, and more. Because in order to get a new generation of members active in our union we need demands for rank and file letter carriers and our union to get

Continued on Page 7

May 9th 2026.
Lets make the NALC proud!



LETTER CARRIERS
FOOD DRIVE

Welcome New Branch Niners

Vedric Amos
Raymond Anderson
Victoria Boese
Steven Clark
Joshua Dahlman
Larry Ellis
Benjamin Graner
Cameron Harris-Gordon
Jibreel Johnson
Latrivia Lane
Jacob McCrery
Altoni Shackelford
Anthony Sinople

Join the NALC Veteran's Group



ANNOUNCEMENTS!

- All proposed bylaws received by the Feb GMM will be voted on at the April GMM
- In last month's edition Gerald Arnold's name was misspelled in the "In Memoriam" section. Our apologies to Gerald's family and friends. It was also discovered that Gerald passed back in August and so this announcement was delayed. If you are aware of the passing of a fellow member, please let the branch know so that they may be recognized in a timely manner.
- Registration for the Ron St. Clair MDA Bowlathon is due Fri April 24th
- All members active and retired are welcome at the Red & Gold Retiree Banquet, come join us!
- The Stamp Out Hunger Food Drive is coming up on Saturday May 9th
- The July Steward Board Meeting will be at the Branch 9 Union Hall, not at the Crystal VFW

Articles MUST be submitted to the editor by the Monthly GMM. The Editorial Staff reserves the right to edit or refuse to print articles which are derogatory in nature.

Send articles to:

branch9news@branch9nalc.com

Any official NALC organization may reproduce our articles provided appropriate credit is given.

Branch 9 NALC

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

Voice: (612) 781-9858

Fax: (612) 781-9849

President

Joe Rian

Exec Vice President

Chris Pennock

Recording Secretary

Andrew Hagan

Treasurer

Barb Watzcak

Financial Secretary

Stacey Ellingson

Editor

Tim Bash

Sergeant at Arms

Nate Serie

Trustees

Jorge Quintero

Zoe Bunzli

Alex Pouliot

Dir of Retirees

Vince Froelich

Health Benefits Rep

Susan Becker

The Branch Nine News is a publication of Branch 9 NALC, and is published in the interest of and for members of Branch 9 NALC.

The opinions expressed by the writers are not necessarily those of the OFFICERS or of NALC Branch 9.



AFL -CIO Scholarships & Leadership Grants

Martin Duffy Scholarships

The Martin Duffy Adult Learner Scholarship is a \$500 tuition scholarship awarded to Union members of Minnesota AFL-CIO affiliate unions (not high school graduating dependents).

Labor Leadership Grants

The Tobey Lapakko Labor Leadership Grant is available to women who are union members in good standing; the Charles McKenna Leadership Grant is available to men who are union members in good standing.

For more information visit:
<https://mnaflcio.org/scholarships-awards>



Nellie Stone Johnson Scholarship



The program honors Nellie Stone Johnson, a long-time member of the system's board. The endowment is a permanent reminder of Nellie's contributions to civil rights, human rights, and the rights of workforce cultural diversity initiatives.

Applications Due by June 1st, 2026

For more information visit:
<https://www.nelliestone.org/about-the-scholarship>



Retirements



Dean Dubois retires from Champlin with 20 years of service! Congrats!

IN MEMORIAM

Gerald Arnold



MOVING?

Please notify the branch directly when you move, we are not notified otherwise!

Mail us notification of your new address to:

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

or call
(612) 781-9858

PRESIDENT'S REPORT



Joe Rian

April is recognized as EAP (Employee Assistance Program) Awareness Month, a month in which employees and their families are educated about these free, confidential services for personal or work-related issues. To get started, call EAP at 800-327-4968 (800-EAP-4YOU).

USPS has contracted with Lucet Health Employee Assistance Program (EAP) to provide confidential assistance to all USPS employees. It promotes using professional resources for mental health, stress management, financial advice, and work-life balance. In addition, it provides confidential education, referral and counseling to help employees, and their families, through personal challenges of all types, including alcoholism and drug abuse.

EAP also provides Online & Video Counseling so that USPS employees and their families can access professional counseling anytime, anywhere, through a computer, tablet or smartphone. Again, to get started, call EAP at 800-327-4968 (800-EAP-4YOU).

Your privacy in EAP is protected by strict federal and state laws and regulations and by counselors' professional ethical standards. Information

you share with the EAP may not be released to anyone without your prior written consent, except in these situations:

- As required by law (for example, when a person's emotional condition is a threat to himself, herself or others; or if child or elder abuse is suspected);
- or when a court order is issued upon a showing of good cause.

The Employee Assistance Program was bargained into our national agreement and is governed by Article 35 of our National Agreement. EAP is jointly administered by the NALC, the American Postal Workers Union, the National Postal Mail Handlers Union and the USPS.

Article 35 Page 108 of the USPS NALC National Agreement addresses EAP

Section 1. Programs

The Employer and the Union express strong support for programs of self-help. The Employer shall provide and maintain a program which shall encompass the education, identification, referral, guidance and follow-up of those employees afflicted by the disease of

alcoholism and/or drug abuse. When an employee is referred to the EAP by the Employer, the EAP staff will have a reasonable period of time to evaluate the employee's progress in the program. This program of labor-management cooperation shall support the continuation of the EAP for alcohol, drug abuse, and other family and/or personal problems at the current level.

An employee's voluntary participation in the EAP for assistance with alcohol and/or drug abuse will be considered favorably in disciplinary action proceedings.

And one more reminder; to get started, call EAP at 800-327-4968 (800-EAP-4YOU)

On an unrelated happy note.

Branch 9 received just awesome press coverage in the March 2026 Minneapolis Labor Review. Everyone in the Branch should have received a copy. A big thank you to Minneapolis Labor Review editor Stacie Balkaran, stacie@minneapolisunions.org.

I'll leave you with a few last words about Leave Without Pay (LWOP) and retirement

Those of you with an aggregate of six months of LWOP within a calendar year stop earning service credit toward retirement. For example, if a person had seven total months of LWOP in the calendar year, they would only earn six months of creditable service. They would not receive

service credit for their seventh month of LWOP.

However, those on LWOP while collecting wage loss compensation through the Office of Workers' Compensation Programs (OWCP) still receive service credit. Those of you on OWCP can

avoid future issues with your retirement records by ensuring that management is entering the correct LWOP Time and Attendance Collection System (TACS) code in your daily clock rings which is 049.

THANK YOU PAL 9 CONTRIBUTORS

Very Concerned Members (\$50 or more)

Steven Petersen	Ronald Moore	Susan Becker	Joel Carter	Joe Bedor
James Johnson	Robert Baird	Lenny Larson	Jeff Johnson	Duane Foyt
Larry Blesi	Roger Johnson	Kenneth Jambois	Jericho Tabor	Linda Olson
Frederick Johnston	John Brownson	Cyril Toay	Joe Rian	David Wallentiny
Melia Derrick	Mary Hargreaves	Thomas Buchner	Amy Jaszczak	Daniel Molitor
Kenneth Schack	Charlie Peasha	Kent Cleland	Ronald Davis	Rodney Anderson
James Fodstad	Sharon Spooner	Kieran Hughes	Charles Rivers	Kieran Hughes
Jeffrey Babey	Dale McNellis	Mary Miller	Jerry Baumgartner	
Theresa Ronning	Jeffrey Sherman	Karen Schneider	John Marzalek	
Leonard Rardin	Mary Skerbinc	Emelyn Peasha	Mark Mellesmoen	
Sheryl Christensen	Gregory Bedor	James Couillard	Martin Cornell	

Concerned Members

Tim Bearth	Larry Mellom	Burton Pansch	Gregory Wallin	Doris Swanson Gbala
Debbie Frank	Craig Ites	Gregory Klein	Curtis Britz	Alexis Wheeler
David Peterson	David Wrzos	Herb Hess	Gary Hughes	Gary Kroeten
Teri Koch	Stanley Mackow	Karma Khampa	Lawrence Elfelt	Kenneth Johnson
Katherine Bolton	Harley Ring Jr.	Douglas Waldhoff	Karen Torell	Terry O'Neil
Robert Logelin	Raymond Tranby	Dennis Bahn	Bruce Allen	Kenneth Lucas
Joseph Tiemann	Gregg Holmes	James Hamilton	James Hiben	

Did you know?

If you are on workers comp or in a non-pay status, your union dues will NOT be automatically deducted by the USPS from your paycheck. This means that you will owe back union dues for every pay period you are not working. The branch will make multiple attempts via the mail to collect these dues from you, so please make sure that your address is up to date with the Branch. Your options are to set up a payment plan, pay the full amount, or ask for forgiveness.



EXEC VICE PRESIDENT'S REPORT



Chris Pennock

There are a lot of questions about the future of the Postal Service right now. Postmaster General David Steiner testified in front of Congress on March 17th on the financial future of the Postal Service. The headline grabbing quote from him was that USPS will run out of cash in a year.

PMG Steiner spoke about several solutions to the financial issues at USPS. One set of solutions would be to cut the days of service, to close unprofitable post offices and to significantly raise the price of postage. Another set of solutions focused on various kinds of back-end reforms, including allowing USPS to take on billions more in debt, changing accounting practices that would shift liabilities away from USPS and onto the federal government, giving USPS the ability to invest pension funds in the stock market, and “workers compensation reform”. Steiner professed to prefer the second set of solutions, although during questioning he spoke about the need to increase “pre-career employment” (aka fewer career jobs) and to reduce the number of overtime hours employee’s work.

We should be aware of the issues facing the company while at the same time not allowing these concerns to dull our voices when it comes to demanding a fair

contract. My father worked in many different industries and jobs over the course of his working life and would tell me about how none of the companies he ever worked for admitted they made a profit. I’m not saying that USPS is secretly making a profit and hiding it from us, but I am saying that there is enough money in the logistics industry and the country to pay the hard-working men and women of the Postal Service what we deserve. We must also oppose any cuts to the already lacking workers compensation program (OWCP).

Another big piece of news on USPS finances is that the Office of the Inspector General (OIG) released their long-awaited report on “Grievance Management” at the Post Office. They discovered that USPS paid out \$866 million in grievance settlements over three years, from 2022 – 2024. This is an eye-popping number. However, we should put this number in perspective.

The OIG totaled grievance activity from not only the NALC, but the APWU, the NRLCA (rural carriers), and the NPMHU (mail handlers). The NALC accounted for the second most grievance payouts at \$351 million. Averaged out over each of the three years that comes to \$117 million.

In the 2025 fiscal year USPS revenue was \$80.5 billion and the net loss on the year was \$9.0 billion. If you compare these numbers to the (in this context) lowly \$117 million per year in

grievances that we cost USPS, you will see that our grievances are barely a dent in their budget. When your supervisor tells you that your grievances will put the company out of business just laugh in their face.

We can’t let Management’s doom and gloom over their finances push us into accepting contract violations or an inadequate contract. The bosses will use anything and everything to try to demoralize us, including their financial reports. I refuse to believe that there isn’t enough money to pay \$30 an hour starting wage, to move to an all-career workforce, and to give us a full COLA. As labor organizer “Big” Bill Haywood said long ago, nothing is too good for the working class.



Continued from Front Page

organized around. Bosses have always used moments of crisis (whether real or manufactured) to fight back against gains workers made in previous contracts and moments. That's why we need to get organized in NALC, work with other postal unions, and the public, to fight for a strong contract for our members, and for a high quality, fully-funded, public postal service.

With the NALC National Convention this summer and national leadership

elections this fall, we have an opportunity to put forward a new vision of what is needed to address all of these issues and more. I look forward to participating in these events, and for us to find ways to get as many rank and file NALC members to do so as well. Our country and our union are facing a series of crises, but with that comes an opportunity for a new direction. A new direction that is possible, if we get organized and fight for it.



Adult Learners Scholarship Leonard A. Larson / Barry J. Weiner

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 26, or bring to that night's General Membership Meeting.

Adult Learners,

please submit your scholarship application to Branch 9 by May 26th, 2026 or bring to that night's General Membership Meeting.

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

Name _____

Phone _____

Address _____

Active or Retired _____

Work Unit _____



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

Name _____
 Address _____

 Phone _____
 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 _____
 Address _____

 Phone _____
 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 _____
 Address _____

 Phone _____
 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 26, 2026**

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 scholar-ships:

- 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 scholar-ship. 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 pay-ment 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 26. All three forms should be submitted as there are three separate drawings for each scholarship. Please enter the three scholarship drawings only once.

Come join us at the Fridley Retiree Lunch



"What the \$#%&^% is wrong with OPM?"

"Why is the government doing this to me?"

Just some of the responses to the new way to get your 1099-R. OPM is requesting us to set up an account and get our statement and 1099-R on line at OPM.gov.

That may be easy for someone who has limited computer knowledge like myself, but many of our older retirees are not. They may not even have a computer or want one. So off to the telephone I go. Ring...ring "I'm sorry we are not accepting calls at this time." What??!?? One retiree told me on his sixth attempt he got through on the phone. All I can say is Perseverance is the answer. Some members did get their info mailed out, some did not. No criteria for doing this was established that I was told.

On a more positive note Our Retiree banquet is scheduled for May 3, 2026. It will once again be at the Delta Hotel on Industrial BLVD. Get your registration in ASAP so we can plan on attendance.

Remember NARFE and MMRC are also great organizations for retirees here in MPLS ask me about them anytime.

In Solidarity



USPS Transitions to Online Retirement Application Process

This year, the Postal Service will transition to an online retirement application submission process.

Effective Jan. 1, all newly received optional retirement applications will be processed through the new Online Retirement Application platform, also known as ORA.

The secure, fully digital system will be administered by the U.S. Office of Personnel Management.

The ORA platform will replace the legacy, paper-based application process for federal and USPS employee optional retirement requests.

Federal disability retirement requests are not yet supported by the new online system and will continue to use the current

application process.

The ORA platform will have multiple advantages, including the ability to complete your application online, track your application status, expedite Office of Personnel Management processing, and reduce transition time to annuitant status.

To initiate the optional retirement application process, you can log into the eRetire app through LiteBlue (liteblue.usps.gov). You may also contact the Human Resources Shared Service Center at 877-477-3273, and select option 5.

You will be required to provide a valid personal email address to start your retirement application. Once your retirement eligibility is confirmed, you will receive an

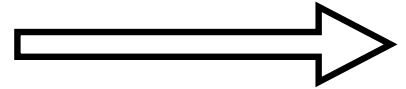
email with instructions for completing the online application and providing any required documentation.

For more information on the new process, go to the MyHR website and select "Planning for Retirement" from the "Retirement" drop-down menu. Information about weekly retirement seminars is also available on this page.

If you submitted an optional retirement application prior to Jan. 1-regardless of your retirement date you do not need to resubmit it.

If you have additional questions, email them to retirementbenefits@usps.gov.

Sick of the Daily Go-Around Battle?



This Go-Around Cheat Sheet flyer (Page 11) is designed to be a multipronged situational tool for carriers. Its intended use is not only to educate carriers on their rights, but you can cut it out of the issue and keep it at your case to have at the ready to push back when management acts as if those rights don't exist. You can refute management as you point at the contractual language written in bold on the flyer right then and there. (Management is always telling us to follow the rules, so right back at you managers, we carriers must insist management do the same.)

Another thing this document comes in handy for is safety talks. Having a Steward or Safety Captain read all of it, or just a

part that's relevant for your station's current situation, puts these rights fresh into the carrier's minds, and calibrates carrier's expectations with safety being more top of mind-- right before the go around.

For example, summer is coming up, and with it super hot and humid days. Comfort stops are KEY to avoiding heat illness symptoms on those dangerously hot days. Informing or reminding carriers that they have the right to UNLIMITED comfort stops (right before management starts telling carriers to run all day through the heat during the go around) puts it fresh into carriers minds to factor in and add time for comfort breaks when carriers give management

their morning estimate.

Knowledge is power. The more carriers are aware of their rights, the more carriers will push back against management's efforts to put us carriers in situations that increase the risk of occupational injury. Once carriers have pushed back citing their rights a few times the muscle memory of pushing back begins to strengthen. The further that muscle memory grows the more of a culture focused on the safety of carriers takes root, and that's a hell of a lot better than the current culture of carrier safety being a distant second place to management making their "numbers". An injury to one is an injury to all.




Here for you.

Your EAP is here for you around the clock. Our website offers a wealth of information, tools and resources, available any time. Scan the QR code with your smartphone to visit EAP4YOU.com where you will find further info about EAP products and services.

CALL US TODAY: 800-327-4968
800-EAP-4YOU | TTY: 877-492-7341

April 2026

Per the Feb GMM Motion:

Any candidate for a contested NALC national election position in the upcoming election (2027-2030 term), be allowed to place an election ad on each Branch 9 station/office union bulletin board. The size of the ad shall not exceed 1/2 a page unless it is an election ad listing members of a slate of candidates, in which case the ad may be full page. The ads should be sent to Branch 9 (5831 Cedar Lake Road South, St. Louis Park, MN 55416) or emailed to joerian@branch9nalc.com

Any candidate for a contested NALC national election position in the upcoming election (2027-2030 term), shall be allowed to place an ad in the Branch Nine News at the normal monthly rate listed below. Ads should be camera ready and payment for the ads must be included when submitted.

BRANCH 9 NEWS ORIGINAL AD PRICES

Full Page.....	\$300.00
1/2 Page.....	\$150.00
1/4 Page.....	\$75.00
1/6 Page.....	\$45.00
1/8 Page.....	\$37.50

Go-Arounds designed to pressure Carriers are safety noncompliant.

ELM 811.23 and ELM 811.24 read in relevant part- **Employees are our most valued resource.**

Our employees must be provided a safe and healthful workplace. Supervisors and managers have primary responsibility for the well-being of employees and must fully accept this principle as well as their share of responsibility for the safety and health of employees. Management uses the tactic of "setting expectations" to get you to run your route off. They point at numbers they made up on a clipboard and tell you when you'll be done with your route. Pressuring you to go faster every day flies in the face of preventing occupational injury. It's a clear infringement of ELM 811.23 & 811.24.

Their expectations and numbers are wrong in two ways.

Their numbers are based on a standard, and there is no standard allowed for the street. On top of that the focus of the DOIS tool they use to generate those numbers is not on the employee's safety, but to put your usual safe workflow on fast forward and "make their numbers." M-01664 states- **"DOIS projections are not the sole determinant of a carrier's leaving or return time, or daily workload."**

There is no standard for the street, period.

No street standard also means when management disapproves all, or some of your 3996 morning estimate request for auxiliary help, even though Management may threaten to discipline you, you are not in violation or in trouble because you couldn't get it done by the amount of time they approved you for. Bring your undelivered mail back and await orders that you've been authorized the time needed to finish. (Also, don't forget to add the time it took you to drive back to the station to get authorized and then drive back to your route. Example: My 10 hour estimate is now 10.5 hours because of the extra trip to get authorized.) Bottom line here is you are protected from getting in trouble when you don't want to risk your safety by rushing, and going too fast especially while walking or driving in hazardous walking conditions and in unsafe weather. M-01769 **"there is no set pace at which a carrier must walk and no street standard for walking."**

Carriers have unlimited comfort breaks.

Relevant Language from OSHRC (Occupational Safety and Health Review Commission). It states that **"The Postal Service argued in front of a federal judge that it already gives carriers rest, lunch, and UNLIMITED comfort breaks."** For instance-If you need to warm your hands or feet up to avoid onset of frostbite, management can not discipline you for how long it took you to warm up or how many times you needed to thaw yourself out.

You don't have to follow illegal or unsafe orders.

OSHA Section 502 of the Labor Management Relations Act protects the right to refuse unsafe work. **Workers have the right to refuse to do a job if they believe in good faith that they are exposed to an imminent danger. "Good faith" means that even if an imminent danger is not found to exist, the worker had reasonable grounds to believe that it did exist.**

2026 Proposed Bylaw Additions and Changes

Article II SECTION 2

Current

The monthly dues of this Branch for all active and associate members shall be equal to 2 hours base pay of a Carrier Technician Step P, payable biweekly. The pay increase will NOT take place until November 19, 2022 (11/19/22). This ratio between the current minimum dues structure of the NALC National Dues would be maintained as the permanent dues structure for Branch 9. Members retiring after December 31, 1960 shall pay \$12.00 per annum. Members retiring after December 31, 1977 shall pay \$18.00 per annum. Members retiring after December 31, 1987 shall pay \$24.00 per annum. Members retiring after December 31, 1996 shall pay, per annum, an amount equal to two hours City Carrier pay at Step D letter carriers pay at the time of their retirement.

Proposed

The monthly dues of this Branch for all active and associate members shall be equal to 2 hours base pay of a Carrier Technician Step P, payable biweekly. ~~The pay increase will NOT take place until November 19, 2022 (11/19/22).~~ This ratio between the current minimum dues structure of the NALC National Dues would be maintained as the permanent dues structure for Branch 9. Members retiring after December 31, 1960 shall pay \$12.00 per annum. Members retiring after December 31, 1977 shall pay \$18.00 per annum. Members retiring after December 31, 1987 shall pay \$24.00 per annum. Members retiring after December 31, 1996 shall pay, per annum, an amount equal to two hours City Carrier

pay at Step D letter carriers pay at the time of their retirement. **Members retiring after December 31, 2026 shall pay, per annum, an amount equal to two hours of City Carrier Step D table 1 on January 1 in the year of their retirement.**

Submitted by Joe Rian

Article II SECTION 4

Current

As of January 1, 2023, thirty-five percent (35%) of every pay period dues, per year, per active and associate member shall be placed in a fund to be known as the Jerome J. Keating Branch 9 Building Corporation. These funds to be transferred to the Branch Building Corporation monthly as accrued.

Proposed

As of July 1, 2026, **thirty-five percent (35%) of one month's dues**, per year, per active and associate member shall be placed in a fund to be known as the Jerome J. Keating Branch 9 Building Corporation. These funds **are** to be transferred to the Branch 9 Building Corporation **within 4 days of receipt of each per capita check from NALC HQ.**

Submitted by Joe Rian

Article II SECTION 6.A

Current

Any active member on the USPS rolls who is in a non-pay (no-deduct) status for reasons of; members on OWCP, members in non-pay status pending removal, members in non pay status for medical reasons must pay full membership dues directly to the

Branch 9 Financial Secretary each month. If an active member exceeds a period of ninety (90) consecutive days without having contacted the Branch or paid membership dues, they will be dropped from the Branch 9 NALC membership. Active members may, for extenuating circumstances, appeal to the Branch 9 Executive Board to have their membership dues waived and thereby retain their NALC membership. The Executive Board will rule by majority on all such appeals.

Proposed

Any active member on the USPS rolls who is in a non-pay (no-deduct) status for reasons of; members on OWCP, members in non-pay status pending removal, members in non pay status for medical reasons must pay full membership dues directly to the Branch 9 Financial Secretary each month. If an active member exceeds a period of ninety (90) consecutive days without having contacted the Branch or paid membership dues, **they may be dropped** from the Branch 9 NALC membership. Active members may, for extenuating circumstances, appeal to the Branch 9 Executive Board to have their membership dues waived and thereby retain their NALC membership. The Executive Board will rule by majority on all such appeals.

Submitted by Joe Rian

Article III SECTION 3

Current

The President shall perform all duties as outlined in the National Constitution for Subordinate Branches. The President shall be Chief Steward of the Branch. The

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

Saturday, April 25, 2026

LOCATION

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



TIME

5:30 – 8:30PM



- ◆ 30 lanes of bowling available
- ◆ Teams consist of 4 – 6 bowlers
- ◆ FAX 612.781.9849 **OR** e-mail joerian@branch9nalc.com your stations team registration (including each player's name)
- ◆ \$50 per bowler – checks made out to Branch 9
- ◆ \$25 per non-bowler – checks made out to Branch 9
- ◆ Bowlers will receive 2 games, shoe rental and pizza
- ◆ Cash bar and restaurant on site
- ◆ Silent auction baskets – created and donated by each station
- ◆ Raffle ticket drawings
- ◆ 50/50 raffle drawings
- ◆ Three (3) stations with the "Best Theme" silent auction baskets will receive donuts at their station
- ◆ Deadline for registration is PRIOR to **Friday, April 24, 2026**
- ◆ **All proceeds will go to the Muscular Dystrophy Association**

If you have any questions, please contact Joe Rian or
Chris Pennock at the Branch office 612.781.9858.

MDA is a 501(c) 3 charitable organization

President shall be a full-time officer of Branch 9. Effective January 1, 1997, for the faithful performance of his/her duties, he/she shall be paid thirty percent (30%) more than a Carrier Technician Step P, per annum, payable biweekly, The Branch shall be responsible for the Employer portion of Federal Employee Benefit Plans including, but not limited to, CSRS, FERS, Health Benefit Programs (not to exceed the cost of the NALC Health Benefit Plan) and FEGLI Life Insurance Plans. In addition, the Branch shall pay the employee portion of the Health Benefit Premium (not to exceed the NALC Health Benefit Plan), FEGLI Life Insurance Premiums, Social Security (if the President is enrolled in CSRS) and a Disability policy through the Mutual Benefit Association (or a private disability insurance policy not to exceed the cost of the MBA disability policy, if available) for the President. The President shall be allotted the I.R.S.'s current years allowable standard mileage rate for the use of his/her car. He/She shall be entitled to the same Annual Leave provisions of letter carriers. The salary of the President shall be adjusted in the same amount given to top grade letter carriers as their salary increases or-decreases. The President or his/her designee will visit each station quarterly to stimulate the member's interest in Branch 9. The President shall appoint a By-Law Committee and any other committees he/she deems necessary. The President by virtue of his/her election to office would be one of the Regional Labor Federation (RLF) delegates. 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 workday; Record any

personal time taken in a regular workday (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.

Proposed

The President shall perform all duties as outlined in the National Constitution for Subordinate Branches. The President shall be Chief Steward of the Branch. The President shall be a full-time officer of Branch 9. Effective January 1, 1997, for the faithful performance of his/her duties, he/she shall be paid thirty percent (30%) more than a Carrier Technician Step P, per annum, payable biweekly. The Branch shall be responsible for the Employer portion of Federal Employee Benefit Plans including, but not limited to, CSRS, FERS, Health Benefit Programs (not to exceed the cost of the NALC Health Benefit Plan) and FEGLI Life Insurance Plans. In addition, the Branch shall pay the employee portion of the Health Benefit Premium (not to exceed the NALC Health Benefit Plan), FEGLI Life Insurance Premiums, Social Security (if the President is enrolled in CSRS) and a Disability policy through the Mutual Benefit Association (or a private disability insurance policy not to exceed the cost of the MBA disability policy, if available) for the President. The President shall be allotted the LR.S.'s current years allowable standard mileage rate for the use of his/her car. He/She shall be entitled to the same Annual Leave provisions of letter carriers. **The salary of the President shall be adjusted in the same amount given to top grade letter carriers as their salary increases or-decreases.** The President or his/her designee will visit each station quarterly to stimulate the member's interest in

Branch 9. The President shall appoint a By-Law Committee and any other committees he/she deems necessary. The President by virtue of his/her election to office would be one of the Regional Labor Federation (RLF) delegates. 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 or each workday, Record any personal time taken in a regular workday (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 Chris Pennock

Article III Section 4

Current

The Executive Vice-President shall perform all duties as outlined in the National Constitution for Subordinate Branches. The Executive Vice-President shall be the Chair of the Stewards Board. The Executive Vice-President shall chair the Branch membership meeting at the discretion of the President or when the President is absent. He/She shall be alternate Chief Steward. He/She shall be responsible for the training and educational programs of the Branch. He/She shall serve as associate Editor of the Branch Nine News. He/She shall be the President's designee for all negotiating and Labor-Management Meetings, the President's assistant on grievances and compensation. He/She shall assist the President in any other capacities as assigned by the President. The Executive Vice-President shall be a full-time Branch 9 officer. Effective January 1, 1997, for the faithful performance of his/her

duties, he/she shall be paid twenty-five percent (25%) more than a Carrier Technician Step P, per annum, payable bi-weekly. The Branch shall be responsible for the Employer portion of Federal Employee Benefit Plans including, but not limited to, CSRS, FERS, Health Benefit Programs (not to exceed the cost of the NALC Health Benefit Plan), FEGLI Life Insurance Plans. In addition, the Branch shall pay the employee portion of the Health Benefit Premium (not to exceed the NALC Health Benefit Plan), FEGLI Life Insurance Premiums, Social Security (if the Executive Vice-President is enrolled in the CSRS) and a Disability policy through the Mutual Benefits Association (or a private disability insurance policy not to exceed the cost of the MBA disability policy, if available) for the Executive Vice-President. The Executive Vice-President shall be allotted the I.R.S.'s current years allowable standard mileage rate for the use of his/her car. He/She shall be entitled to the same Annual Leave provisions of letter carriers. The salary of the Executive Vice-President shall be adjusted in the same amount given to top grade letter carriers as their salary increases or decreases. The Executive Vice-President is expected to visit each station and associate office at least once a quarter to stimulate the member's interest in Branch Nine. The Executive Vice-President by virtue of his/her election to office would be one of the Regional Labor Federation (RLF) delegates. 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 workday; Record any personal time taken in a regular workday (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

Proposed Change #1

The Executive Vice-President shall perform all duties as outlined in the National Constitution for Subordinate Branches. The Executive Vice-President shall be the Chair of the Stewards Board. The Executive Vice-President shall chair the Branch membership meeting at the discretion of the President or when the President is absent. He/She shall be alternate Chief Steward. He/She shall be responsible for the training and educational programs of the Branch. He/She shall serve as associate Editor of the Branch Nine News. He/She shall be the President's designee for all negotiating and Labor-Management Meetings, the President's assistant on grievances and compensation. He/She shall assist the President in any other capacities as assigned by the President. The Executive Vice-President shall be a full-time Branch 9 officer. Effective January 1, 1997, for the faithful performance of his/her duties, he/she shall be paid twenty-five percent (25%) more than a Carrier Technician Step P, per annum, payable bi-weekly. The Branch shall be responsible for the Employer portion of Federal Employee Benefit Plans including, but not limited to, CSRS, FERS, Health Benefit Programs (not to exceed the cost of the NALC Health Benefit Plan), FEGLI Life Insurance Plans. In addition, the Branch shall pay the employee portion of the Health Benefit Premium (not to exceed the NALC Health Benefit Plan), FEGLI Life Insurance Premiums, Social Security (if the Executive Vice-President is enrolled in the CSRS) and a Disability policy through the Mutual Benefits Association (or a private disability

insurance policy not to exceed the cost of the MBA disability policy, if available) for the Executive Vice-President. The Executive Vice-President shall be allotted the I.R.S.'s current years allowable standard mileage rate for the use of his/her car. He/She shall be entitled to the same **sick and annual leave** provisions of letter carriers. **Upon vacating the office, he/she shall be paid out the remainder of their sick and annual leave balance.** The salary of the Executive Vice-President shall be adjusted in the same amount given to top grade letter carriers as their salary increases or decreases. The Executive Vice-President is expected to visit each station and associate office at least once a quarter to stimulate the member's interest in Branch Nine. The Executive Vice-President by virtue of his/her election to office would be one of the Regional Labor Federation (RLF) delegates. 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 workday; Record any personal time taken in a regular workday (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 Chris Pennock

Proposed Change #2

The Executive Vice-President shall perform all duties as outlined in the National Constitution for Subordinate Branches. The Executive Vice-President shall be the Chair of the Stewards Board. The Executive Vice-President shall chair the Branch membership meeting at the discretion of the President or when the President is absent. He/She shall be alternate

Chief Steward. He/She shall be responsible for the training and educational programs of the Branch. He/She shall serve as associate Editor of the Branch Nine News. He/She shall be the President's designee for all negotiating and Labor-Management Meetings, the President's assistant on grievances and compensation. He/She shall assist the President in any other capacities as assigned by the President. The Executive Vice-President shall be a full-time Branch 9 officer. Effective January 1, 1997, for the faithful performance of his/her duties, he/she shall be paid twenty-five percent (25%) more than a Carrier Technician Step P, per annum, payable bi-weekly. The Branch shall be responsible for the Employer portion of Federal Employee Benefit Plans including, but not limited to, CSRS, FERS, Health Benefit Programs (not to exceed the cost of the NALC Health Benefit Plan), FEGLI Life Insurance Plans. In addition, the Branch shall pay the employee portion of the Health Benefit Premium (not to exceed the NALC Health Benefit Plan), FEGLI Life Insurance Premiums, Social Security (if the Executive Vice-President is enrolled in the CSRS) and a Disability policy through the Mutual Benefits Association **(or a private disability insurance policy not to exceed the cost of the MBA disability policy, if available)** for the Executive Vice-President. The Executive Vice-President shall be allotted the I.R.S.'s current years allowable standard mileage rate for the use of his/her car. He/She shall be entitled to the same Annual Leave provisions of letter carriers. The salary of the Executive Vice-President shall be adjusted in the same amount given to top grade letter carriers as their salary increases or decreases. The Executive Vice-President is expected to visit each station and associate office at least once a quarter to stimulate

the member's interest in Branch Nine. The Executive Vice-President by virtue of his/her election to office would be one of the Regional Labor Federation (RLF) delegates. 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 workday; •Record any personal time taken in a regular workday (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 Joe Rian

Article III SECTION 6

Current

The Financial Secretary shall perform the following duties: The Financial Secretary shall keep a record book showing the names of members, when admitted, and places of residence; collect dues and all other monies due the Branch, keep a regular account thereof, and at each meeting (or prior thereto whenever the prompt payment of the National per capita tax or other necessity may require same) pay the same to the Treasurer, take his/her receipts and retain them as vouchers in settlement. He/She shall personally, or through duly authorized deputies appointed when necessary for each station, and who shall whenever practicable be the station delegate or representative selected or appointed to represent the station, solicit payment from all members in arrears, and on the day of election and before ballot is taken, furnish the President with a list of members not entitled to vote. He/She shall of semi-annually furnish the National Secretary-Treasurer with a list of

names all the members of the Branch in good-standing-and shall notify the National Secretary-Treasurer monthly of the election of new members, all those suspended, expelled, deceased or resigned. He/She shall publish a monthly report of Branch receipts. He/She shall keep account of all properties, investments, and funds of the Branch which at all times shall be open for inspection, and at the end of his/her term make a report, and deliver to his/her successor in office, when qualified, all books, papers and property in his/her possession belonging to the Branch. The Financial Secretary shall receive receipts for all monies of the Branch and keep a regular account thereof. The Financial Secretary shall receive receipts for the Branch 9 Building Corporation and keep a regular account thereof. The Financial Secretary will reconcile all Branch accounts and all Building Corporation accounts-per the account statement schedule. The Financial Secretary shall maintain and-coordinate the insurance policies-of-Branch-9-and the Branch 9 Building Corporation. To ensure the faithful performance of their duties, the Financial Secretary and his/her deputies shall be bonded in such amount and in such manner as the Branch may direct. The Financial Secretary shall be paid the sum equivalent to 20 hours of Carrier Technician Step P pay each month.

Proposed

The Financial Secretary shall perform the following duties: The Financial Secretary shall keep a record showing the names of members, collect **past** dues and all other monies due to the Branch. **He/She shall receive all payments to the Branch**

and/or Branch 9 Building Corporation to include but not limited to NALC per capita tax for active and retired members and any other monies that are given to the Branch. On the day of election and before ballot is taken, furnish the President with a list of members, not entitled to vote based on who owes the Branch monies. He/She shall keep account of all properties, investments, and funds of the Branch which at all times shall be open for inspection, and at the end of his/her term deliver to his/her successor in office, when qualified, all books, papers and property in his/her possession belonging to the Branch. The Financial Secretary shall receive receipts for all monies of the Branch and the Branch 9 Building Corporation and keep a regular account thereof. The Financial Secretary will reconcile all Branch accounts and all Building Corporation accounts **at the end of every month. He/She shall publish monthly report of receipts for the monthly General Membership Meeting. The Financial Secretary shall be allotted the I.R.S. current year's allowable standard mileage for the use of his/her car.** To ensure the faithful performance of their duties, the Financial Secretary and his/her deputies shall be bonded in such amount and in such manner as the Branch may direct. The Financial Secretary shall be paid the sum equivalent to 20 hours of Carrier Technician Step P pay each month.

Submitted by

Stacey Ellingson

Article III SECTION 15.D

Current

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 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.

Proposed

Stewards may be immediately **removed** from their position by the Branch President for failure to perform their duties or for cause **as per Article 6, section 1 of the NALC Constitution for the Government of Subordinate and Federal Branches. Any appeal of a decision of the branch president must conform with Article 11 of the NALC Constitution for the Government of Subordinate and Federal Branches.**

Submitted by Christopher Pennock

Article III SECTION 17

Current

The President shall, at the beginning of each term, appoint as many legislative Co-chairpersons as he/she deems necessary, with no more than six and no fewer than three, representing the

third, fourth, fifth and sixth districts, respectively. The co-chairpersons shall be paid twenty-five dollars (\$25.00) per month.

Proposed

The President shall, at the beginning of each term, appoint as many legislative

Co-chairpersons as he/she deems necessary, with no more than six and no fewer than three, representing the **second**, third, fourth, fifth and sixth districts, respectively. The co-chairpersons shall be paid twenty-five dollars (\$25.00) per month.

Submitted by Connie Beissel

Article III SECTION 19

Current

In the event of a strike or work stoppage, no full-time officer or part time officer of Branch 9 shall draw any salary.

Proposed

In the event of a strike or work stoppage, no full-time officer, part-time officer **or any employee** of Branch 9 shall draw any salary.

Submitted by Joe Rian

Article III Section 26

Proposed New Section:

If the National Agreement between USPS and NALC is not settled in a timely manner, there will be no retroactive pay or backpay for full-time officers, part-time officers, or stewards unless a motion was approved at a general membership meeting providing such pay.

Submitted by Christopher Pennock

Article VIII

Proposed New Section:

All Branch 9 employee contracts will be attached to the Branch 9 by-laws and at the expiration or termination of the employee contract it will be removed from the Branch 9 by-laws.

Submitted by Andrew Hagan

Article VIII

Proposed New Section:

CHARGES AGAINST BRANCH 9 OFFICER(S)

In case of neglect of duty or violation of the NALC Constitution or Branch 9 Bylaws, the following procedures will be strictly adhered to.

The charging party(s) will submit their claim in writing via Certified Mail to the Branch 9 Officer(s) affected.

A retired representative for the Charging Party, and a retired representative for the Branch Officer(s) charged, will meet at a neutral location as soon as possible and select an agreed retired third party, who will head, with both party representatives, an investigation into the charges filed, and within Fifteen (15) days submit their findings to both parties.

The investigative findings will be read at the next general membership meeting. This panel will recommend or deny any penalty towards the Branch 9 Officer(s). The general membership in attendance will vote by numbered secret ballot to uphold charges or exonerate the Branch 9 Officer(s).

For their duties, the investigation team, upon completion and report to general membership, will be paid by branch 9 check, the sum of two hundred dollars (\$200) each.

Submitted by Chuck Glover

Article VIII

Proposed New Section:

Any Minnesota AFL-CIO or Minneapolis Regional Labor Federation (MRLF) or St Paul Regional Labor Federation endorsed or sanctioned labor movement action may be endorsed by the Branch via a majority vote of the Executive Board when the announcement of the action and the action itself falls in-between Branch 9 General Membership Meetings.

Submitted by Christopher Pennock

Article VIII

Proposed New Section:

The Executive Board, upon majority approval, shall have

spending authority of up to \$5000 per month for any motion made during monthly Executive Board meetings

Submitted by Joe Rian

Article VIII

Proposed New Section:

The Branch 9 Treasurer, with Executive Board majority approval, shall have the authority to reallocate budgeted funds between budget categories, up to a limit of \$5000 per category.

Submitted by Joe Rian

Article VIII Section 7

Current

Monthly Branch expenditures shall be published and placed at the rear of the meeting hall. Note: For compliance by the Financial Secretary and the Treasurer.

Proposed

Monthly Branch **income and** expenditures shall be published and placed at the rear of the meeting hall. Note: For compliance by the Financial Secretary and the Treasurer

Submitted by Joe Rian



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

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



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

APR 25

Ron St Clair
MDA Bowl-A-Thon 5:30PM
New Hope Bowl
7107 42nd Ave N
New Hope

APR 28

General Membership Meeting
Every 4th Tuesday 7PM
Beer & Pizza Night
Crystal VFW

MAY 3

Red & Gold Banquet
12PM-3:30PM
Delta Hotels
1330 Industrial BLVD
Minneapolis 55413

MAY 9

Stamp Out Hunger Food Drive

MAY 12

Steward Board Meeting
Every Second Tuesday 7PM
Crystal VFW

MAY 26

General Membership Meeting
Every 4th Tuesday 7PM
Crystal VFW

Northside Retiree Breakfast
First Tuesdays @9:30

Elsie's
729 Marshall St. NE
Minneapolis

N Suburban Retiree Breakfast
First Fridays @8:30

Denny's Restaurant
9020 Quadday Ave
Otsego

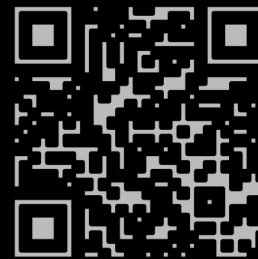
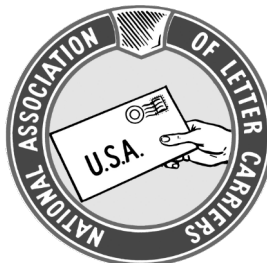
Fridley Retiree Lunch
Second Tuesdays @11:30

Route 47 Pub and Grub
7820 University Ave
Fridley

**Reminder that all
members are welcome to
attend the Steward
Board Meetings**



*Visit
Branch 9
Online*



*Branch 9
Facebook*