

Minnesota State Association of Letter Carriers

2025

STATE CONVENTION



Not just no... but

HELL NO!

MSALC OFFICERS

President:
PERRY SCHMIDT

Vice-President:
ERIN RODE

Secretary:
CHRISTA ABRAHAM

Treasurer:
ERIC MARQUARDT

Editor:
ROBB PETERSBURG

Director of Retirees:
BILL WESSINGER

**MSALC EXECUTIVE
BOARD**

Board Chair:
CONNIE BEISSEL

Executive Board:
DAVE ZIMNEY
JONATHAN GARCIA
EDUARDO SILVA
NICK TIEMANN

**CONGRESSIONAL
DISTRICT LIASONS**

LCCL 1:
HAROLD WEED

LCCL 2:
CONNIE BEISSEL

LCCL 3:
MAX OLSEN

LCCL 4:
ABIGAIL SMALL

LCCL 5:
ANDREW HAGAN

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 paper and a pen.** It is not practical or possible for an individual to remember each and every thing discussed at the time of the meeting.
- **Keep your phone away.** 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 must 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 toward the speaker.

MSALC CONVENTION RULES

General Convention Rules:

- 1) One speaker at a time will be recognized by the Chair.
- 2) Guests will be limited to the designated guest seating.
- 3) No resolutions to promote candidates for NALC National Office will be recognized by the Chair.
- 4) 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.
- 5) Additional proposed bylaw changes and resolutions must be typed and five (5) copies must be submitted to the bylaw and resolutions committee.
- 6) Delegates will vote on the bylaw and/or resolution.
- 7) All payouts will be by check.

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.

2025 MSALC State Convention Agenda

Sunday Sept 28th

Arrive at Sugar Lake Lodge

Noon – Golf Registration & Cash Bar- Lobby

1:00 – Shotgun start- Golf Course

3:00 – 5:00 PM – Delegate Registration in Lodge lobby

5:30 PM – Committee of Presidents Meeting- Maple Room

6:00 PM – Cash Bar- Lobby Bar

6:30 PM – Icebreaker Dinner and Golf Awards- Main Dining Room

8:00 PM – Hospitality Room- Asplin Suites

Monday Sept 29th

7:00 AM- 9:00 AM Breakfast- Main Dining Room

8:30 AM- 9:00 AM Delegate Registration- Alex II & III

9:00 AM- 4:00 PM General Convention Session- Alex II & III

9:00 AM- 10:00 AM

Invocation (Darrell Maus)

Roll Call (Christa Abraham)

Introductions (Perry Schmidt)

10:00 AM- 12:00 AM

NALC President Brian Renfroe

12:00 PM- 1:00 PM- LUNCH

1:00 PM- 1:30 PM

Speaker

Credential Report – Bill Wessinger

Secretaries Report – Minutes from 2024 Convention

Nominations

Excuse Committees

1:30- 2:15

Jennifer Halloway – EAP

2:15 PM- 2:30 PM- BREAK

2:30 PM- 3:00 PM

AFL-CIO Speaker

3:00 PM- 4:00 PM

Anthony Mitchell – LCPF

4:00 PM RECESS

4:00 PM- Cash Bar- Lobby Bar

6:00 PM- Dinner- Main Dining Room

7:00 PM- Cribbage Tournament- Lower Level Asplin I & II

Hospitality Room in lower level Asplin Suites

Tuesday Sept 30th

7:00 AM- 9:00 AM Breakfast- Main Dining Room

9:00 AM- 4:00 PM General Convention Session- Alex II & III

9:00 AM- 10:00 AM

Invocation (Chuck Glover)

Roll Call (Christa Abraham)

Memorial Service (David Zimney)

Committee Reports

10:00 AM- 10:30 AM

Kiara O'Donnell – Leadership Academy presentation

10:30 AM- 10:45 AM- BREAK

10:45AM- 12:00PM

Nick Sachs – ERT – Safety

LCCL updates

Caucusing of branches if needed

12:00 PM- 1:00 PM- LUNCH

1:00 PM- 1:15 PM

Elections if needed

Speaker

1:15 PM- 2:15 PM

Samantha Hartwig – OWCP

2:15 PM- 2:30 PM- BREAK

2:30 PM- 4:00 PM

Patrick Johnson – RAP Session

Door Prize Drawings

4:00 PM RECESS

4:00 PM Cash Bar- Lobby Bar

6:30 PM Banquet, Live MDA Auction, Adjournment- Alex II & III

PM Hospitality Room- Lower Level Asplin Suite

Wednesday October 1st

7:00 AM- 9:00 AM Breakfast- Main Dining Room

9:00 AM- 10:00 AM MSALC Board Meeting- Alex III

11:00 AM- Checkout

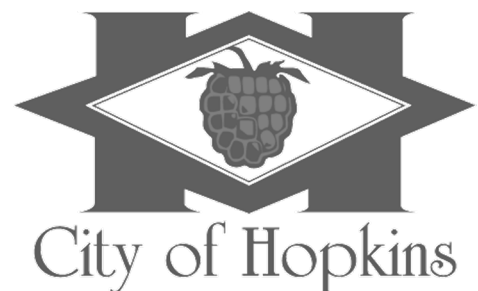


NALC Branch 2942 Hopkins Welcomes You To The Minnesota State Convention



Gray's Bay, Headwaters of the Minnehaha Creek

NALC Branch 2942 Delivers for:
Hopkins, Minnetonka, Wayzata,
Glen Lake, Eden Prairie, and
Deephaven



City of Hopkins

Protect Our Letter Carriers Act
H.R. 1065/ S. 463

Crimes against letter carriers have nearly doubled from 2019 to 2023, with robberies increasing sevenfold and often involving weapons. Many attacks target arrow keys valuable on the black market. The Protect Our Letter Carriers Act (POLCA) proposes \$7 billion over five years to enhance security with stronger mailboxes and equipment. It also calls for dedicated federal prosecutors and tougher, standardized sentencing, treating assaults on carriers like attacks on federal law enforcement, aiming to deter violence and protect 180,000 city letter carriers.

Oppose Postal Privatization
H.Res. 70/S.Res. 147

The USPS delivers nearly 376 million items weekly to over 168 million addresses, serving all communities equally. As a self-funded federal agency, it plays a crucial role in delivering prescriptions, checks, and essentials, especially in rural areas. Privatization risks reduced service quality, higher costs, and job losses, as seen internationally. Partnering with private shippers for last-mile delivery, USPS also supports emergency response. Trusted by the public, USPS should remain a public institution.

Federal Retirement Fairness Act
H.R. 1522

Many USPS employees start in non-career roles, which currently don't count toward retirement under FERS. The Federal Retirement Fairness Act would let these workers purchase credit for that time, improving retirement security for over 132,000 letter carriers who performed the same duties as career employees but lack creditable service years.

**Workers' Compensation
for Injured Federal Workers Act**
H.R. 3170

This bill proposes allowing nurse practitioners and physician assistants to treat injured federal workers, improving care access and recovery for letter carriers, especially in areas lacking physicians for workers' compensation cases.

USPS Shipping Equity Act
H.R. 3011

The USPS Shipping Equity Act would let USPS ship alcohol nationwide, boosting revenue by \$190 million, increasing affordable access—especially in rural areas—while ensuring safety and respecting state alcohol laws.

**Below are the disbursements made to members of Congress
from Sept. 1, 2024, through August 31, 2025:**

Stauber, Pete \$2,500

Emmer, Tom \$5,000

Note: By contributing to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff, or their families. Any contribution received from such an individual will be refunded to that contributor.

The Minnesota State Association of Letter Carriers welcomes

NALC PRESIDENT

BRIAN RENFROE



Brian Renfroe was elected president by mail balloting of NALC members in 2022.

Renfroe is a second-generation letter carrier who began his career in 2004 in Hattiesburg, MS, where he joined NALC as a member of Hattiesburg Branch 938. Just two years later, Renfroe was elected vice president of Branch 938. He also served as shop steward until 2008, the year his branch elected him president.

“As the son of a letter carrier, I grew up learning about the issues letter carriers have faced over the years,” he said. “At a young age, I had a deep appreciation for the hard work and sacrifice of the men and women of our union and its positive impact on my father’s job and my family. I quickly got involved in my branch because I felt a responsibility to do all that I could to keep moving forward and improving the jobs and lives of letter carriers. I still feel that responsibility.”

In addition, Renfroe served as a local business agent and arbitration advocate for NALC’s Region 8, which covers Mississippi, Alabama, Louisiana and Tennessee. Renfroe worked extensively on route adjustments in his home state and focused much of his time on training members at the branch, state and regional levels.

In 2011, the Mississippi State Association elected Renfroe its president. A few months later, President Fredric Rolando appointed Renfroe to work at NALC Headquarters in the Contract Administration Unit, where he focused on city delivery issues. In 2013, Rolando appointed Renfroe as a special assistant to the president.

Renfroe was elected NALC director of city delivery in 2014 by acclamation during the union’s 69th Biennial Convention in Philadelphia. NALC President Rolando had appointed Renfroe to that position earlier in the year to fill a vacancy. In 2016, Rolando appointed Renfroe as executive vice president to fill a vacancy. He was elected to the position via mail balloting of NALC members in 2018.

Renfroe is a graduate of the NALC Leadership Academy, having attended Class 6 in 2008.

2025 MSALC CONVENTION COMMITTEE ASSIGNMENTS

ELECTION COMMITTEE

Pat Garhofer	Branch 28 (St. Paul)
Kristina Ohman	Branch 388 (St. Cloud)
Linda Johnson	Branch 114 (Duluth)

AUDIT COMMITTEE

Eric Hagburg (Chair)	Branch 388 (St. Cloud)
Shawn Hansen	Branch 114 (Duluth)
Brandon Sokoloski	Branch 2942 (Hopkins)

BYLAWS & RESOLUTIONS COMMITTEE

Robb Petersburg (Chair)	Branch 9 (Minneapolis)
Nick Sachs	Branch 28 (St. Paul)
Eduardo Silva	Branch 388 (St. Cloud)
Angela Hanson	Branch 2942 (Hopkins)
Jonathon Garcia	Branch 440 (Rochester)

CREDENTIALS COMMITTEE

Bill Wessinger (Chair)	Branch 28 (St. Paul)
Eric Marquardt	Branch 2120 (Alexandria)
Christa Abraham	Branch 9 (Minneapolis)
Robb Petersburg	Branch 9 (Minneapolis)

BUDGET COMMITTEE

Eric Marquardt	Branch 2120 (Alexandria)
Perry Schmidt	Branch 28 (St. Paul)
Erin Rode	Branch 114 (Duluth)
Christa Abraham	Branch 9 (Minneapolis)
Dave Zimney	Branch 2942 (Hopkins)
Connie Beissel	Branch 9 (Minneapolis)

SERGEANT-at-ARMS

Mark Hukka	Branch 1058 (Iron Range Merged)
Harold Harvey	Branch 28 (St. Paul)

MSALC 2024 Convention Meeting Minutes

Day 1: Monday, October 7th

Session began at 9 AM

Perry Schmidt (MSALC President) : Pledge of Allegiance

Darrell Maus (MSALC AFL-CIO Delegate) : Invocation

Erin Blazevic (MSALC VP) : Reading of the convention rules

Christa Abraham (MSALC Secretary) : Roll Call

Perry Schmidt: Eric Hagberg was the audit committee chair and had to leave. Jon Garcia will take his place as chair

Scott Bultena (Branch 9) : Leadership Academy Presentation

Chris Whittenberg (Branch 28) was invited up to discuss being a leadership academy facilitator

Nick Tiemann (MDA coordinator) : Went over the different MDA fundraisers we have

Bylaw Committee Report: No bylaws or resolutions were submitted. Motion to accept report. M/S/C

Bill Wessinger (MSALC Director of Retirees) : Credentials report

BREAK 10:30AM- 10:45AM

AFL-CIO presentation:

Alan & Jen. Jen is running for congress in the 8th District

Brandon Shofner: North Central Regional Organizer

BREAK- LUNCH 11:30AM-12:30PM

Perry Schmidt: Motion to approve 2023 MN State Convention meeting minutes. M/S/C

Jason Karnopp (Region 7 RAA) : Dignity and Respect presentation

Joel Malkush (Region 7 RAA) : HBP presentation

ADJORN DAY 1 AT 4PM



Day 2: Tuesday October 8th

Session began at 9 AM

Pledge of Allegiance

Chuck Glover (Branch 28) : Invocation

Christa Abraham: Roll Call

Dave Zimney (MSALC Executive Board Member) : Memorial Service

Bill Wessinger: Final credentials report

Motion to approve credentials report: M/S/C

Audit Committee Report: No issues were found

Motion to approve Audit Report. M/S/C

Eric Marquardt (MSALC Treasurer) : Treasurer's Report.

Motion to approve Treasurer's Report. M/S/C

LCCL Reports

District 1: Harold Weed. Chuck Glover presented report

District 2: Connie Biessel

District 3: Max Olsen

District 4: Abigail Small

District 5: Andrew Hagan

District 6: Eduardo Silva

District 7: Eric Marquardt

District 8: Shawn Hansen

BREAK 10:30AM- 10:45AM

Anthoney Mitchell: (ATTP for Legislation and Political Organizing)

Legislative & Political Training

BREAK- LUNCH 11:30AM-12:30PM

Samantha Hartwig (RWCA) : OWCP Presentation

Jim Ryan: NARFE Presentation

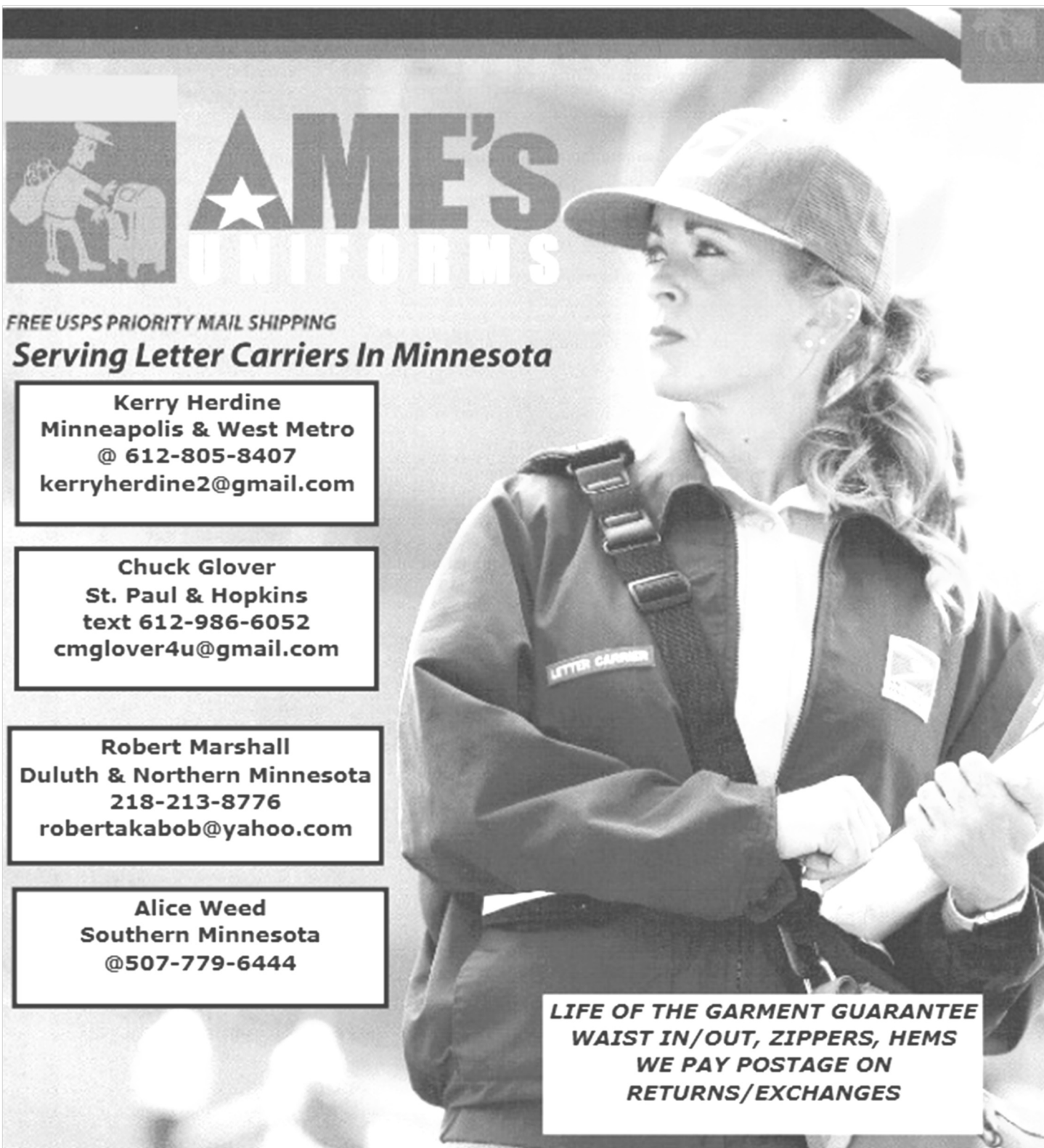
Joel Malkush & Jason Karnopp: RAP Session

RECESS

6:30 PM Supper and Live Auction

2024 MSALC CONVENTION ADJOURNED



A black and white photograph of a woman, Kerry Herdine, wearing a letter carrier uniform. She is wearing a cap and a jacket with a "LETTER CARRIER" patch. She is holding a clipboard and looking off to the side. The background is blurred.

AME'S
UNIFORMS

FREE USPS PRIORITY MAIL SHIPPING
Serving Letter Carriers In Minnesota

Kerry Herdine
Minneapolis & West Metro
@ 612-805-8407
kerryherdine2@gmail.com

Chuck Glover
St. Paul & Hopkins
text 612-986-6052
cmglover4u@gmail.com

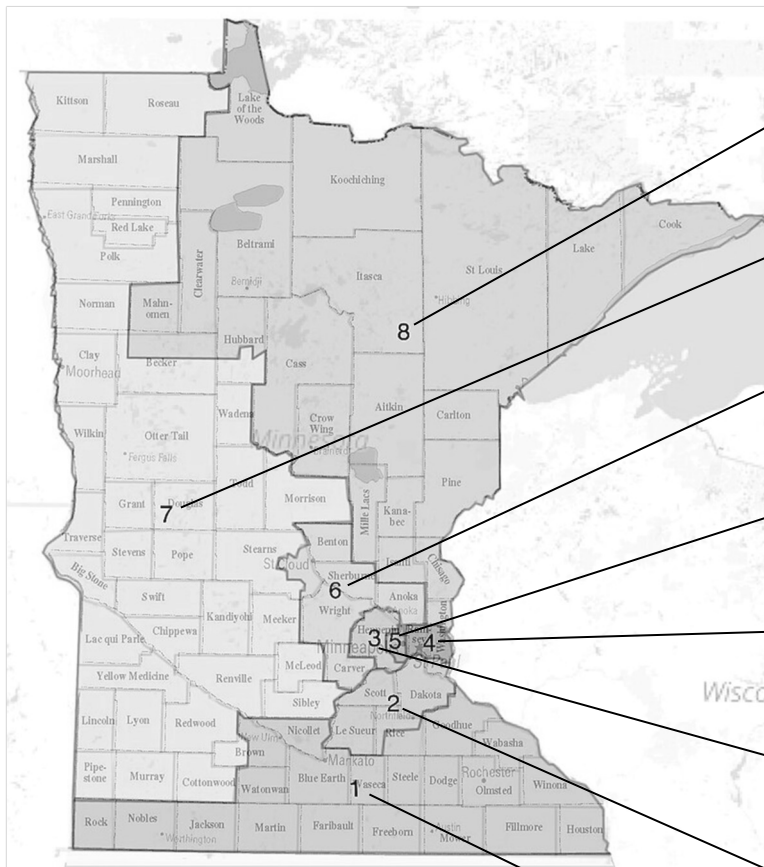
Robert Marshall
Duluth & Northern Minnesota
218-213-8776
robertakabob@yahoo.com

Alice Weed
Southern Minnesota
@507-779-6444

LIFE OF THE GARMENT GUARANTEE
WAIST IN/OUT, ZIPPERS, HEMS
WE PAY POSTAGE ON
RETURNS/EXCHANGES

**FOR THE BEST INCENTIVES,
CALL OR TEXT YOUR AME'S REP**

**SIMPLY THE BEST SERVICE BEFORE, DURING
AND AFTER THE SALE**



LCCL 8
Shawn Hansen

Representative
Pete Stauber

LCCL 7
Eric Marquardt

Representative
Michelle Fischbach

LCCL 6
Eduardo Silva

Representative
Tom Emmer

LCCL 5
Andrew Hagan

Representative
Ilhan Omar

LCCL 4
Abigail Small

Representative
Betty McCollum

LCCL 3
Max Olsen

Representative
Kelly Morrison

LCCL 2
Connie Beissel

Representative
Angie Craig

LCCL 1
Harold Weed

Representative
Brad Finstad

LCCL stands for **Letter Carrier Legislative Liaison**.

LCCLs in the 8 Congressional Districts follow their respective legislator's voting record, attend town hall meetings, contact their staff, and ask for their support on issues that affect letter carriers' livelihood.

This is strictly non-partisan.

Senator Amy Klobuchar

202-224-3244

1st Congressional District

Brad Finstad

202-225-2472

3rd Congressional District

Kelly Morrison

202-225-2871

5th Congressional District

Ilhan Omar

202-225-4755

7th Congressional District

Michelle Fischbach

202-225-2165

Senator Tina Smith

202-224-5641

2nd Congressional District

Angie Craig

202-225-2271

4th Congressional District

Betty McCollum

202-225-6631

6th Congressional District

Tom Emmer

202-225-2331

8th Congressional District

Pete Stauber

202-225-6211

Perry Schmidt
MSALC President

Hello everyone, and welcome to the 2025 Minnesota State Letter Carriers convention at the pretty Sugar Lake Lodge in the city of Cohasset, Minnesota. This convention, I am so pleased to have guest speaker National President Brian L. Renfroe in attendance. Brian has taken the time to come here and speak to us after testifying before the House Subcommittee on Government Operations at a hearing on mail theft and crime in July. He spoke with the message that to protect America's mail, we must start by protecting the people who deliver the mail. Around a month ago, some carriers here in Minnesota showed up at the federal courthouse in St. Paul to see justice served. A man was sent to prison for 130 months for sticking a gun in a carrier's face and then stealing over \$50,000 from our customers from using stolen arrow keys. We do the best job we can to protect the mail even if the post office does not try to protect us every day.

Thank you, Brian, for going to these subcommittees and meetings with members of Congress as our President of the NALC. It is important to remember the five letter carriers who lost their lives in senseless murders over the last few years.

At this convention, we will start out the Sunday with golf like we do every year. Then, we will bring some laughs to the dinner on Sunday night. Remember to have fun and help raise money for MDA this week.

The next few days, we will cover a variety of topics, from Brian talking on Monday morning to Anthony Mitchell talking legislative issues. Anthony is the Legislative and Political Organizer for our region, so expect to hear a lot from him at our convention and be ready to learn a lot.

Then, we will have a number of speakers. Some state political representatives said they would like to speak, but sometimes they get busy. If they are unable to attend, I will fill their spots with other people to speak. It is always good to hear from our LCCLs, who have been busy speaking with our representatives. This is an election year, so we will be doing this as well as all the committees and reports to keep us busy.

This also will be Harold Weed's last convention as he is passing the torch onto Chey Sauke. Chey has big shoes to fill thanks to Harold. You have taught me an incredible amount for over 45 years. But we will be gaining new ideas, new blood, and fresh eyes from Chey. Thank you so, so, so much Harold!

I look forward to seeing everyone up here and hope we have a very good convention and a good time, filled with football, golf, 50/50 drawings and pontoon water fun. Please travel safely here and during your return home. Don't forget to share this information with the carriers at your stations.

Erin Rode
Vice President

My brothers and sisters, it is a pleasure to welcome you once again to Sugar Lake Lodge for our annual MSALC State Convention. Last year was quite special with the Aurora Borealis showing up on several nights, illuminating the friendships formed in our solidarity.

Solidarity is such an important word in the world of unionized labor. Lately, however, there has been a lot of division and separation into factions within our membership, including inside local branches. The delayed contract likely has something to do with it, and I understand that it does not have many of the pieces that we had all hoped

for. We must remember, however, that the contract had to be decided between two parties. Our national leadership fought for so many changes, including pay raises and the change to an all-career workforce. The contract that was ratified after the interest arbitration also did not have as high of pay raises as we deserve. USPS leadership and former Postmaster General Louis DeJoy showed their hand and denied the contract we deserved. We need to keep fighting for equity and show that we truly need the next contract to come through for those of us supporting families, paying bills, and Delivering for America. We work hard, and we need a contract that will work just as hard.

As we move forward into a new year, 2026 will hold a lot of importance. The MSALC delegates will decide on who will lead Minnesota here at this convention. Midterm elections could turn the tides in Congress. Many of our local branches could have new officers, and new stewards could step forward to go toe-to-toe with management and keep up the fight in our offices. Finally, the NALC National Convention will be held in Los Angeles, followed by an election that will take place to determine our national officers who will head to the table for yet another contract negotiation.

Want to make a difference in any of these decisions? Do your branch members also want to see change? We must show up to make an impact. Convince members to attend meetings, participate in the crucial conversations, and ask who could step up and take initiative. Delegates will be needed for Los Angeles to represent your branch. Resolutions will need to be submitted. Work needs to be done on so many levels. Show up for the work, and work respectfully - keep the discourse civil and listen to what others have to say. Enjoy the food and sights, get your golf game on, and have a great time at the 2025 MSALC Convention!

Christa Abraham

Secretary

Welcome Minnesota Delegates! This is our second year at Sugar Lake Lodge for our State Convention. The reviews from our delegates last year were overwhelmingly positive so we decided to hold our convention here again this year. Thank you for becoming a delegate and standing up to represent MN letter carriers. Your attendance is more important than you may realize. Networking with other carriers at events such as this is a powerful thing. I hope you learn lots, enjoy your time here and win many raffles and other fundraising events we are holding. All proceeds from these fundraisers will be sent directly to MDA, which supports children with muscular diseases. Thank you again for stepping up and being leaders.

Eric Marquardt

Treasurer, LCCL 7

Thank you for participating in the 2025 MSALC Convention.

Our per-cap has not dropped, and we are averaging 3,000 members a month. The budget committee decided to increase our per-cap from 2,900 to 3,000 a month.

We are currently receiving \$23.11 a year from the NALC for membership dues. The board decided to stay with that amount.

Some of the highlights from last year were that convention costs were under budget by \$84.92. We are also under budget with our payroll for last year by \$1,260.49. Our net total for the end of 2024 was \$6,215.70. Our total assets are \$31,324.61 as of August 31, 2025.

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

Robb Petersburg

Editor

As always, it is wonderful to see everyone here at the MSALC State Convention! There are so many things to talk about in our political atmosphere these days. We have successfully fended off many of the attacks against us from the White House administration and Congress. For now.

The Big Ugly Bill attempted to take away many of our rights. The US House passed the original bill that would strip away many of our federal employee rights. The Senate went on to pass the bill with some changes and was then approved again by the House.

The original bill aimed to increase new employees' contributions to our federal retirement. The proposal would have required new carriers to contribute more than double the amount of current new hires, and more than ten times the amount hired before 2013. This would not result in better retirement benefits, but exactly the same. New hires would gain nothing, but be required to contribute more.

The bill also was set to eliminate the "bridge", which allows us to receive Social Security if we choose to retire before the age of 62. This is a huge benefit for us, especially those who began their postal careers at a young age.

Additionally, the bill proposed ending paid steward time by the employer. This would mean serious financial hardship for the NALC and all local branches. Each branch would have to pay the steward for the time spent on grievances, or stewards would have to perform those duties for no money.

The Letter Carrier Political Fund (LCPF) is our path to speaking with politicians on our issues. Person-

ally, I despise that money rules the rulers, but it is how the game is played. We live in a world where (most) politicians will only listen to us if we give them donations. Our LCPF has continued to do a great job helping voice our postal concerns to various politicians in Congress. The LCPF has helped get the Windfall Elimination Provision repealed, secure 6-day delivery, and convince Congress to pass the Postal Reform Act.

I have learned that throughout the history of letter carriers and the NALC, that Congress has almost never supported us or what we deserve. The last thing we need is for Congressional politicians to start looking into our relationship with our employer. Certain ideas being proposed by NALC members will have extremely dangerous consequences. Our best bet is to continue successfully defending attacks, because Congress can wipe away all our efforts with a vote. The union busting attacks proposed earlier this year have never been this close to becoming a reality. I think we can all safely bet the attacks will continue next time a budget is proposed. Nothing would make Congress' job easier than taking the retirement benefits of 500,000 USPS workers off their budget.

As leaders, we have an obligation to do what is best for all members, not just the loudest ones. I have the opportunity to speak with many new carriers, and most apply with the USPS because of the job security, benefits, and retirement package. We cannot afford to put those members' needs at risk. Continue to contribute to the LCPF, and when you go back home, talk to your other members about the importance of contributing. Right now, we only have about 12% of our members contributing. The more people we have contributing small amounts, the more influence we have on Congress to pass laws that benefit us, or at least defend our rights. Keep up the great work and have a safe rest of 2025!

**Branch 28 would like to welcome all
delegates and guests to the
2025 Minnesota State Convention!**



Connie Beissel**Executive Board Chair, LCCL 2
AFL-CIO Delegate**

Welcome to the 2025 MSALC State Convention at Sugar Lake Lodge!

2025 is once again an MSALC election year. We have had an awesome board representing the state for the past 2 years. Most, if not all, of the board members are planning on running again. Perry has done a wonderful job at keeping us on budget this past year. Even though Sugar Lake Lodge is a bit further to drive for most delegates, we chose to use them again for this year's convention because its all-inclusive costs are lower than other resorts we have used in the past.

2025 is also the 250th anniversary of the Postal Service. Benjamin Franklin created the Postal Service in 1775, before the country became united. He made sure to add it into the constitution as a right for all citizens. A lot has changed in those 250 years; probably the most beneficial change for us has been the right to collective bargaining. NALC was founded in 1889 and it took until 1970 to win the right to collective bargaining. We also have a new Postmaster General this year. David Steiner began his tenure in July. He served on the board of FedEx, which is not unionized. Although we have not heard much from him yet, we have to remain diligent in preserving our right to bargain as a whole. So be careful with what you ask for in the next round of negotiations, it could set us back to pre-1970 times. At least he has announced that he won't privatize the USPS, as we keep our fingers crossed.

Dave Zimney**Executive Board**

I would like to welcome all the delegates to the 2025 Minnesota State Convention at the beautiful Sugar Lake Lodge. I look forward to having some interesting conversations around the campfire that overlooks the lake like we had last year. Hopefully we will have a productive convention, and we all learn something new.

It has been an interesting year, and I feel like things have gotten a little ridiculous. All of us union leaders deserve criticism, since we are not perfect. Constructive criticism helps us to become better leaders but undeserved criticism from those with agendas only divides us. I feel that many of our members have been fooled by those that tell them everything they want to hear. Promises are being made that in my opinion will never be kept.

Mail volumes have continued their 20-year decline. Parcel volumes peaked in 2021 and have declined almost every year since and continue to decline in 2025. The declining mail and parcel volume is something that nobody wants to talk about. Nobody is talking about the digital world that we now live in that does not need mail delivery like it once did. Denmark is now the first country that will end mail delivery, and they will not be the last. Nobody is talking about how we have more competition in the parcel delivery market than we have ever had in our 250 year history. But despite these issues, we are being told that if you just vote for the right people, we will have large wage increases, no forced overtime, less time to the top step, etc. Those things would be great, and I truly hope that they can achieve those goals, but HOW will they be achieved? What is the leverage they think we have to make those demands?

These are questions that people are not asking and these are things people are not talking about. But they should be! Here are some quotes that I would like our members to think about:

"The people that tell you what you want to hear are the most dangerous enemies you'll ever meet." - Rachel E. Carter

"The truth has no defense against a fool determined to believe a lie." — Mark Twain

"Con men look to exploit human weakness, most often greed, but also anger, as those who are emotional are more easily manipulated."

- unknown

Chey Sauke

Greetings fellow letter carriers, my name is Chey Sauke and I am thrilled to be stepping into the role of District 1's Political Liaison. I come from Spam Town, also known as Austin. I have been a letter carrier since October of 2022 and have served as a union steward since 2023. I have always had a keen interest in politics from local to global and I am excited to advocate for the concerns of letter carriers.

I recently had a conversation with Harold Weed, the long-standing former liaison for District 1. We discussed strategies for communicating to our congress members and candidates about various issues. He expressed relief that someone is taking over to continue the hard work he has dedicated nearly five decades to.

In my postal political journey so far, I have been following Representative Brad Finstad and more recently District 1 candidate Jake Johnson. I plan to attend some town halls and reach out to Johnson directly to discuss our concerns as carriers. In

the meantime, I have been researching and monitoring our bills to prepare for these discussions.

I am looking forward to familiarizing myself with this process and contributing to the effort of ensuring our voices being heard. I want to give a special thanks to Perry Schmidt and Andrew Hagan for encouraging me to take on this role.

Max Olson

LCCL 3

Minnesota's third district is represented by Congresswoman Kelly Morrison, who was elected in 2024. Morrison served in the Minnesota senate, and has a background in healthcare prior to being elected to public office. So far, she has made access to healthcare and reproductive rights a top priority of her office. When it comes our legislative priorities issues, Morrison has been slow to co-sponsor bills, having only supported one bill (H.R. 70) at the time of writing. She has also been slow getting her office up and running, particularly here in the district, which has at times made it difficult for myself and others to get in contact with her and her staff. My recommendation for members having difficulty getting in touch with her office is to plan calls earlier in the day if possible, or reach out to Erin Daily, who handles postal issues for her office, at erin.daily@mail.house.gov if the issue is postal related.

The current political environment has made it more difficult than ever to get traction on legislative issues; at a time when unions and federal employees are broadly under fire it can feel like our issues are being drowned out. We are all aware of and used to being asked to contribute to the Letter Carrier Political Fund (LCPF), and our contributions remain as essential as ever in having our voices heard in Washington, but we should also

start to think of creative ways to make use of the most valuable resource we have as a union – our members. When it comes to money alone, organized labor doesn't stand a chance compared to the deep pockets of special interests, but by activating our rank-and-file members and putting public pressure on our politicians we can start to tip the scales in our favor.

What does it mean to activate the membership, and where does your branch start if the idea is completely foreign to you? Some branches have designated positions for legislative organizers; if your branch does not, this can be great place to start, having someone consistently educating the members and acting as a conduit between the members and political leaders can build a solid foundation for future political engagement. Beyond establishing official positions and providing a basic political education, consider organizing a petition drive or phone bank around specific bills. Getting members to make a short phone call or sign a petition is a low stakes, low commitment way to introduce members to political activism. Make it as easy as possible for members to get involved by bringing materials to your union meetings or posting them on union bulletin boards at individual offices. While some may be hesitant to post political material inside postal facilities due to the limitations placed on us by the Hatch Act, M-01399 clarifies that the posting of petitions for individual pieces of legislation do not violate the Hatch Act. Finally, once you've built up a strong group of activists within your branch, consider larger organized actions such as rallies, attending town halls, or having members meet directly with representatives to discuss issues. Regardless of where your branch is in the organizing process, we should always be thinking of new creative ways of engaging our members and pushing our issues forward.

Andrew Hagan

LCCL 5

Hello state convention attendees and guests! What a year it has been regarding politics and the postal service. It seems like decades ago President Trump wanted to move the postal service under the Department of Commerce but failed. In reality, it was this past February. Since then, we have gotten a new postmaster David Steiner who has no experience in the postal service but has plenty of experience in union busting and private business. Remember for a hot minute the postal service was being considered to take over the census!? Or what about President Trump's administration terminating the union contracts of federal workers.... last I checked we are federal workers with a union contract.... Are we Next!? The list goes on of the wide variety of attacks and changes the postal service and the postal unions have been through just this year.... And the year isn't over!

On to Congressional District 5 updates. U.S Rep. Omar is fighting hard for us letter carriers in D.C. She is on the House Education Workforce Committee and is the ranking member on the subcommittee for Workforce Protections. She was able to ask questions directly to our national president Brian Renfroe regarding Federal Employee Compensation Act (FECA) on May 6th during a hearing. In April, Branch 9 President Joe Rian and the NALC national hero of the year recipient, Tesfaye Deyaso from Branch 9, plus myself had the opportunity to have a sit-down meeting with Rep. Omar and her staff. We were able to discuss the importance of current legislation that can help letter carriers and the postal service. During the meeting she gave Tesfaye a Congressional Record article that Rep. Omar read on the U.S House floor recogniz-

ing his heroic actions. Branch 9 and the MSALC should be proud to have Tesfaye in our state and to receive this high honor. Rep. Omar is running for CD 5 U.S Rep again in 2026. The Republican party has a declared candidate in Dalia al-Aqidi. Currently, I do not know much about the Republican candidate. I will say the way CD 5 is made up I'd be surprised if a Republican will win. Omar during this session has signed H.R 1522 (Federal Retirement Fairness Act) and H.R 70 (Anti-privatization resolution) which is a lot more than a few of the other U.S Rep. from Minnesota. I hope we have a successful state convention this year and can have good discussion about politics and the path forward. Please sign up and contribute to the LCPF so we can fight against attacks on our union and jobs. Donating is just one of many ways we can fight against the billionaires and special interests like UPS and Amazon.

Shawn Hansen

LCCL 8

As this is being written, it is almost a year after the 2024 elections, and almost a year away from the 2026 primaries. Here is a recap of what has happened in the 8th congressional district and what is happening now as this is being written.

First, Pete Stauber won reelection for his third term defeating Jen Shultz a second time. The Social Security Fairness Act was signed into law during the lame duck session. Also, the U.S. reelected President Donald Trump. This set the Washington D.C. to be Republican run in both the House and Senate, along with the White House.

One of the first priorities for Donald Trump was to create the Department of Government Efficiency (DOGE). With it, it was rumored in a Washington Post article that Donald Trump was going to use

an executive order to fire the Postal Board of Governors and place the Postal Service into the Commerce Department. This sparked the Fight Like Hell rallies. Also in March, our current State President, Perry Schmidt, was in D.C. with a rally with the NRLCA. One of the speakers supporting the rally was Pete Stauber. Also, at the end of March, the Nolan Award was released.

At the end of May, the "Big Beautiful Bill" passed the House of Representatives by one vote. Along with all of the other cuts to federal spending, it eliminated the Social Security supplement for FERS employees. In June, the bill went to the Senate. A letter was sent from Republicans in the House to the Senate urging the Senate to decrease postal employees' retirement. One of those Republicans who signed that letter was Pete Stauber. Rand Paul attempted to include selling all electric vehicles that the USPS already have purchased. The nonpartisan Congressional Budget Committee decided that idea would require 60 votes to pass, and was dropped. The Senate passed the bill by one vote, the House approved the Senate version of the bill, and was signed into law July 4, with the retirement benefits of postal employees staying untouched.

As of today, with the primaries almost a year away, three DFL candidates have declared their intent to run against Pete Stauber for the 8th Congressional seat: Chad McKenna, Culebra Kramer, and Emmanuel Anstos.

Recently, the White House budget proposal was to eliminate union official time. This would eliminate our ability to write grievances on the clock. Recently, Donald Trump has once again attacked voting by mail, even though he uses it himself. With a lot of this behind us, the next priority should be H.R. 1056/S. 463, Protect Our Letter Carriers Act.

This is just my opinion, but the Republican Party, as a whole, needs to keep an out-of-control White House in check. There are a lot of powers that Congress has relinquished to the Executive Branch.

This is why the Letter Carriers' PAC Fund is so vital. With it, we have the ability to help influence Congress to Letter Carriers' needs. Our competitors can use company profits to influence Congress, and have much deeper pockets than we have available. What they do not have is hundreds of engaged members going to their respective representatives and engaging them on Letter Carrier issues.

NALC National Hero of the Year Award

Letter carriers are in the communities they serve every day and often are the first to notice when something is wrong. They smell smoke, hear someone calling for help or notice something that just doesn't seem right. Often, they are the first to respond and lend a helping hand.

Each year, NALC highlights the special acts of courage and compassion performed by letter carriers who improve—or save—lives along their routes, by recognizing some of them as NALC's Heroes of the Year.

Tesfaye Deyasso was driving home from work in St. Louis Park, MN, on April 18 around 6:30 p.m. when he witnessed a man driving off the highway and into a barrier. As the car smashed into a pole, it burst into flames.

"Everything happened within, like, a second," said Deyasso, a four-year letter carrier with Minneapolis

Branch 9. Deyasso pulled over and ran up to the car. Seeing that the driver was unconscious, Deyasso attempted to open the door, but it was locked.

Deyasso alerted the driver until he regained consciousness, and with the help of some good Samaritans, they got the door open.

"We tried our best to open the door, but it was only six inches from the barrier, so we couldn't pull him out," Deyasso said.

Deyasso told everyone to find something to break the window. One person tried using a large piece of plastic, but it didn't work. Finally, a highway assistance worker arrived with a device that opened the window. The group hoisted the driver out of the car and to safety.

The rest of the car, including the seat where the driver had been sitting, exploded in flames. "I think maybe 20 seconds later, the whole car just burned," Deyasso said.

As smoke filled the air, Deyasso left after seeing the driver was in good hands. For the next six hours, he struggled to breathe and wheezed due to smoke inhalation. He recalled calling a doctor, who instructed him on how to slow his breathing.

The smoke was so intense that one of the Samaritans had to go to the hospital with the driver due to smoke inhalation. The driver is recovering well, with only minor injuries. A local news outlet aired footage from a Tesla that captured the incident.

"A lot of people think that we only deliver mail and packages, but I would like to let them know we can also save a life," Deyasso said. "We can help people."

The Postal Record



Branch 9 Minneapolis

Welcomes Brian Renfroe, NALC President



**to the
North Star State**



MINNESOTA STATE ASSOCIATION OF LETTER CARRIERS

RESOLUTIONS:

Whereas: The economic outcome of NALC contract negotiations are dependent upon the wage standards set by comparable private sector employers, as required by the 1970 Postal Reorganization Act.

Whereas: Strong labor contracts benefit not just those within their respective unions, but the entire working class by forcing non-union employers to compete with the elevated compensation packages won by Union employees.

Whereas: Employers enjoy a disproportionate amount of leverage during labor disputes to weather a potential strike or lockout, which is only accelerating as corporations continue to consolidate into increasing larger institutions capable of exerting monopolistic control over the economy.

Whereas: Union members broadly have no economic protections in the event their employer unilaterally imposes a lockout during a ongoing contract negotiation.

Whereas: Unemployment benefits are broadly denied to the increasing number of “gig workers” improperly classified as independent contractors.

Whereas: Unemployment benefit programs vary wildly from state to state, both in benefit amounts and who is entitled to benefits, there is a strong need for cohesive national standard.

Be it resolved: That the NALC shall advocate for, at both the state and federal level, comprehensive unemployment benefit programs that extend to gig workers, striking, and locked out Workers, such as those passed in NY, NJ, and WA; and federal bills such as HR 6063 and HR 4439 which were introduced in the 118th and 119th congress respectively.

Branch President _____ Branch Secretary _____

Submitted by Maxwell Olsen (Branch 2942) _____ Date _____

Submit 5 signed and typed copies to the MSALC Secretary



MINNESOTA STATE ASSOCIATION OF LETTER CARRIERS

RESOLUTIONS:

Whereas: The NALC is made up of members from every corner of the most diverse nation in the world, and by extension those member's roots and familial ties stretch across the globe leading our members to have a vested interest in the matters of foreign affairs.

Whereas: The NALC represents a disproportionate number of veterans and service members, who will be put directly into harm's way should the Israeli campaign continue to escalate, risking the direct involvement of the United States military in another unnecessary and preventable war.

Whereas: The labor movement is founded on the principle that an injury to one is an injury to all, we should stand in solidarity not just with those within the borders of our own country, but with the entire global working class; and with that that principle in mind we should stand unequivocally against the intentional targeting of aid workers, medical staff, and journalists.

Whereas: The Palestinian Postal Services Workers Union (PPSWU) has called on the broader labor movement to divest from institutions that profit from Israel's military and occupational apparatus; support the call for boycott, divestment, and sanctions as a means of peaceful accountability, and a comprehensive arms embargo against weapons used against Palestinian civilians.

Whereas: Israel's occupying forces have an obligation, under recognized international law, to treat the Palestinian people under their control with dignity and respect; to ensure the protection of civilian life by ensuring basic needs such as food, water, and shelter are met; to ensure essential services such as education and healthcare remain functional; and to ensure the protection of private property.

Whereas: The ongoing campaign being waged in Gaza has led to the unnecessary deaths of hundreds of thousands of innocent civilians, the mass destruction of civilian infrastructure needed to sustain life, and the interruption of much needed aid leading to famine conditions.

Whereas: South Africa has filed a case with the International Court of Justice accusing Israel of genocide, which has been upheld in a provisional ruling by a vote of 15-2, and the International Criminal Court has issued arrest warrants for top leaders of both the Israeli Government and Hamas as part of their ongoing investigation dating back to 2014 into claims of genocide against Israel for their actions in Gaza and the West Bank.

Be it resolved: That the NALC calls for an immediate end to hostilities in Gaza, the immediate release of all Israeli and Palestinian hostages and prisoners, and a lasting ceasefire agreement that ensures peace and stability across the region.

Be it further resolved: That the NALC calls for the ending of the illegal settlement policy pursued by the Israeli government; and calls on the international community to aggressively pursue a framework for the creation of a Palestinian state that ensures peace, as well as full civil and democratic rights for all people living within Israel and Palestine

Branch President _____ Branch Secretary _____

Submitted by Mike Huml (Branch 2942) Date _____

Submit 5 signed and typed copies to the MSALC Secretary



MINNESOTA STATE ASSOCIATION OF LETTER CARRIERS

RESOLUTIONS:

Whereas: Postal Workers are currently denied the basic democratic Right to Strike, a fundamental right that all workers should have

Whereas: All workers were once banned from striking, but unions organized and fought to win that right

Whereas: NALC passed resolutions advocating the union fight for the Right to Strike at the 1970, 1972, 1974, and 1978 National Conventions, all of which were approved by the Executive Council

Whereas: The US District Court of the District of Columbia found that the First Amendment protects NALC and its members to advocate for the Right to Strike

Whereas: The results of Interest Arbitration continually leave our members behind, including the most recent award that granted nearly the same contract voted down by 71% of voting members.

Whereas: Interest arbitration is an undemocratic process, where NALC members are not guaranteed the final vote on the terms of our contract

Whereas: NALC needs every tool at our disposal in the face of threats of privatization, consolidation, speed-ups, and daily harassment from management on the workroom floor

Whereas: The Trump Administration has exploited the ban on federal workers' Right to Strike in order to union bust, and take away union rights from millions of federal workers; therefore be it

Resolved: That NALC reaffirm support for past Convention resolutions on the Right to Strike, and layout a strategy to win this right for its members

Further resolved: That NALC move to have the undemocratic "No Strike" clause taken out of our contract in the next round of negotiations.

Further resolved: That NALC use the Letter Carrier Political Fund to demand Congress immediately repeal the ban on federal workers from striking.

Further resolved: That NALC use every means possible to fight publicly for the Right to Strike, including, but not limited to: the Executive Council to create a task force to campaign for the Right to Strike, and to organize alongside other postal and federal unions, the AFL-CIO, and any and all public or private sector unions who will stand in solidarity with us in this fight, and

Be it further resolved: That NALC organize public demonstrations for the Right to Strike, to draw in the public and the broader labor movement into our fight, including a national day of action for all branches to participate in, with a large demonstration in Washington DC.

Branch President _____ Branch Secretary _____
Maxwell Olsen (Branch 2942)

Submitted by & Tyler Vasseur (Branch 9) _____ Date _____

Submit 5 signed and typed copies to the MSALC Secretary



MINNESOTA STATE ASSOCIATION OF LETTER CARRIERS

RESOLUTIONS:

WHEREAS, transparency and accessibility are foundational principles of our organization, promoting greater engagement and inclusivity among all member;

WHEREAS, the national convention is a significant event where critical discussions, decisions, and elections take place that impact the future of the organization;

WHEREAS, many members are unable to attend the national convention in person due to various barriers including financial, geographical or personal constraints;

THEREFORE, BE IT RESOLVED, that the national convention shall be live streamed in its entirety to ensure all members have the opportunity to view proceedings as they happen;

BE IT FURTHER RESOLVED, that a complete recording of the national convention shall be made available on the members-only portal no later than September 1 of the years in which the convention takes place;

BE IT FINALLY RESOLVED, that this resolution shall take effect immediately upon adoption and apply to all subsequent national conventions.

Branch President _____ Branch Secretary _____

Submitted by Christopher Pennock (Branch9) _____ Date _____

Submit 5 signed and typed copies to the MSALC Secretary



THANK YOU FOR YOUR SOLIDARITY



AFL-CIO
MINNESOTA'S UNIONS

www.mnaflcio.org

The Minnesota AFL-CIO's mission is to improve the lives of working people, retirees, and our families — to bring economic and social justice to our workplaces, communities, state, and nation while striving to eliminate all forms and systems of oppression.

To accomplish this mission, our Federation of Unions will:

- Expand the Minnesota Labor movement by helping workers join and form unions.
- Stand with workers as they bargain fair contracts to improve their living conditions and their workplaces.
- Acknowledge, speak against, and demand action to address inequities based on race, gender, and sexual orientation in the workplace and in our communities.
- Strengthen the voice of Minnesota working families by building power at all levels of government and in a changing global economy.
- Partner with affiliates to grow the number of union jobs that can sustain workers, families, and communities for generations to come.

ARTICLE I 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.

2a. 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.

2b. Such convention should be a two (2) day assembly, with a social function; funded by a registration fee collected from each person in attendance.

2c. 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 carrier's hourly wage per active member, per annum.

Section 2a. Twenty-five cents (\$0.25) 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.

2b. 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 his/her 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 his/her 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 his/her 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 his/her 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.
- c.** Eligibility for payment of any delegate will include attendance of 9 out of 12 AFL-CIO Area Labor Council/ Regional Labor Federation meetings of the year prior to the biennial 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 his/her 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 President's correspondence with Branches, when practicable, 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 President's 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 his/her 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 his/her 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 acknowledgement 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 in his/her judgement this sum is not sufficient to cover the amount which may accumulate in the Treasury during their term of office. The premium on 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 Editor for a maximum of 4 hours of pay.
- e. Keeping the MSALC membership list current, correct and secure is the responsibility of the 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 Board shall 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 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 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 (LCCLs) 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

**THE CARRIERS AT
ROCHESTER BRANCH 440
WELCOME:
NALC NATIONAL PRESIDENT
BRIAN RENFROE
TO THE
2025 MSALC CONVENTION**



MSALC MEMBERSHIP BY MONTH PROFILE

MONTH	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
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	2980	2966	2970	2979
2024 BUDGET	2850	2850	2850	2850	2850	2850	2850	2850	2850	2850	2850	2850
2024 ACTUAL	2945	2956	3023	2998	2990	2989	3016	3032	3031	3011	3020	3021
2025 BUDGET	2900	2900	2900	2900	2900	2900	2900	2900	2900	2900	2900	2900
2025 ACTUAL	2987	2991	2967	2966	2987	3018	3030	3028				
2026 BUDGET	3000	3000	3000	3000	3000	3000	3000	3000	3000	3000	3000	3000

2026 Per Capita will be \$23.11 per member per year.

SUMMARY OF HOURS AS OF AUGUST 31, 2025

POSITION	NAME	2024 YTD	2024 YTD	2025 YTD	2025 YTD
		Hours	QTRS	Hours	QTRS
President	Perry Schmidt	156		37.25	
Vice President	Erin Rode	56.5		14.25	
Secretary	Christa Abraham	65.25		68	
Treasurer	Eric Marquardt	138.75		60.5	
Editor	Rob Petersburg	53.75		41.25	
Director of Retirees	Bill Wessinger	16.5		14.75	
E-Board Chair	Connie Beissel	19		14.25	
E-Board Member	David Zimney	14		12.25	
E-Board Member	Eduardo Silva	15		13.25	
E-Board Member	Jonathan Garcia	13.75		4	
E-Board Member	Nicholas Tiemann	14		13.25	
AFL-CIO Delegate	Harold Harvey	7.5		10	
AFL-CIO Delegate	Connie Beissel	0			
Retiree Council	Thomas Quinn	9.5		7	
Retiree Council	Darrell Maus	8.5		9.75	
LCCL CD1 (New)	Cheyenne Sauke	0	0	4	0
LCCL CD1	Harold Weed	20	3	2	0
LCCL CD2	Connie Beissel	12	4	9	3
LCCL CD3	Maxwell Olsen	23	4	18.75	3
LCCL CD4	Abigail Small	16	3	13.25	2
LCCL CD5	Andrew Hagen	16	3	19.25	3
LCCL CD6	Eduardo Silva	9	3	9	3
LCCL CD7	Eric Marquardt	12	4	9	3
LCCL CD8	Shawn Hansen	5.5	0	6	0

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

Account Balance Report**Assets**

		As of 8/31/25	9/8/2025
Acct #1	Primary Share	\$0.27	
Acct #2	Essential Bus. Checking	\$3,132.88	
Acct #5	Preferred Savings	\$188.85	
Acct #8	Money Market	\$25,502.61	
Equipment		\$2,500.00	\$2,500.00
TOTAL ASSETS		\$31,324.61	

Liabilities

Acct #42	MSALC Credit Card	\$0.00	
Payroll Liabilities		\$0.00	
Total Liabilities		\$0.00	

Account Balances will be announced during budget presentation

MSALC Expenses and Budget

		2024	2024	2025	2025	2026
	INCOME	Budget	YTD 21/31/24	Budget	YTD 08/31/25	Budget
1	Ad Displays	\$700.00	\$480.00	\$700.00	\$0.00	\$700.00
2	National Dues	\$65,863.50	\$70,268.67	\$67,019.00	\$45,241.41	\$69,330.00
4	Investment Income	\$175.00	\$267.23	\$175.00	\$131.40	\$175.00
6	MSALC Convention (Reg Fees)	\$2,900.00	\$2,523.11	\$2,900.00	\$0.00	\$2,500.00
7	MDA Donations Collected	\$9,506.91	\$9,506.91	\$10,000.00	\$3,313.00	\$9,000.00
8	Reimbursements	\$0.00	\$118.00	\$0.00	\$0.00	\$0.00
	TOTAL	\$79,145.41	\$83,163.92	\$80,794.00	\$48,685.81	\$81,705.00
10	Board Meeting	\$250.00	\$250.00	\$250.00	\$180.39	\$250.00
11	State Convention	\$13,000.00	\$12,915.08	\$16,000.00	\$3,075.74	\$16,000.00
14	Dues/Permits/Fees/Box Rent	\$700.00	\$309.85	\$300.00	\$155.00	\$300.00
16	Insurance (Bond)	\$268.80	\$268.80	\$268.80	\$0.00	\$268.80
17	Lodging	\$2,000.00	\$773.19	\$2,000.00	\$0.00	\$1,000.00
19	Mileage	\$3,000.00	\$6,178.24	\$3,000.00	\$1,746.22	\$5,000.00
20	Workers Comp. Insurance	\$300.00	\$0.00	\$300.00	\$261.00	\$270.00
21	Prof Fees/Accounting/Website	\$1,800.00	\$2,330.88	\$2,100.00	\$2,971.75	\$3,000.00
22	Payroll/Wages/Payroll Taxes	\$30,869.70	\$29,609.21	\$30,525.20	\$19,374.29	\$29,716.20
25	Postage	\$3,700.00	\$2,915.17	\$3,700.00	\$3,572.05	\$3,700.00
26	Printing (Newsletter)	\$9,000.00	\$8,678.14	\$8,000.00	\$6,685.72	\$9,600.00
28	MDA (Donations & Exp)	\$9,506.91	\$9,506.91	\$10,000.00	\$3,313.00	\$9,000.00
29	Supplies/Software	\$1,500.00	\$1,420.25	\$2,000.00	\$1,446.35	\$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	\$257.50	\$600.00	\$62.98	\$400.00
33	Training/Registration	\$250.00	\$35.00	\$250.00	\$0.00	\$200.00
	TOTAL EXPENSES	\$79,145.41	\$76,948.22	\$80,794.00	\$44,344.49	\$81,705.00
	NET TOTAL	\$0.00	\$6,215.70	\$0.00	\$4,341.32	\$0.00
35	Non-Budget Items/Motion	\$0.00	\$9,731.77	\$0.00	\$841.86	\$0.00

TOTAL ASSETS ON HAND BY YEAR

****Dollar amounts taken from each year's convention book****

2003	\$29,433.25	2011	\$70,000.00	2019	\$63,389.82
2004	\$27,471.90	2012	\$71,097.15	2020	\$68,456.56
2005	\$25,250.15	2013	\$65,401.33	2021	\$79,841.53
2006	\$21,252.51	2014	\$47,382.76	2022	\$77,571.22
2007	\$24,144.28	2015	\$43,103.37	2023	\$53,984.84
2008	\$26,853.23	2016	\$44,113.75	2024	\$34,072.24
2009	\$38,825.02	2017	\$49,493.34	2025	TBA
2010	\$58,000.00	2018	\$51,046.19		



**NALC Branch 388
Welcomes
State Delegates
and Guests**

NALC Zenith Branch 114

Duluth, Two Harbors, Silver Bay

extend greetings to

NALC President,

Brian Renfro

to the 2025 MSALC State Convention



*The Minnesota State Association of Letter Carriers
wishes to extend our deepest sympathy to the families
of our Sisters and Brothers who have passed on*

IN LOVING MEMORY

*For a second you were flying
Like you always wanted to
Now you'll fly forever
In skies of azure blue
We'll see your smile in every ray
Of sunshine after rain
And hear the echo of your laughter
Over all the pain
The world's a little quieter now
The colours have lost their hue
The birds are singing softly
And our hearts are missing you
Each time we see a little cloud
Or a rainbow soaring high
We'll think of you and gently
Wipe a tear from our eye.*

[illegible]

Notes

“The body of every organization is structured from four kinds of bones. There are the Wishbones who spend all their time wishing someone else would do all the work. Then there are the Jawbones, who do all the talking but little else. The Knucklebones knock everything anyone else tries to do. Fortunately in every organization there are also the Backbones who get under the load and do all the work.”

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