

MINNESOTA STATE ASSOCIATION OF LETTER CARRIERS

2023

STATE CONVENTION



**A few of the Thousands
of Dedicated Professionals
Delivering for Minnesota
and America**

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PAUL ROUE

SECRETARY:
CHRISTA ABRAHAM

TREASURER:
ERIK MARQUARDT

EDITOR:
CHUCK GLOVER

DIRECTOR OF RETIREES:
BILL WESSINGER

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EXECUTIVE BOARD
DAVE ZIMNEY

EXECUTIVE BOARD
JONATHAN GARCIA

EXECUTIVE BOARD
EDUARDO SILVA

EXECUTIVE BOARD
NICK TIEMAN

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DISTRICT LIAISONS**

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LCCL 2

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LCCL 3

MAX OLSON

LCCL 4

DAN GARHOFER

LCCL 5

LATASHA MCCALED

LCCL 6

EDUARDO SILVA

LCCL 7

ERIC MARQUARDT

LCCL 8

SHAWN HANSEN

AFL-CIO DELEGATES:

CONNIE BEISSEL, HAROLD HARVEY

AFL-CIO RETIREE COUNCIL DELEGATES:

DARRELL MAUS, TOM QUINN

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Convention Etiquette refers to codes of behavior an individual ought to follow while attending meetings and discussions at the workplace.

- **Never be late to a meeting.** Arriving late for a meeting is not something that a professional would do.
- **Never attend a meeting without a notepad and pen.** It is not practical or possible for an individual to remember each and everything discussed at the time of meeting.
- **Do not have your phone out.** Always keep your cell phone on silent or vibrate mode. Cell phones ringing in the middle of meetings and seminars is **rude and unprofessional.**
- **If you absolutely have to take a call, take it outside the room.**
- **Do not read newspapers, magazines, or do crosswords/puzzles, during meetings.** It is considered rude and very inconsiderate towards the speaker.

MSALC CONVENTION RULES

When Addressing the Chair:

- 1) **Use the microphones placed throughout the hall.**
- 2) **State your name, branch number, and city.**
- 3) **Five (5) minute limit per speaker for the main motion.**
- 4) **Three (3) minute limit per speaker for any amendment to the main motion.**
- 5) **Time will be kept by the Chair of the Bylaw committee or their designee.**
- 6) **State whether you are speaking for or against the motion on the floor.**
- 7) **One speaker at a time will be recognized by the Chair.**
- 8) **No resolutions to promote candidates for National Office will be recognized by the Chair.**
- 9) **No new proposed bylaw changes or resolutions will be accepted from the floor until such time as those bylaws and resolutions submitted prior to the convention have been dealt with.**
- 10) **Additional proposed bylaw changes and resolutions must be typed and five (5) copies must be submitted to the bylaw and resolutions committee.**
- 11) **Delegates will vote on the bylaw and/or resolution.**
- 12) **All payouts will be by check.**

Sunday, October 1

- 10:30 A.M. Golf Registration @Jack's 18 golf course/MDA
- 11:00 A.M. MDA 9-hole Golf Tournament at Jack's 18 golf course
- 3:30—5:30 P.M. Delegate Registration
- 5:30 P.M. Committee of Presidents Meeting/ Hanlon Board Room
- 6:30 –8 P.M. Icebreaker Dinner and Golf Awards in Ruby's Dining Room then complimentary bonfire at lakeside deck.

Monday, October 2

- 7:00 A.M.—8:30 A.M. Breakfast—Ruby's Dining Room
- 8:00—9:00 A.M. Delegate Registration @ Isle of Pines (same room as general convention held)
- 9:00 A.M.—4:00 P.M. General Convention Session @ Isle of Pines
- Invocation:
- Delegate Roll Call.
- Introductions:
 Ronaele Bolden & Nick Tieman -MDA. Explain Raffles, etc.
 Dan Toth, NALC Director of Retired Members
 Anthony Mitchell, Branch 30, Missouri
 Matt Carlson EAP
- 10:30 - 10:45 A.M. *BREAK*
- Bernie Burnham State President, AFL-CIO
- 11:30—12:30 Rubys dining room
- 12:30—1:00P.M. Nominations for State Officers, Executive Board and AFL-CIO Delegates
- Committee Reports
- 1:00—2:15P.M. RAA Report—Jason Karnopp– JSOV, Escalate Remedy
- 2:15—2:30 P.M. *Break*
- 2:30– 3:15 P.M. Samantha Hartwig—OWCP
- 3:15—4: 00P.M. Luke Kane LCPF (Leadership Academy Project)
- 4:00 P.M.– *RECESS*
- 6:00 P.M Dinner—Ruby's Dining Room
- Hospitality Cabin 620 Monday Nite Football/ and Bonfire
- Bingo/Cribbage Tournament in church Island Room (main building)

Tuesday, October 3

- 7:00A.M.– 8:30 Breakfast—Ruby’s Dining Room
- 9:00 AM—4:00 PM General Convention Session (Isle of Pines)
- Invocation
- Roll Call
- Memorial Service—Dave Zimney
- 10:00A.M. Committee Reports
- 10:00- 11:30A.M Joel Malkush: TIERAP
- *BREAK*
- Caucusing of Branches if needed
- 11:30—12:30P.M. Lunch—Ruby’s Dining Room
- 12:30—12:45P.M. Elections, if needed
- 12:45—1:45P.M. Anthony Mitchel—LCPFC
- 1:45—2:00P.M. *BREAK*
- 2:00—3:00P.M. Patrick Johnson—RAP SESSION
- 3:00—4:00P.M. Dan Toth—National Report
- *RECESS*
- 6:00P.M. Banquet, Live MDA Auction, Adjournment
- Complimentary bonfire at Lakeside deck

Wednesday, October 4

- Breakfast—Ruby’s Dining Room
- MSALC Board Meeting—Hanlon Board Room
- *CHECK OUT*

THE MINNESOTA STATE ASSOCIATION OF LETTER CARRIERS WELCOMES DIRECTOR OF RETIRED MEMBERS

DAN TOTH



The son of a letter carrier, Dan Toth was elected director of retired members by mail balloting of NALC members in 2022 and 2018. Previous to that, he was elected Region 11 national business agent by acclamation in 2014 during the 69th Biennial Convention in Philadelphia. President William Young appointed Toth to that post in May 2009 to fill a vacancy.

Toth first became active in the defense of letter carriers when he took a shop steward position with Lorain, OH Branch 583 in 1984, and he has been working on behalf of his brother and sister letter carriers ever since.

“As a second-generation letter carrier, I remember how hard my father worked to make ends meet,” Toth said. “During the late 1960s and into the 1970s, letter carriers like my father had to work numerous jobs to provide a solid middle-class quality of life. I decided from the onset of my career that I was going to make a difference in protecting and improving the wages and benefits that the NALC and its members fought to gain.

“From Day One, I was never intimidated by management,” he said. “Routinely, I went toe-to-toe protecting the rights of letter carriers from overzealous managers.”

Toth served Branch 583 as a local business agent and arbitration advocate, trustee and vice president, eventually rising to become branch president. He also served as director of education for the Ohio State Association of Letter Carriers.

In May 2005, President William Young named Toth a regional administrative assistant for Region 11, which serves the letter carriers of Ohio and upstate New York.

“I was able to rise to the position of national business agent because the NALC dedicated resources to train me along with mentors who took the time to provide support and knowledge to help me represent the members to the best of my ability,” Toth said. “I recognize how important that was to me during my growth and I want to pay that forward.”

Toth also served on the Eastern Area Safety Task Force, the Northern Ohio Communications Task Force, and he was a member of the Northern Ohio Employee Assistance Program (EAP) team.

“Ultimately, I would like to see letter carriers continue to have a good wage-and-benefit package,” Toth said, “a work environment free of bullying and harassment, and a fulfilling career that leads to the promised land—retirement!”

Toth studied industrial psychology at The Ohio State University.

2023 MSALC CONVENTION COMMITTEE ASSIGNMENTS

AUDIT COMMITTEE

Dave Evenson (Chair) Shawn Hansen Eric Hagburg	Branch 440 (Rochester Merged) Branch 114 (Duluth) Branch 388 (St Paul)
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BYLAWS AND RESOLUTIONS COMMITTEE

Robb Petersburg (Chair) Pat Garhofer Ryan Bell Angela Hanson Jon Garcia	Branch 9 (Minneapolis) Branch 28 (St Paul) Branch 717 (Austin) Branch 2942 (Hopkins) Branch 440 (Rochester)
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ELECTIONS COMMITTEE

Warren Wehmas(Chair) Dan Garhofer Latasha McCaleb	Branch 2942 (Hopkins) Branch 28 (St Paul) Branch 9 (Minneapolis)
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CREDENTIALS COMMITTEE

Bill Wessinger (Chair) Chuck Glover Eric Marquardt Christa Abraham	Branch 28 (St Paul) Branch 9 (Minneapolis) Branch 2120 (Alexandria) Branch 9 (Minneapolis)
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BUDGET COMMITTEE

Eric Marquardt (Chair) Perry Schmidt Paul Roue Christa Abraham Darrell Maus Eduardo Silva Connie Beissel	Branch 2120 (Alexandria) Branch 28 (St Paul) Branch 1058 (Iron Range Merged) Branch 9 (Minneapolis) Branch 9 (Minneapolis) Branch 388 (St Cloud) Branch 9 (Minneapolis)
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SERGEANT-AT-ARMS

Harold Harvey Nick Sachs	Branch 28 (St Paul) Branch 28 (St Paul)
---	--

Parliamentarian

Warren Wehmas	Branch 2942 (Hopkins)
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Southern Minnesota

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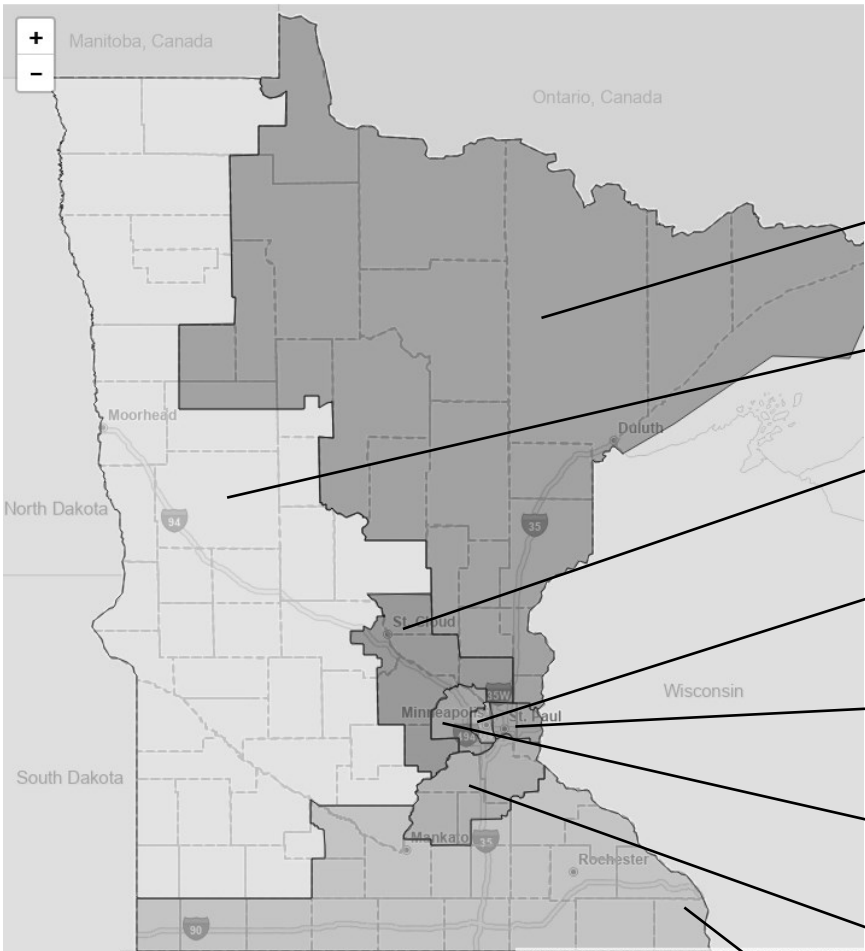
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AND AFTER THE SALE**



LCCL stands for **Letter Carrier Legislative Liaison**. LCCL's in the 8 Congressional Districts follow their respective legislators voting record, and attend Town Hall meeting, or contact their staff, and ask for their support on issues that only affect letter carriers livelihood. **This strictly non-partisan.**

- LCCL 8**
Shawn Hansen

Hon
Pete Stauber
- LCCL 7**
Eric Marquardt

Hon
Michelle Fischbach
- LCCL 6**
Eduardo Silva

Hon
Tom Emmer
- LCCL 5**
Latasha McCaleb

Hon
Ilhan Omar
- LCCL 4**
Dan Garhofer

Hon
Betty McCollum
- LCCL 3**
Max Olson

Hon
Dean Phillips
- LCCL 2**
Connie Beissel

Hon
Angie Craig
- LCCL 1**
Harold Weed

Hon
Brad Finstad

1st Congressional District Hon Brad Finstad 202-225-2472
2nd Congressional District Hon Angie Craig 202-225-2271
3rd Congressional District Hon Dean Phillips 202-225-2871
4th Congressional District Hon Betty McCollum 202-225-6631
5th Congressional District Hon Ilhan Omar 202-225-4755

6th Congressional District Hon Tom Emmer 202-225-2331
7th Congressional District Hon Michelle Fischbach 202-225-2165
8th Congressional District Hon Pete Stauber 202-225-6211

Senator Amy Klobuchar 202-224-3244

Senator Tina Smith 202-224-5641
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**THE CARRIERS AT
ROCHESTER BRANCH 440
WELCOME**

***NALC DIRECTOR OF
RETIRED MEMBERS***

DAN TOTH

**TO THE
2023 MSALC CONVENTION**



PERRY SCHMIDT
MSALC PRESIDENT

Hello everyone and welcome to the State Convention 2023 up here at Ruttger's Bay Lake Resort in Brainerd Minnesota. We were very lucky last year to have Paul Barner up with us and as you know he is the Executive Vice President of the NALC now. This year we have the great pleasure to have from National, the Director of Retired Members, Dan Toth, at our Convention. I'm looking forward to hearing from him and his insight on contract negotiations this year. This year like in the past we will start out with golf so by the time this article is read, it will already be done and we will be on the way to getting convention going. Hopefully everyone had fun golfing as well as having some good scores.

As many of you know that a few months ago in the March 23, 2023 issue of the Postal Record spelled out the Postmaster General's 10-year plan of ***Delivering for America*** and his long-term strategic plan to Stabilize mail delivery. In it he called for the reorganization of the postal service's processing, transportation and delivery networks. Saying under this plan they will save about \$160 billion losses over the next 10 years, all the while providing world-class service for a good price to the customer, and to maintain universal 6-day mail delivery and expanded seven-day parcel delivery; stabilize the workforce and invest in strategies to get more employees to help them to succeed. Then to make more money by things they change through the needs of the marketplace.

Since the last time we met we had one of the worst winters in the last thirty years. Then to follow up with one of the hottest summers in a long time. The weather guru's said the other day this might be the coolest summer for a long time, so good luck to all the Carriers out there delivering mail this year and as always, thanks to you for what you do.

This has been a rough year for Carriers trying to do what they do best; carry the mail. All we want to do is deliver the mail to our customers, yet every time we try to do so, we have a boss telling us do it this way or that way when a lot of these bosses just get out of the way because they never carried mail before. Give your overtime to carriers who want the overtime, and leave everyone alone who is not on the list. Stop breaking the Contract. But then again, we would not need the great UNION we have today if they never broke the rules. Boss' will be boss' and have the right to mismanage which they sure find a way to do every day of the week and on Sundays as well.

We lost a lot of really good carriers this past year. We lost a brother down in Texas this year while working in this extremely excessive heat. He lost his life and now there is an on-going investigation about management's role related to his death. Mr. Eugene Gates of Dallas Texas and President Kimetra Lewis Br 132, we give you our deepest sympathy toward the loss of our brother and hope things are better down in the lone star state of Texas.

For the Letter carriers of Minnesota from over work to just not being treated fairly, the stories the bosses will not tell us. Lying to us when they tell us it is getting better. In just a few weeks the holidays will be here and we still don't have enough workers,

Carriers - I don't even know about the crafts of the clerks-custodians, mailhandlers, and or bosses. But like to say sorry to the people who are being mistreated. These employees are being lied to when told they have to go to other stations when they are in their first 60 days or 90 days as well. So for all of you that have stuck with this thank you very much we keep saying it is going to get better how can the bosses make it much worse on us every day if there is a way they will find a way, so keep your heads up you do a good job every day.

So with this I will end this by saying see you here at Ruttgers have fun and the ones who did not make it and read this I hope I wrote about something you can use here and not laugh at me, I'm A United States letter Carrier and try to be the best I can be, not a writer so forgive me if I don't type the best put things in the correct order to your likings but I try very hard to get to the point so where as you can laugh a little not take it too serious.

Thanks every one see you at the convention

NICK TIEMANN
MSALC EXECUTIVE BOARD

Greetings fellow Brothers and Sisters and welcome to the MSALC State convention at Ruttgers Bay Lake Resort. This is my second year attending the convention and I'm really looking forward to it. Last year I didn't know what to expect and now when I look back I'm reminded about how much fun I had. If this is your first time or your tenth. I encourage you to take part in the activities and take the opportunity to meet and greet fellow letter carriers from all over our great state. Some of my best memories were the unexpected ones from just striking up a conversation with someone new. I look forward to seeing you all. Enjoy your time and please take part in helping raise money for MDA

PAUL ROUE**MSALC VICE PRESIDENT**

Warm Greetings to Director Dan Toth, Esteemed Delegates, Alternates, and Honored Guests at the Minnesota State Convention!

As we gather once again, I am filled with excitement at the prospect of reuniting with cherished old friends and extending a warm welcome to new faces that will undoubtedly enrich our convention experience.

This year, we have the incredible generosity of Iron Range Merged to thank for offering an enticing array of raffle prizes, including a remarkable Wicked Ridge crossbow and a powerful single-shot 12-gauge shotgun.

I encourage you all to seize this opportunity by purchasing raffle tickets and may Lady Luck favor you, as I have a strong hunch that this year could be my lucky break!

Of course, a highlight we all eagerly anticipate is Director Dan Toth's presentation, where we shall gain invaluable insights into the current state of contract negotiations. What agreements have been reached, and can we expect a harmonious negotiated contract, or will some aspects need to be resolved through arbitration? These are questions that weigh on our minds.

As we embark on this convention, I want to emphasize that our actions and choices today hold great significance. The upcoming 2024 elections are already stirring the political landscape, and it's clear that next year's convention will be bustling with activity. The races ahead seem fiercely competitive, and as we approach October 2024, the frontrunners will become more evident. Let us remember the power vested in those we elect – the ability to shape legislation that can profoundly impact the lives of both active and retired Letter Carriers, for better or worse.

It is our collective responsibility to deliberate wisely, to choose candidates who understand our needs and advocate for our interests, fostering an environment that ensures the betterment of our lives.

In Solidarity, Paul Roue

CHRISTA ABRAHAM**MSALC SECRETARY**

The Letter Carrier Political Fund (LCPF) is a political action committee (PAC) associated with the National Association of Letter Carriers (NALC). Here's what you should know about it:

Purpose: The Letter Carrier Political Fund serves as the political arm of the NALC. Its primary purpose is to support political candidates and campaigns that align with the interests and priorities of letter carriers and postal workers.

Political Contributions: LCPF collects voluntary contributions from NALC members to support candidates who advocate for issues important to postal workers, such as job security, fair wages and benefits.

Endorsements: The LCPF may endorse and financially support political candidates who demonstrate a commitment to postal workers' rights and the USPS's continued strength. These endorsements can be at the local, state, or national levels.

- 1 **Advocacy:** LCPF plays a crucial role in advocating for pro-postal policies and legislation. It supports efforts to strengthen and preserve the USPS as an essential public
- 2 **2 Non-Partisan:** While LCPF is affiliated with the NALC, its support for candidates is not limited to any particular political party. It endorses and supports candidates from various parties who champion the interests of postal workers.
- 3 **Voluntary Contributions:** Contributions to the LCPF are entirely voluntary, and NALC members can choose whether or not to participate. Members who wish to support the LCPF can do so through payroll deductions or direct contributions. Your dues are never used for political purposes.
- 4 **4 Impact:** The funds raised by the LCPF can have a significant impact on political campaigns, as they enable candidates who support postal workers to reach a broader audience and run competitive races.

In summary, the Letter Carrier Political Fund is a PAC associated with the NALC that collects voluntary contributions from letter carriers and postal workers to support political candidates and campaigns that align with their interests and priorities, with a focus on preserving the USPS and advocating for postal workers' rights.

If you aren't already, please consider contributing to LCPF.

**ERIC MARQUARDT
MSALC TREASURER**

Thank you for participating in the 2023 MSALC Convention.

I have been working diligently as the treasurer to keep our finances in order.

Our per-cap has not been dropping as fast as predicted last year. We decided to increase our per-cap from 2,800 to 2,850 a month.

We are currently receiving \$23.11 a year from the NALC for membership dues. The board decided to stay with that amount since the NALC is still negotiating our new contract.

We were over budget last year mainly due to payroll, convention costs and mileage. We had three conventions last year; state, AFL-CIO, and national convention, and COP that Perry attended in Alaska.

Our total assets are \$54,939.92 as of August 31, 2023.

I want to thank all the members of the MSALC for attending this year's state convention.

**CHUCK GLOVER
MSALC EDITOR**

MOVING ON

This is my last article as MSALC Editor. It is time to let someone younger give a fresh outlook on the carrier craft throughout the state. Maybe my years as Branch 9 editor, NARFE editor, and now MSALC editor has made me a little too pessimistic on Postal Service longevity. Zoom, twitter, email, and a litany of other electronic media are causing the print publications to decline. Look at the decline of first class mail if you don't believe me.

To segue from decline of letter mail, to the decline of post office service standards. Service standards have declined under the privateer, Louis DeJoy. This person is singularly destroying any confidence that the public has in the postal service. He and his underlings have put in place senior postal management that have a goal of destroying letter carrier morale, causing many senior carriers to just say, f*****t, and leave the toxic work environment.

This toxic work atmosphere has even crept into the management ranks. Supervisors are forced to listen to the daily Telecons from "temporary district manager", Angel Bye's underlings. Managers are taking down-grades and/or resigning rather than putting up with her and her kind.

I'm not sure where the NALC, or local unions are. Past Branch 9 President, Pam Donato went out to the stations to deal directly with problem managers. Past Branch 9 President, Lenny Larson dealt directly with the Minneapolis Postmaster which headed off most problems in the stations. Bottom line; stop pussy-footing around and start filing V&B's. Local stewards need to lead by example and go after abusive managers every time they prey on a carrier. Branch officers need to get out in the stations, and not sit behind their desks. This also includes the Region 7 officers. The NALC has to get out of bed with the Postmaster General, and take his "ten year plan" and shove up his brain. I will always be a strong union member. Good luck to all.

**BILL WESSINGER
MSALC DIRECTOR OF RETIREES**

Hello Delegates and all Minnesota Letter Carriers, Active and Retired,

My hats off to all you active carriers, the heat this summer might not have been a major concern if you were only working eight hours a day and only five days a week. I was on the OTDL for most of my 45 years of carrying, but I don't believe I would have done well with what is happening now. Those of you who are able to do so, I just hope you are taking all necessary precautions so that you don't become unable to do your job. Whatever you do, don't let management beat you up or make you feel like you're abusing the system. Your health is more important than any bosses climb to the top and your union is there to protect your rights. If the extra hours and days are taking a toll on your health, see your doctor for restrictions and follow them to the letter. Once you let management break those restrictions by coercing or making you feel bad, they are worthless.

Now that I have rambled on, let me wish the delegates a great convention and I hope everything that needs to be done gets done. Remember that we are here to represent our brothers and sisters back home in your respective branches and they will want to know what was accomplished. Be safe always, in solidarity, Bill Wessinger

CONNIE BEISSEL
MSALC EXECUTIVE BOARD CHAIR
AFL-CIO DELEGATE

Welcome Dan Toth and delegates to the 2023 State Convention.

Our board and convention committee has been working relentlessly at making this a great convention. This is an election year for all officers, board members and AFL-CIO delegates. We hope you all enjoy the experience at Ruttger's Bay Lake Resort.

President Perry Schmidt called 3 board meetings this year as per our by-laws. We have been meeting at the Branch 28 office. We are having hybrid meetings when possible so that not everyone has to drive to St. Paul if they are not able to. At the meetings we make sure to go over the warrants and reconcile the checks that were written from the previous quarter. All your money is in good order and should pass the audit committees report with flying colors.

As a Board member, AFL-CIO delegate and the LCCL for the 2nd Congressional District I make it a point to attend all the monthly AFL-CIO meetings. I chair the Dakota County Labor Assembly monthly meetings and am a Vice President on the St. Paul Regional Labor Federation board also. I meet with my Congress Woman Angie Craig on a regular basis. She has been a great supporter of letter carriers and the Postal Service. Angie is out of the state while our convention is going on this year.

Representative Craig has signed on to every bill that helps the Postal Service and us. As letter carriers it behooves us to make sure that she gets re-elected next year. There are many ways that we can do this, both individually and as an organization. One way to help is by contributing to the LCPF. Active members are asked to give \$5 a paycheck. Retired members are asked to give \$10 a month. Any amount that you can donate is better than no amount. As an organization, that money is given to the politicians who need the resources to fight a stronger fight. When they see us helping them, they help us right back by voting for worker friendly bills. Remember, No Union Dues are Ever used to make campaign contributions

Your help can make a difference!

JONATHAN GARCIA
MSALC EXECUTIVE BOARD

Greeting fellow Brothers and Sisters! As if there weren't enough things to worry about at work, we have natural disasters to worry about also. More and more we hear or read more about fellow carriers and their families being affected across the country by natural disasters such as earthquakes, tornadoes, hurricanes, and wildfires. Some of us dealt with flooding in our areas.

At the 2018 National Convention in Detroit, the union established the NALC Disaster Relief Foundation to help members affected by natural disasters such as those previously mentioned. After having the California wildfires and hurricanes across Texas, Puerto Rico, the US Virgin Islands and Florida Keys, and having branches reaching out to help, the NALC realized a central location/foundation was needed to reflect the will of the members and make it easier for them to help others in need quickly and efficiently. The foundation has been set up to provide hands- on relief as well as to receive financial donations and offer out grants to those in need. The foundation has been putting teams together and working in conjunction with American Red Cross, FEMA, and OSHA for training. These teams have been activated in events such as Hurricane Florence where they helped with cleanup as well as passing out food, water, uniforms, and basic necessities.

For those needing help, applications for Relief Grant (for NALC members only) are available at NALC.org. Donations can also be given on the site as well. Any further questions/inquiries can be sent to DisasterReliefFoundation@nalc.org or called in to (202)-423-2443. Thank you all and keep safe out there.

DAVE ZIMNEY
MSALC EXECUTIVE BOARD

Dear fellow letter carriers,

I extend a warm welcome to all of you as we gather for the Minnesota State Convention. I trust that you have all emerged unscathed from one of the hottest summers on record. With any luck, Mother Nature will grant us a mild winter to compensate for the challenges we faced during the past scorching season.

The purpose of this article is to provide you with updates on current legislation relevant to letter carriers as of mid-September. I urge each of you to reach out to your elected representatives and encourage them to support these bills, which are crucial to our profession and the well-being of the Post Office. Additionally, contributing to the Letter Carrier Political Fund remains one of the most effective ways to help us advance legislation that enhances our livelihoods and supports the Postal Service.

1. S.567 - The Richard L. Trumka Protecting the Right to Organize Act (PRO) Act of 2023

The PRO Act aims to expand collective bargaining rights for workers and simplify the process of joining unions. Currently, it boasts 47 cosponsors, including 46 Democrats and 1 independent. Notably, both of our Minnesota senators have signed on. The House version, H.R. 20, enjoys the support of 214 cosponsors, with Representatives McCollum, Craig, Omar, and Phillips from Minnesota among them.

2. S. 597 - The Social Security Fairness Act

This bill seeks to eliminate the reduction in social security benefits for Civil Service Retirement System (CSRS) retirees. With 45 cosponsors, both of our Minnesota senators have lent their support. The House version, H.R. 82, boasts 289 cosponsors; however, Representatives Tom Emmer and Michelle Fischbach are the only Minnesota representatives not signed on.

3. S.700 and H.R. 1439 - The Vote at Home Act of 2023

These bills aim to provide funding for the Postal Service to cover the expenses associated with mailing ballots to and from voters in federal elections. Furthermore, they promote vote-by-mail by sending ballots to all registered voters leading up to Election Day and introduce automatic voter registration for citizens providing identifying information to the Department of Motor Vehicles. Currently, none of our representatives have signed on as cosponsors, but these bills are likely to gain more attention as we approach the 2024 election.

4. H.R. 3721 - The USPS Shipping Equity Act

This legislation would grant the United States Postal Service the authority to mail alcoholic beverages and address other related matters. Currently, it has only 16 cosponsors, with none hailing from Minnesota.

4. H.R. 3721 - The USPS Shipping Equity Act

This legislation would grant the United States Postal Service the authority to mail alcoholic beverages and address other related matters. Currently, it has only 16 cosponsors, with none hailing from Minnesota.

5. H.Res. 376 - Expressing the Sense of the House of Representatives

This resolution emphasizes the importance of the United States Postal Service continuing door delivery for all business and residential customers. As it stands, it has garnered the support of 27 cosponsors, with Angie Craig being the sole representative from Minnesota to sign on. I implore each of you to reach out and encourage your elected representatives who have not yet cosponsored these bills to do so. Your advocacy can make a significant difference in advancing legislation that supports our profession. I hope you all have a wonderful and informative time at this convention. In Solidarity, **David**

EDUARDO SILVA
MSALC EXECUTIVE BOARD

Greetings Brothers and Sisters,

Welcome to our Minnesota 2023 Letter Carrier State Convention.

This is a great time to interact and engage with our fellow carriers from our State. A time to exchange experiences and learn from our local and national leaders. I'm the liaison for District 6th, and our house representative, Rep. Tom Emmer has been very understanding and helping us in some of the issues the Post Office has been going through.

This year alone, Mr. Emmer wrote a letter to Postmaster General Louis DeJoy demanding a solution for the constant interruption and delays of the mail for the constituents of District 6th. He is also concerned about the safety of the letter carriers, especially because of the ongoing staffing shortfall that continues to contribute to these delays and the day-to-day capabilities of the USPS. Tom Emmer has been listening to our issues since he took office years ago. He has been supporting our issues, which is beneficial to all of us considering the fact that our district is very conservative and has been ignoring our problems for decades. We will continue to work with Mr. Emmer to gain further support.

I hope everyone enjoys your time at the State Convention this year, and I'm always open to answer any questions about District 6th.

Cheers

Jerome J. Keating

MINNEAPOLIS

BRANCH 9

WELCOMES

NALC

DIRECTOR OF RETIRED MEMBERS

DAN TOTH

To the 2023

MSALC STATE CONVENTION



Harold Weed**LCCL 1**

Welcome back to Lake Country and the 2023 Convention! It's a great time to greet old friends and new.

Our 1st District Congressman, Brad Finstad, signed on early as a cosponsor of H.R.82. Although this bill had a record number of cosponsors, it appeared doomed because of the negative affect it would have on Social Security. In July, a new bill was introduced to address the WEP and GPO issues. It is H.R. 4583 (Social Security 2100 Act). It does address the issue of Social Security solvency, it provides a new calculation for COLAs for seniors and other important issues.

As a freshman, Rep. Finstad served as a member of the Republican Study Committee which released its "fiscal blueprint" in July. It is a blueprint to reduce COLAs for federal annuitants, reduce the return on TSP's G Fund to near zero, eliminate the FERS annuity for new hires and more!

This is the tip of the iceberg for issues affecting letter carriers and their families. Pay attention – educate yourself and your families on the issues – and VOTE like your financial future depends on it! And thank you letter carriers for all you do to serve the public.

MAX OLSON**LCCL 3**

The progress over the last year on the legislative front has been unfortunately slow going given the current split in congress. Many legislative initiatives being pushed by the NALC currently only have a small number of co-sponsors, and one of our top legislative priorities, The Federal Retirement Fairness Act, has yet to be introduced this session. One area where we have seen progress has been on HR 82, the Social Security Fairness Act, which at the time of this writing is one vote short of the 290 vote threshold making it eligible to be forced to the house floor for a vote. While most of the Minnesota delegation has signed on to this initiative there are some holdouts, so please reach out to your representatives if they are not signed on at this time.

Moving away from the legislative and focusing on the executive branch, I'd like to highlight some recent rule changes at the National Labor Relations Board (NLRB), which could have broad implications in the wave of unionization efforts that have been taking place across the country. The first would change the requirements for how union certification elections are petitioned to the NLRB.

Going forward, if a majority of workers sign unionization cards and the union is not voluntarily recognized by the employer, the employer will be responsible to file a petition with the NLRB to certify the union, if the employer fails to file a petition in the appropriate timeframe the union will be recognized by the NLRB. Prior to this rule change the filing requirement fell on the union. The second rule change would call for the immediate recognition of a union in instances where the employer was found guilty of interfering in a union election by the NLRB. These changes, if not struck down by any forthcoming legal challenges, would be one of the most pro-worker changes to labor law in decades. While these changes do not directly affect the NALC, they will affect our sector more broadly as a number of unions have their sights set on unionizing Amazon.

I'd like to thank our members for their continued contributions to the Letter Carrier Political Fund (LCPF), and strongly urge anyone who is not signed up yet to consider joining. These funds are used to pay for the political goals of the NALC and lobby congress in support of those goals. With that goal in mind, I'd like to touch on some interesting dynamics at play in Minnesota's third congressional district. Unlike the vast majority of members of congress, Dean Phillips does not accept PAC money from any source, this includes money from the LCPF. This presents both a challenge and a benefit. On one hand, it frees up resources to be used elsewhere that would have been deployed to the third district, on the other it means it is more important than ever for rank-and-file members to reach out to Phillips' office and ask him to support our legislative priorities.

Lastly, I'd like to touch on some of my goals going forward in this role. Unions are democratic institutions, and I believe the strongest unions are ones where rank-and-file members feel empowered and included in the process. In line with this belief, I've set up two separate mediums of communication where members may contact me directly. The first is via email (lccl.mn3@gmail.com), and the second is a discord server (<https://discord.gg/U7pc8Fnqpk>) where members may communicate with myself as well as other members. For anyone unfamiliar with discord, it is a text and speech communication platform. The server has links and information on the NALC's legislative priorities, complete with current cosponsor information, descriptions of the bills, and contact information. I will also be putting out information regarding any events Dean Phillips has going on in the district for any members interested in getting more directly involved. Any member is welcome to join the server, regardless of whether they reside within the third district. I strongly encourage members to reach out to me if they have questions or ideas regarding NALC's political agenda, and I look forward to hearing from you.

DAN GARHOFER
LCCL 4

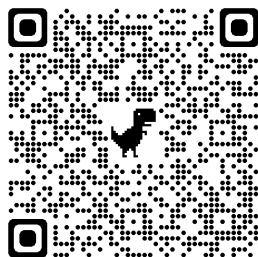
It is an honor to represent the Minnesota state Letter carriers in the 4th congressional district. Our Congressional Representative is Betty McCollum.

Betty has been a great friend of the Letter Carriers and she has always supported Labor Issues and Letter Carrier issues. Her open door policy is refreshing during this political upheaval in America. Betty is a nationally admired political strategist and is respected enough to be appointed to the House Appropriations Committee and the highest ranking Democrat on the Defense Subcommittee. Congresswoman McCollum brings a common sense, consistent approach to this responsibility.

As the top Democrat of the **Defense Subcommittee**, McCollum believes national security starts by ensuring that the women and men of the Armed Forces are the most skilled and best trained and equipped fighting force in the world. McCollum has focused on giving priority to military health care, ending military sexual assault, and supporting international military-to-military cooperation to prevent conflicts. The subcommittee appropriates funding for the Departments of the Army, Navy (including Marine Corps), Air Force, National Guard, Office of Secretary of Defense, Central Intelligence Agency (CIA), and other related national security agencies. Protecting clean air and water, wild lands, and our nation's natural treasures for future generations are among McCollum's top priorities as a member of the **Interior-Environment Subcommittee**, which appropriates more than \$35 billion annually. The Environmental Protection Agency, the Interior Department, the Bureau of Indian Affairs, the U.S. Forest Service, the National Endowments for the Arts and the Humanities, the Smithsonian Institution, and several other related agencies were among those funded by the subcommittee.

Congresswoman McCollum supports the NALC and its legislative agenda.

WE have many issues that need our attention i have included a QR code to links with the NALC fact sheets. use the QR code and print out the additional codes to review and give support when asked. keep up the fight and stay united as one



LATASHA McCALEB
LCCL 5

Welcome to the Minnesota State Convention safety will always be the push for a letter carrier. Letter carriers have the responsibility for providing each customer with their essentials such as documents medication and family heirloom. The service we provide goes unmatched. Customers rely on our service. The hospitals to banks to personal home businesses the push for the service we provide our customers drives the economy. Most letter carriers go beyond the call of duty to service the customers such as providing wellness checks for our most vulnerable customers. The letter carriers safety should be the priority of the postal service. The push for safety is needed now more than ever. Over the last past year letter carriers have experienced many countless losses. Some carriers have lost their lives tragically due to the act of violence, and extreme weather conditions. There needs to be harsher punishments enforced on people who attack or take the life of a postal carrier.. The letter carrier is the face of the postal service so ensuring our safety should be the focal point of every conversation.

Providing a carrier with the proper equipment to deliver in any weather conditions be it hot or cold is pivotal to our jobs. Safety doesn't affect one person but us as a whole. The question remains how do we combat this threat that affects all of our careers. In effort to help in weather climate the Heat illness Protection Program was developed. Another step would be to get involved. One way to get involved is by donating to the letter carrier political fund, Another way is by contacting your local elected representatives and remind them of our issues and how vital it is to support the letter carriers.

SHAWN HANSON

LCCL 8

As this is being written H.R. 82, the Social Security Fairness act has 289 co-sponsors; one short of the 290 needed to start the 25 legislative days clock to get out of committee and placed on the Consensus Calendar, where it will come up for a floor vote to pass or fail. What this bill will do is repeal both the Government pension offset (GPO) and eliminates the Windfall Elimination Provision (WEP). In Minnesota, we currently have 2 Republicans and all the DFL representatives signed on as co-sponsors. Even with a very busy House Schedule to finish out this colander year, the 118th Congress still has all of 2024 for this to become law, so it's the "low hanging fruit" that should be the priority for now. The other priority is H. Res. 376, Door delivery that only has 27 cosponsors, and only 1 from Minnesota. So, these are some of what is being proposed by congress that will help letter carriers.

Also, one of the proposed legislation is H.R. 3115/S.1496 The public reform act, which would eliminate the merit based system for non-bargaining Federal employees

and going essentially go back to the "spoils system" which means Federal Employees would be hired or fired based on political affiliation instead of ability to actually do the job. This used to be how Postmasters got their jobs and would be replaced every 4 to 8 years, depending who was President of The United States at the time. If enacted, it would include OWCP, OPM, and the IRS, which would affect us as Letter Carriers.

This is why LCPF is so important, if we couldn't lobby congress, lot more of things like H.R. 3115 would become law. Also, this is exactly why elections have consequences. Right now, only 14 Republicans in the House and Rick Scott in the Senate are onboard with this bill.

Unfortunately, listening to the Republican Presidential Primary people speak, they would push an agenda that would only hinder Federal Employees, And in one case, "we are going to start splitting throats on Day on".

I would say the NALC has friends on both side of the aisle, and as politely polarized the Country is currently, the NALC needs to work with both sides, and propose non-partisan solutions to the problems the USPS and the NALC are currently dealing with.



BRANCH 1058—MERGED

***ELY, BABBIT, AURORA,
HOYT LAKES, VIRGINIA,
CHISHOLM, HIBBING,
NASHWAUK***

IRON RANGE'S BEST PROFESSIONAL LETTER CARRIERS

EXTEND GREETINGS TO

NALC DIRECTOR OF RETIRED MEMBERS

DAN TOTH

AND DELEGATES TO THE 2023 MSALC STATE CONVENTION

**ARTICLE 1
NAME AND OBJECTIVES**

This union organization shall be known as the Minnesota State Association of Letter Carriers (MSALC). The objective of the MSALC will correspond with the National Association of Letter Carriers Constitution.

**ARTICLE II
MEMBERSHIP**

- Section 1.** Membership of the Association shall be limited to members of Branches within this state that are in good standing in the National Association of Letter Carriers. Retired members are automatically enrolled in the State Association without payment of per capita.
- Section 2.** Discrimination on the basis of race, color, creed, religion, national origin, sex, sexual orientation, age, disability or marital status is prohibited. Respect for the full diversity of all members is to be encouraged.

**ARTICLE III
MEETINGS**

- Section 1.** This Association shall meet annually.
- Section 2.** The Convention shall meet for a two (2) consecutive day session in September or October. Planning and conducting the convention will be the responsibility of the MSALC Officers and Executive Board. Convention locations will be considered by the MSALC Officers and Executive Board.
- a. In the event a change in the time or location has to be made, the President and the Executive Board shall have the authority to make such change of time or place and report the same through the Secretary.
 - b. Such convention should be a two (2) day assembly, with a social function; funded by a registration fee collected from each person in attendance.
 - c. Every year there will be a Committee of Presidents meeting prior to the opening of the Convention. The purpose of this meeting would be to provide an opportunity for Branch Presidents or their designees to discuss and exchange ideas with each other and with State Officers on matters concerning the Association.

**ARTICLE IV
REVENUE**

- Section 1.** The per capita tax will be 5/8 of a top grade letter carriers hourly wage per active member, per annum.
- Section 2.** Twenty five cents (.25) per active member per year shall be set aside as a Convention Fund for the host city or the MSALC which entertains the convention. The Chair of the convention shall be required to submit a complete financial report to the Chair of the Executive Board following the convention.
- a. The MSALC will yearly set aside 5% of actual dues income as a reserve fund. The purpose of such fund is to provide for unforeseen expenses and to fund the projects or events that arise after a budget has been adopted for that year. Motions to use the funds from this account must pass with 2/3rds majority of those voting at an official MSALC Board meeting.
- Section 3.** An annual review of the Minnesota State Association of Letter Carrier books will be conducted by the Auditing Committee of this Union and the results of this audit shall be reported back to the delegates and a copy printed in the "MINNESOTA LETTER CARRIER".
- Section 4.** For any proposed change in Article 4, Section 1. and 4., or for any proposed assessment or fees; the voting shall be conducted in the following manner: The delegates from any Branch present at the State Convention shall be allowed to cast the whole number of votes to which the Branch is entitled, providing such delegates agree unanimously as to who among them shall cast such vote. In the case of disagreement, the delegates in attendance shall be entitled to such number of whole votes as can be divided equally among each, pro rata. Fractional votes shall be cast by the Branch President or their designee. The number of members for whom per capita is paid to the State Association for the term beginning January 1 prior to each convention shall determine the number of votes to which the Branch is entitled at such convention.

**ARTICLE V
REPRESENTATION AND VOTE**

- Section 1.** The basis of representation and vote of this Union shall be one delegate and one vote for each subordinate Branch having a membership of twenty (20) members or a fraction thereof.
- Section 2.** Those who shall be entitled to a voice and one vote only in the meetings of this Association shall be its officers and delegates

**ARTICLE VI
OFFICERS AND ELECTIONS**

- Section 1.** The election for State officers shall be held in the following manner. The delegates from any Branch present at the State Convention shall be allowed to cast the whole number of votes to which the Branch is entitled provided such delegates agree unanimously as to whom among them shall cast such a vote. In the case of a disagreement, the delegates in attendance shall be entitled to such number of whole votes as can be divided equally among them, pro rata. Fractional votes shall be cast by the Branch President or their designee. The number of members for whom per capita is paid to the State Association for the term beginning January 1 prior to each convention shall determine the number of votes to which the Branch is entitled at such convention. This section may only be changed or deleted by a mail out referendum vote to all members of the State Association.
- Section 2.** The elected officers of this Association shall be the President, Vice President/Director of Training and Education, Secretary, Treasurer, Director of Retirees, Executive Board, and Editor of the "Minnesota Letter Carrier". The term of office shall be for two (2) years starting with elections in 2017.
- Section 3.** The Executive Board of this Association shall be composed of five (5) members. The Chair of the Executive Board shall be elected by the MSALC Officers. The term of office shall be for two (2) years starting in 2017. The Executive Board shall meet at the call of the State President at least three (3) times per year.
- Section 4.** The elective officers of this Union organization shall be responsible for all moneys spent and business transacted between conventions. A copy of all Officer Reports and Immediate Past Convention Minutes shall be available to delegates at registration.
- Section 5.** The accounting period for the MSALC will be January 1st through December 31st of each year. At each convention a complete itemized report of all funds and expenditures will be made available.
- Section 6.** The President, by virtue of the office, or Presidential designee shall be the Minnesota AFL-CIO State Convention delegate in August, September or October annually, as long as the MSALC is affiliated with such body.
- a. Two (2) additional Minnesota AFL-CIO delegates and two (2) Minnesota AFL-CIO State Retirees Council delegates will be elected for a two (2) year term starting in 2017. They will be elected at the same time as the Officers and Executive Board.
 - b. Expenses for the President or Presidential designee, two (2) AFL-CIO delegates and two (2) AFL-CIO State Retiree delegates shall be paid as directed by the Executive Board for attendance at the AFL-CIO Convention.
- Section 7.** State Officers shall strive in all their endeavors, both internally and with management, to assure there shall be no discrimination by the Employer or the Union against employees because of race, color, creed, religion, national origin, sex, sexual orientation, age, disability or marital status.

ARTICLE VII
OFFICERS AND ELECTIONS

Section 1. President

- a. The President shall preside at all meetings of this Association and enforce all laws thereof.
- b. The President shall fill all vacancies occasioned by death or otherwise, with persons duly qualified until an election shall be held.
- c. The President shall sign all warrants on the Treasurer, as provided for in this Constitution. The President shall sign all documents and papers that require Presidential signature to properly authenticate them.
- d. The President shall appoint at each Convention a committee of three (3) on credentials, which committee shall at once proceed to discharge its duties ; a committee of three (3) on audit to examine at once the books of the Secretary and the Treasurer; a committee of three (3) on mileage & per diem and a Sergeant-At-Arms. At the close of each Convention, the President shall appoint such other committees as directed by the convention and shall have power to fill vacancies occurring in any appointive committee or elective office during recess.
- e. The Presidents correspondence with Branches, when practical, shall be conducted through the Secretary.
- f. The President shall submit at the regular meeting of this Association a written report of all official acts during the Presidents term in office, and shall perform such other duties as the laws, rules, and usages of this Association may require.

Section 2. VICE PRESIDENT/DIRECTOR OF EDUCATION

- a. The Vice President shall preside in the absence of the President, and in case of death, resignation, disqualification, refusal or neglect of the President to discharge the duties of the office. The Vice President will become the President until an election can be held at the next scheduled business meeting.
- b. The MSALC Vice President shall coordinate all fundraising activities related to LCPF (Letter Carrier Political Fund), including recruiting automatic contributors, educating branch leaders and members about goals, objectives, and necessity of our Political Action Committee, supporting LCPF coordinators and advising the President on appointees to that position.

Section 3. SECRETARY

- a. The Secretary shall keep a correct record of the proceedings of the Association.
- b. The Secretary shall read or cause to be read all communications, reports, etc., and attest all orders drawn by the Treasurer.
- c. The Secretary shall draw all warrants on the Treasurer, ordered by the Association and signed by the President for money in payment of bills that have been approved by the Executive Board.
- d. The Secretary shall conduct the correspondence of this Association.
- e. The Secretary shall keep a correct record of the name, number, date of affiliation, and location of each Branch of this Association.
- f. The Secretary shall receive all moneys due this Association, and at the end of each month turn over to the Treasurer.
- g. The Secretary shall make annual reports to the Executive Board and to every Branch of the Association, giving the receipts and disbursements of this Association in detail as shown by the books in their office.
- h. The Secretary shall perform such other duties as the laws, rules, and usages of this Association may require, and shall deliver to their successor in office or this Association all property of this Association in their possession at the expiration of their term of office, or upon an earlier termination thereof.
- i. The Secretary shall give a good and sufficient bond for the faithful performance of their duties in the sum of \$__ which bond must be approved by and deposited with the Executive Board of this Association. The premium on said bond shall be paid by this Association.
- j. The Secretary shall receive a salary of \$__ per annum.

Section 4. **TREASURER**

- a. The Treasurer shall receive from the Secretary all moneys which may be paid to this Association, giving acknowledgment of receipts in writing.
- b. The Treasurer shall deposit all moneys received in depositories designated by the Executive Board and approved by the President. Such deposits shall be in the name of The Minnesota State Association of Letter Carriers and interest thereon shall be credited to the General Fund of this Association.
- c. Transfer of funds from one depository to another and payment of such drafts and orders as may be drawn on the Treasurer shall be made in a manner as prescribed by the Executive Board.
- d. The Treasurer shall keep a true and correct account of all moneys received and paid out belonging to this Association, and shall at the end of their term, or when called upon by the Executive Board, account for and deliver to this Association or their successor in office all moneys, books, papers, securities, and other property of said Association that may have come into their hands that have not been previously and lawfully disposed of.
- e. For the faithful performance of their duties, the Treasurer shall give a good and sufficient bond in the sum of \$___, which bond must be approved by and deposited with the Executive Board. This bond may be increased by the Association or by the President during a recess when it is judged that this sum is not sufficient to cover the amount which may accumulate in the Treasury during their term of office. The premium said bond shall be paid by this Association, and the Treasurer shall receive for rendered services the sum of \$___ per annum.

Section 5. **EDITOR**

- a. The Editor's main duty shall be the publication of "The Minnesota Letter Carrier" and the "MSALC Convention Booklet".
- b. The MSALC Editor will be paid a maximum of 12 hours of pay at the MSALC authorized amount (Article IX, Section 2) for each regular issue of "The Minnesota Letter Carrier" that is published and mailed to a maximum of 6 issues annually.
- c. Work on the MSALC Convention Booklet will be actual hours worked. The Editor is also authorized to seek paid Union related ads to offset the cost of the Convention Booklet.
- d. The addressing and labeling of the "Minnesota Letter Carrier" for mailing can be done by a safe, secure and bonded Union mail processing company or by the MSALC Editor for a maximum of 4 hours of pay.
- e. Keeping the MSALC membership list current, correct and secure is the responsibility of the MSALC Editor. All work maintaining the MSALC membership list will be actual hours worked.

Section 6. **EXECUTIVE BOARD**

- a. The Executive Board shall have charge of the property of this Association.
- b. The Executive Board shall approve and hold the bonds of the Secretary and the Treasurer.
- c. The Executive Board shall direct the investment of the funds for this Association.
- d. The Executive Board shall designate depositories in which the Treasurer shall deposit all funds of this Association received .
- e. The Executive Boards hall examine all bills, approve same if found correct, and keep a correct account of the bills audited.
- f. In conjunction with the President, they shall have general supervision and control of the Association during recess.
- g. The Executive Board shall act as Trustees of this Association and in every way carry out the interests of this Association.
- h. All formal action of the Executive Board or standing committees during recess shall be recorded by the Secretary, signed by a majority of the Board or of such committees, and be reported to the membership in the next issue of any existing State Publication following such formal action by the Executive Board or Standing Committees.

Section 7. DIRECTOR OF RETIREES

- a. The Minnesota State Association of Letter Carriers (MSALC) shall establish by election a retired member as Director of Retirees to represent retired members in good standing of the Association.
- b. The Director of Retirees duties shall be to coordinate all activities of the retired members of the Association.
- c. The Director of Retirees shall be the legislative advocate and the Congressional Liaison for the retired members of the Association.
- d. The Director of Retirees shall be the State organizer for retired letter carriers of the Association.
- e. the State Director of Retirees shall be under the direct supervision of the State President and shall perform such other duties as may be assigned to this person from time to time by the State President.
- f. The Director of Retirees shall exchange information with the National Director of Retired letter carriers.
- g. When directed by the State President, the Director of Retirees shall receive per diem and shall be reimbursed expenses incurred in accordance with the State Association Bylaws.

ARTICLE VIII

COMMITTEE ASSIGNMENTS, RESPONSIBILITIES & COMPENSATION

Section 1. Resolutions and Bylaws Committee.

- a. The President shall select five (5) members from at least three (3) different branches to serve on this committee.
 1. The President of the respective branches shall assign a member of the branch to serve on said committee.
 2. Two (2) members will be from different branches of over 300 active members.
 3. Three (3) members will be from different branches of less than 300 active members.
- b. This committee after consideration of the proposed Bylaw changes, shall report its findings and recommendations to the convention for action.
- c. All resolutions and proposed Bylaw changes to be presented to the convention must be in the hands of the State Secretary.
 1. Five (5) copies of each proposed Bylaw/resolution; seven (7) days before the convention assembles.
 2. Resolutions and proposed Bylaw changes may be presented from the floor by any delegate. All such resolutions and Bylaws shall be referred to the committee on Resolutions and Bylaws before being acted upon by the convention.
- d. The Resolution and Bylaws committee shall meet as directed by the President prior to the opening of the convention. Each member of this committee shall receive \$100.00 per day, plus lodging, per diem, and other expenses incurred prior to the official opening of the convention; (defined as when the gavel falls at the convening of the business session) and approved by the Executive Board.
- e. A copy of the Bylaws of the Minnesota State Association of Letter Carriers (MSALC) shall be sent to each branch in the Association in good standing and thereafter, any deletion or addition in these Bylaws shall be sent to same within ninety (90) days after approval of the National Office, by the Secretary.
- f. A copy of the Resolutions, Bylaw changes and current Bylaws shall be made available to the delegates at registration, if possible, at the convention.

Section 2. Auditing Committee

- a. Appointed by the President, three (3) members representing three (3) different branches.
- b. This committee shall meet at the direction of the President prior to the opening of the convention.
- c. Each member of this committee shall receive \$100.00 per day, plus lodging, per diem and other expenses incurred prior to the official opening of the convention and approval by the Executive Board.

Section 3. BUDGET COMMITTEE

- a. The President shall, soon after taking office, appoint a Budget Committee to prepare the annual MSALC budget.
- b. This committee will consist of the President, the Vice President, the Secretary, the Treasurer, and as many others as the President deems necessary, not to exceed ten (10) members.
- c. The committee will meet prior to each convention to prepare the following years budget.
- d. The budget must be approved by a simple majority of the delegates in attendance. Each member of this committee shall receive \$100.00 per day, plus lodging, per diem, and other expenses incurred prior to the official opening of the convention.

Section 4. CREDENTIALS COMMITTEE

- a. The President shall appoint a three (3) person Credentials Committee to assist the Secretary in processing credentials at delegate registration and in collecting any registration fees.
- b. The committee's chair shall report to the convention the number of registered delegates, branches represented, and other information pertinent to the Association.
- c. Each member of this committee shall receive \$100.00 per convention.

ARTICLE IX**MILEAGE, PER DIEM & EXPENSES**

- Section 1.** IRS allowed per diem shall be paid for meals, mileage and incidentals to the elected officers, Executive Board, and the Letter Carrier Congressional Liaison (LCCL's) of the State Association for each day at each State Convention. Actual expenses will be paid for lodging, and per diem shall be paid to such committee people as the Association may direct.
- Section 2.** Work hours claimed will be paid at the top grade letter carriers pay. A detailed use of such hours will be listed in the Treasurer's report.
- Section 3.** Expenses incurred by the State Officers, Executive Board Members and Legislative Liaisons for district meetings, organizational trips, etc., for which they may be reimbursed must be itemized before presentation to the Board for payment. Mileage and per diem will be paid at the allowable IRS rate.
- Section 4.** The State President, whose duties shall include those of Delegate-at-Large, when attending a National Convention shall be paid in the following manner:
- a. Least expensive, unionized commercial air fare available which includes charter flights. Average single room rate at the National Convention headquarters will be allowed. IRS per diem shall be paid for meals and incidentals.
 - b. The State Vice President, whose duties shall include those of Alternate Delegate-at-Large, will receive the same amount only when the President is unable to attend the National Convention.
 - c. The State President shall have expenses paid to attend Committee of Presidents meetings, the constitutionally mandated RAP Session and any other special meetings called by the National President; if choosing to attend, the State President must make a detailed report upon return.
- Section 5.** The State President, Secretary and Treasurer shall be present (at the convention) to meet correspondingly with the Resolutions and Bylaws Committee and the Auditing Committee. They shall be paid at the same rate as the committee members are paid.
- Section 6.** Effective January 1st, 2000, upon providing proper documentation (i.e. PS FORM 3971 and a MSALC voucher) elected and appointed representatives who lose any benefits beyond salary in the service of the MSALC at the direction of an officer, shall be reimbursed the cash equivalent of lost benefit(s) at the end of the calendar year.
- Section 7.** Reimbursable expenses, including expenses for lost benefits or LWOP, must be submitted to the MSALC financial officers within 60 days of the expense or loss.
- Section 8.** Each year the MSALC President, Vice President, Secretary, Treasurer and Editor shall receive a technology allowance of \$25 per month, paid in one sum in January of each year.

**ARTICLE X
REGISTRATION FEE**

- Section 1.** A registration fee shall be paid by each delegate upon registration at the convention of this Association. This registration fee shall be used to defray the MSALC's cost of holding the convention. The MSALC officers, Executive Board Members, and liaisons are exempt from this fee.
- Section 2.** The amount of the registration fee shall be determined by the Executive Board.

**ARTICLE XI
LEGISLATIVE LIAISONS**

- Section 1.** The MSALC President, with input from branch presidents in that district, shall appoint one (1) Letter Carrier Congressional Liaison for each congressional district. Assistant Liaisons shall be appointed by the President as needed. Liaisons and Assistants serve at the President's discretion. Liaisons and Assistants shall meet at the call of the President and be reimbursed in the same manner as officers are reimbursed for attending quarterly meetings.
- Section 2.** A liaison must be a registered voter in their district. The Liaison will coordinate lobbying efforts that fulfill MSALC legislative objectives; participate in election campaigns at the direction of the State President; attend their branch membership meetings on a regular basis; report political and legislative news to all locals within the district; solicit members to participate in the e-Activist program; encourage automatic contributions to LCPF and assist LCPF Coordinators; attend town hall meetings/forums held in their district; and help organize and attend trainings presented by the MSALC.
- Section 3.** Each Liaison must submit a quarterly report of their activities, using the NALC Legislative Department's form designed for that purpose, by the 15th of the month following the quarter's end. Each Liaison shall receive \$75.00 per month, payable quarterly, upon satisfactory submission of the quarterly report to the MSALC President or Presidential designee.

**ARTICLE XII
RULES OF ORDER**

Robert's Rules of Order, Newly Revised, shall be the Parliamentary guide for this Association.

**ARTICLE XIII
BYLAW AMENDMENTS AND CHANGES**

These Bylaws may be altered or amended by a majority of the members present and voting at any regular meeting of the Convention. These Bylaws must be submitted to the National Committee of Laws for approval.

**ARTICLE XIV
"THE MINNESOTA LETTER CARRIER"**

"The Minnesota Letter Carrier", and the MSALC Convention Booklet shall be published at least quarterly, shall be the official publication of the Minnesota State Association of Letter Carriers.

**ARTICLE XV
CONVENTION SALES**

- Section 1.** No souvenirs or memorabilia will be allowed for sale at the MSALC convention unless the sellers have permission of the Officer's Board.
- Section 2.** Any souvenirs or other items sold must be union-made.

NALC BRANCH 28 UNION MEMBERS

WELCOMES

DIRECTOR OF RETIRED MEMBERS

DAN TOTH

TO THE 2023 STATE CONVENTION.

*BRANCH 28 IS MORE THAN A BUILDING
IT'S THE UNION MEMBERSHIP THAT MAKES
BRANCH 28 WHAT IT IS TODAY*



**WE PROUDLY
SUPPORT
WORKING PEOPLE
WHO DELIVER THE
MAIL ACROSS
MINNESOTA!**



Extending our best wishes to all delegates
participating in the Minnesota State Association
of Letter Carriers convention this year!

In Solidarity,

Perry Schmidt
Executive Vice President

Kera Peterson
President

Bernadine Engeldorf
Secretary-Treasurer

2022 MSALC Convention Meeting Minutes

Day 1 Monday, October 1st, 2022

9AM call to order

Invocation

Pledge of Allegiance

Christa Abraham: Roll Call

Perry: Introduction of guests

Paul Barner – Assistant Secretary Treasurer from HQ

Anthony Mitchell from Missouri, Branch 30; LCPF Coordinator

Craig Schafer from Missouri, Anthony's Assistant

Troy Fredenburg, Region 7 NBA

Patrick Johnson RAA

Jason Karnopp RAA

Barry Weiner Former NBA

Chris Whittenburg Former NBA

MDA Coordinator: Joe Rian

Introduction of Officers, AFL-CIO Delegates and LCC's of the MSALC

Introduction of Committees:

Credentials: Bill Wessinger, Chuck Glover, Eric Marquardt and Christa Abraham

Audit Committee: Dave Everson, Shawn Hansen and Harold Harvey

By-Laws Committee: Robb Petersburg (Chair), Pat Garhofer, Jonathon Garcia, Ryan Bell and Angela Hanson

Budget Committee- Eric Marquardt (Chair), Perry Schmidt, Christa Abraham, Chuck Glover, Paul Roue, Dave Zimney, Eduardo Silva and Connie Biessel

Sargent at Arms: Mark Hukka

Parliamentarian: Mike Zagaros

Audit and Bylaws Committees released for discussion.

Motion to accept the agenda as read. M/S/C

Paul Barner (Assistant Secretary Treasurer) Report:

Recognized Veterans and family members of military, Retired Carriers, 50-year members and 70's strike participant, Barry Weiner

Recognized former members of the NALC Executive Council: Barry Winer, Chris Whittenberg. They are both former NBA's and still serve the union in capacities.

Recognized NBA staff: Jason Karnopp and Patrick Johnson- Region 7 RAA's and RWCA- Regional Workers' Compensation Assistant Samantha Hartwig and NBA Troy Fredenburg

Discussed Legislation, Postal Reform, Collective Bargaining, and new Employee Experience.

Brad Letto Secretary Treasurer from AFL-CIO

Labor Movement and how we can get more involved.

LUNCH BREAK 12 PM TO 1 PM

Kera Peterson St Paul Regional Labor Federation Speaker

Ways to get involved: Phone Banks and Door knocking.

Tony Williams- USPS District Manager RAP Session

Discussed Hiring issues and S&DC's

10 Minute Break

Anthony Mitchell & Craig Schafer

LCPF Presentation

Bill Wessinger: Credentials Report: 70 People Total

4 National Officers

17 Minneapolis Branch 9; 16 St Paul Branch 28; 2 Owatonna Branch 788 ; 4 Rochester Branch 440;

6 Zenith Duluth Branch 114; 4 St Cloud Branch 388; 8 Hopkins Branch 2942; 4 Iron Range Merged Branch 1058;

1 Albert Lea Branch 718; 1 Mankato Branch 90; 1 Austin Branch 717; 1 Brainerd Branch 864; 1 MSALC Delegate

Motion to Accept the Credentials Report: M/S/C

Recess Day 1

Day 2, Tuesday October 2nd, 2022

9:00AM Called to Order

Mike Zagaros

Invocation

Memorial Service

Pledge of Allegiance

Christa Abraham: Roll Call

Perry Schmidt

Entertained a motion to accept Secretary's report from the 2021 MSALC State Convention. Darrell Maus 2nd. M/C/S

Audit Committee

Dave Evenson: Books look good, just missing one signature which has been rectified

Motion to accept Audit Committee Report M/S/C

Audit Committee Is Released

By-Law Committee

Ryan Bell: Looked over by-law changes. No conflict with the constitution. The Committee's Recommendation is one of approval of all the proposals.

Motion to accept all by-law changes in block. M/S/C

Motion to accept the committee's recommendation of approval M/S/C

By-Law Committee Released

Bill Wessinger: Final Credentials 70 People Attending

Delegate/Officer count is the same as was reported yesterday- 70 Total

Motion to Accept the Credentials Report: M/S/C. Credentials Committee Released

Joe Rian: MDA

Cribbage Tournament Winner: Chuck Glover

Football Board Winners:

1st Qtr: Brad Branch 388

2nd Qtr: Joe Tiemann Branch 9

3rd Qtr: Tom Nickerson Branch 2942

4th Qtr: Tom Nickerson Branch 2942

We still have the fish raffle, Shotgun Raffle, Crossbow Raffle, and Silent Auction Raffles to be done at the end of today

Live Auction will be held during Supper tonight.

Mike Zagaros: Annual Pumpkin Live Auction:

\$1600 total bid from with all bids combined, accepted with joint rights to pumpkin

Samantha Hartwig

RWCA (Workers' Compensation PowerPoint/Training) Presentation

Patrick Johnson Region 7 RAA Training

12/60 Grievance Training

Mark Frank Regional Labor Federation

Discussed the elections and importance of voting.

Lunch Break 12pm-1pm

Eric Marquardt

Budget Report

Motion to approve. M/S/C. Budget Committee Released

Kelly Buesgens

Customer Connect Presentation

Warren Wehmas

Thrift Savings Plan Presentation

Troy Fredenburg Region 7 NBA

Rap Session

Dan Garhofer

Motion to pay \$100 stipend to Mark Hukka for Sargent-at-Arms and Mike Zagaros for Parliamentarian. M/S/C

LCCL Introductions/District Reports

Recess

6:00 PM Banquet and MDA Live Auction

2022 MSALC Convention Adjourned



MINNESOTA STATE ASSOCIATION OF LETTER CARRIERS

RESOLUTIONS:

Whereas, as a result of the pandemic and Amazon contracts, a seven day delivery model has been instituted at the USPS to keep up with the increase in package volume and clear post offices and stations of all deliverable post and mail at least one day a week; and

Whereas, current post pandemic wages and retirement benefits of USPS letter carriers are not reflective of the more costly post pandemic 7 day delivery world; and

Whereas, the post pandemic 7 day delivery model has resulted in a USPS new employee retention rate for city carriers of less than 50% in 2023; and

Whereas, the two tier wage scale created with the DAS Arbitration Award condemns those city letter carriers hired after 2013, now the majority of active city letter carriers, to suffer substandard base wages, step increases and COLA benefits for 13 years, thereby magnifying and perpetuating the unequal and unjust contradiction of the current two tier wage scale; and,

Whereas, a pay scale that requires city letter carriers to work over 13 years to achieve top pay is not in line with similar national last mile delivery industry pay scales like UPS and FedEx and thus places the USPS at a competitive disadvantage in hiring and retaining long term quality employees; and,

Whereas, a single pay scale would eliminate existing pay inequities between carriers hired before January 12, 2013 and those hired after January 12, 2013 in relation to step increases and COLAa of less than 100% of that received by table 1 city letter carriers; and,

Whereas, the National Executive Committee, President and Executive Vice President of the NALC are in a position to act now to negotiate the elimination of the two tier wage system from current and future National Agreements and negotiate a one tier pay scale for city letter carriers that would enable letter carriers to reach top pay in less than 6 years.

Therefore, be it resolved that, we, the undersigned members of the NALC, urge the NALC Executive Committee, including the President and Executive Vice President, to act now to eliminate the two tier wage scale from current and future National Agreements, negotiate for a single pay scale with the increase in wages that embraces the increased labor costs of the post pandemic 7 day delivery model and ensures city letter carriers reach top pay with full COLAs in less than 6 years.

Branch President

Arvid D. Gould

Branch Secretary

Robb Peterstuen

Submitted by

Date

9-8-23

Hopkins, Eden Prairie, Glen Lake, Wayzata

NALC BRANCH 2942

Extends Greetings to

NALC Director of Retired Members,

Dan Toth

And to all delegates to the

2023 MSALC Convention



Hopkins train depot.

City of Hopkins originated when landowner, Harley Hopkins donated land for rail service.

He put his name on depot sign.

The name appeared on train maps. Hence the town was, and is now the city of Hopkins.

Harley Hopkins became its first Postmaster



**Delivering for America, today as in
years past by professional
letter carriers from Hopkins,
Eden Prairie, Glen Lake, Wazata.**

MSALC MEMBERSHIP BY MONTH PROFILE

MONTH	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
2010 BUDGET	3600	3600	3600	3600	3600	3600	3600	3600	3600	3600	3600	3600
2010 ACTUAL	3418	3384	3371	3370	3369	3365	3343	3331	3319	3310	3289	3271
2011 BUDGET	3200	3200	3200	3200	3200	3200	3200	3200	3200	3200	3200	3200
2011 ACTUAL	3251	3240	3239	3252	3242	3237	3218	3211	3195	3165	3134	3098
2012 BUDGET	3100	3100	3100	3100	3100	3100	3100	3100	3100	3100	3100	3100
2012 ACTUAL	3094	3069	3060	3027	3027	3012	2995	2984	2972	2967	2953	2945
2013 BUDGET	2900	2900	2900	2900	2900	2900	2900	2900	2900	2900	2900	2900
2013 ACTUAL	2967	2974	2965	2963	3045	3049	3108	3155	3157	3150	3150	3132
2014 BUDGET	3000	3000	3000	3000	3000	3000	3000	3000	3000	3000	3000	3000
2014 ACTUAL	3125	3115	3121	3116	3171	3158	3191	3186	3183	3167	3211	3213
2015 BUDGET	3100	3100	3100	3100	3100	3100	3100	3100	3100	3100	3100	3100
2015 ACTUAL	3232	3203	3227	3255	3263	3241	3230	3242	3284	3303	3300	3313
2016 BUDGET	3200	3200	3200	3200	3200	3200	3200	3200	3200	3200	3200	3200
2016 ACTUAL	3294	3241	3207	3194	3219	3265	3308	3314	3306	3284	3275	3274
2017 BUDGET	3200	3200	3200	3200	3200	3200	3200	3200	3200	3200	3200	3200
2017 ACTUAL	3275	3282	2261	3261	3268	3273	3255	3249	3236	3234	3223	3220
2018 BUDGET	3200	3200	3200	3200	3200	3200	3200	3200	3200	3200	3200	3200
2018 ACTUAL	3203	3196	3180	3180	3173	3178	3188	3170	3172	3170	3163	3163
2019 BUDGET	3200	3200	3200	3200	3200	3200	3200	3200	3200	3200	3200	3200
2019 ACTUAL	3151	3137	3125	3127	3117	3157	3191	3196	3214	3211	3201	3188
2020 BUDGET	3100	3100	3100	3100	3100	3100	3100	3100	3100	3100	3100	3100
2020 ACTUAL	3156	3125	3117	3114	3099	3078	3055	3029	3025	3129	3194	3227
2021 BUDGET	3100	3100	3100	3100	3100	3100	3100	3100	3100	3100	3100	3100
2021 ACTUAL	3229	3199	3191	3176	3161	3152	3129	3110	3092	3080	3062	3049
2022 BUDGET	3100	3100	3100	3100	3100	3100	3100	3100	3100	3100	3100	3100
2022 ACTUAL	3013	2982	2975	2959	2942	2933	2919	2921	2923	2926	2932	2920
2023 BUDGET	2800	2800	2800	2800	2800	2800	2800	2800	2800	2800	2800	2800
2023 ACTUAL	2908	2874	2878	2860	2873	2922	2956	2975	2800	2800	2800	2800
2024 BUDGET	2850	2850	2850	2850	2850	2850	2850	2850	2850	2850	2850	2850

2024 Per Capita will be \$23.11 per member per year.

SUMMARY OF HOURS AS OF AUGUST 31, 2023

POSITION	NAME	2022 YTD	2022 YTD	2023 YTD	2023 YTD
		Hours	QTRS	Hours	QTRS
President	Perry Schmidt	354		78	
Vice President	Paul Roue	14		12.5	
Secretary	Christa Abraham	150		9.5	
Treasurer	Eric Marquardt	113.95		48.5	
Editor	Chuck Golver	64.5		20	
Director of Retirees	Bill Wessinger	12.5		13	
E-Board Chair	Connie Beissel	37		13	
E-Board Member	David Zimney	13.5		12	
E-Board Member	Eduardo Silva	14		11.5	
E-Board Member	Jonathan Garcia	8		12	
E-Board Member	Nicholas Tiemann	12		12	
AFL-CIO Delegate	Harold Harvey	28		9.5	
AFL-CIO Delegate	Connie Beissel	20		0	
Retiree Council	Thomas Quinn	8		9.5	
Retiree Council	Darrell Maus	7.5		9.5	
LCCL CD1	Harold Weed	16.5	4	15.5	3
LCCL CD2	Connie Beissel	12	4	9	3
LCCL CD3	Perry Schmidt	6	2	0	0
LCCL CD3 (NEW)	Maxwell Olsen	0	0	12.5	2
LCCL CD4	Dan Garhofer	22	4	6	1
LCCL CD5	Latasha McCaleb	10	1	19.5	3
LCCL CD6	Eduardo Silva	6	2	9	3
LCCL CD7	Eric Marquardt	12	4	9	3
LCCL CD8	Shawn Hansen	1.5	0	3	0

LCCL's receive \$75 per month payable quarterly. That does not include board meeting pay.

Account Balance Report

<u>Assets</u>		As of 8/31/23	10/2/2023
Acct #1	Primary Share	\$0.27	_____
Acct #2	Essential Bus. Checking	\$12,654.24	_____
Acct #5	Preferred Savings	\$7,285.41	_____
Acct #8	<u>Money Market</u>	<u>\$35,000.00</u>	_____
TOTAL ASSETS		\$54,939.92	_____
 <u>Liabilities</u>			
Acct #42	MSALC Credit Card	\$0.00	_____
<u>Payroll Liabilities</u>		<u>\$0.00</u>	_____
Total Liabilities		\$0.00	_____

Account Balances will be announced during budget presentation

MSALC Expenses and Budget

	2022	2022	2023	2023	2024
INCOME	Budget	YTD 08/31/23	Budget	YTD 08/31/23	Budget
1 Ad Displays	\$500.00	\$925.00	\$500.00	\$0.00	\$700.00
2 National Dues	\$58,931.00	\$57,260.68	\$63,392.00	\$43,945.89	\$65,863.50
4 Investment Income	\$100.00	\$188.76	\$100.00	\$256.63	\$175.00
6 MSALC Convention (Reg Fees)	\$3,600.00	\$2,875.02	\$3,600.00	\$0.00	\$2,900.00
7 MDA Donations Collected	\$1,000.00	\$6,263.00	\$5,000.00	\$6,060.00	\$5,000.00
8 Reimbursements	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$64,131.00	\$67,512.46	\$72,592.00	\$50,262.52	\$74,638.50
10 Board Meeting	\$250.00	\$181.81	\$250.00	\$216.25	\$250.00
11 State Conv.(O=Bus,E=Trng)	\$10,000.00	\$14,040.67	\$10,000.00	\$1,563.34	\$13,000.00
12 Cash Reserve	\$77.00	\$0.00	\$0.00	\$0.00	\$0.00
13 990 T tax Federal & State	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00
14 Dues/Permits/Fees/Box Rent	\$300.00	\$457.00	\$1,000.00	\$97.00	\$700.00
15 Gifts/Donations	\$750.00	\$0.00	\$300.00	\$0.00	\$0.00
16 Insurance (Bond)	\$300.00	\$268.80	\$300.00	\$0.00	\$268.80
17 Lodging	\$2,500.00	\$2,122.48	\$1,000.00	\$277.50	\$2,000.00
18 Lost Benefits	\$100.00	\$0.00	\$100.00	\$0.00	\$0.00
19 Mileage	\$2,931.00	\$4,710.73	\$3,000.00	\$1,773.89	\$3,000.00
20 Workers Comp. Insurance	\$220.00	\$160.00	\$220.00	\$296.00	\$300.00
21 Prof Fees/Accounting/Website	\$1,600.00	\$1,150.48	\$1,600.00	\$1,758.88	\$1,800.00
22 Payroll/Wages	\$25,500.00	\$39,588.58	\$33,447.00	\$16,837.74	\$30,869.70
25 Postage	\$3,978.00	\$2,473.75	\$2,500.00	\$3,569.45	\$3,700.00
26 Printing (Newsletter)	\$9,500.00	\$8,452.75	\$9,000.00	\$7,075.59	\$9,000.00
27 Printing (Copies)	\$25.00	\$0.00	\$25.00	\$0.00	\$0.00
28 MDA (Donations & Exp)	\$1,000.00	\$6,263.00	\$5,000.00	\$6,060.00	\$5,000.00
29 Supplies/Software	\$1,500.00	\$1,031.53	\$2,100.00	\$703.09	\$1,500.00
31 Technology Allowance	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00
32 Travel/Parking/PerDiem/Bag	\$1,500.00	\$1,774.98	\$1,000.00	\$0.00	\$1,500.00
33 Training/Registration	\$500.00	\$150.00	\$250.00	\$0.00	\$250.00
TOTAL EXPENSES	\$64,131.00	\$84,326.56	\$72,592.00	\$41,728.73	\$74,638.50
NET TOTAL	\$0.00	-\$16,814.10	\$0.00	\$8,533.79	\$0.00
35 None Budget Items/Motion	\$0.00	\$2,617.48	\$0.00	\$974.30	\$0.00

Worksheet					

NALC Zenith Branch 114

Duluth, Two Harbors, Silver Bay

extend greetings to

NALC Director of Retired Members,

Dan Toth

to the 2023 MSALC State Convention



**THE MINNESOTA STATE ASSOCIATION
OF LETTER CARRIERS
WISH TO EXTEND OUR DEEPEST SYMPATHY
TO THE FAMILIES OF OUR
SISTERS AND BROTHERS
WHO HAVE PASSED ON**

Come To Me

God saw you were getting tired,
And a cure was not to be.
So He put His arms around you,
And whispered, "Come to me."
With tearful eyes we watched you,
And saw you pass away.
Although we loved you dearly,
We could not make you stay.
A golden heart stopped beating,
Hard working hands at rest.
God broke our hearts to prove to us,
He only takes the best.

CHUCK'S RECIPE PAGE

As this is my last booklet, and I have one extra page to fill, I am willing to pay for a full page to print some of my favorite recipes. In another life time I was a cook at the Marriot, and the Chart House Private Supper Club in Lakeville.

Best Popover recipe

2 cups bread flour
 1 tsp kosher salt
 6 eggs
 6 tbsp olive oil
 2 cups milk
 Cove bowl and rest batter at least 1 hour
 heat oven at 375 deg
 spray popover pan w/oil
 wipe with paper towel
 Fill 4/5 full with batter
 Bake for 55 minutes
 do not open oven door
 Take out of pan and serve

German Apple Cake

2 eggs ; 1 cup vegetable oil; 2tsp ground cinnamon
 2 cups white sugar; 1/2 tsp salt; 1 tsp vanilla extract
 2 cups ap flour; 1 tsp baking soda; dash of ground cloves
 5 peeled, cored, diced apples
 Preheat oven to 350 degrees. Grease and flour bundt pan or 2 loaf pans. Grease and flour or baking spray, set aside.
 In mixing bowl, beat eggs and oil with electric mixer until creamy. Add sugar and vanilla and beat well. Combine flour, salt, baking soda, dash of ground cloves, and ground cinnamon together in a bowl. Slowly add to egg mixture until combined. Batter will be very thick. Fold in apples by hand using a heavy spatula. Spread batter into prepared bundt pan or bread pans. Bake at 350 degrees for at least 45 minutes, or till done. Test doneness with toothpick. While cake is baking, pour one cup of apple juice in a sauce pan and simmer on low until juice is reduced to almost a thin syrup. Watch closely. When cake is done, cool on wire rack for at least 15 minutes. While cooling, brush a little of the reduced apple juice on the bottom of cake. When cake is turned over and released from pan, brush remainder of thick apple juice all over the top and sides. Enjoy

Lemon Baked Cod

Serves 4
 1 lb cod fish fillet; 1/4 cup butter melted; 2 tbsp lemon juice; 1/4 cup ap flour; 1/2 tsp salt; 1/4 tsp **old bay spice**
 Cut fillets into serving pieces; Mix butter and lemon juice. In another bowl, mix flour, salt, **old bay spice**.
 Dip fish into butter mixture; coat with flour mixture. Place fish in ungreased square baking dish; 8X8X2 inches.
 Pour remaining butter mixture over fish; sprinkle with paprika. Cook uncovered in 350 degree oven until fish flakes easily with a fork, 25-30 minutes. Garnish with parsley sprigs and lemon slices if desired.

Honsa printing