

# Minnesota State Association of Letter Carriers

## 2024

# STATE CONVENTION



November 2023, a letter carrier statue was unveiled, which Harold and Alice Weed commissioned. Part of the CityArt walking sculpture tour, the statue has been placed directly in front of the historic Mankato Post Office. Named 'Delivering For You', the statue symbolizes the hard work and dedication letter carriers exhibit for their communities.



Harold and Alice Weed, alongside MSALC President Perry Schmidt

**MSALC OFFICERS**

**President:  
PERRY SCHMIDT**

**Vice-President:  
ERIN BLAZEVIC**

**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 OLSON**

**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**

**Contents**

Convention Rules .....	page 3	Executive Board Reports .....	page 19-21
Convention Agenda .....	page 4-5	Branch 28 Ad .....	page 22
Keynote Speaker.....	page 6	Executive Board/ LCCL Reports .....	page 23-26
Convention Committees .....	page 7	Education Minnesota Ad.....	page 27
Branch 2942 Ad .....	page 8	Bylaw Proposal .....	page 28
2023 Convention Minutes.....	page 9-11	MSALC Bylaws .....	page 29-35
AME's Uniforms Ad .....	page 12	Branch 9 Ad .....	page 36
Congressional Map .....	page 13	Financial Reports.....	page 37-39
Branch 440 Ad .....	page 14	Notes .....	page 40
Executive Board Reports .....	page 15-17	Tribute.....	page 41
Branch 114 Ad .....	page 18	Honsa Printing Ad .....	back cover

**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**

**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.

# 2024 MSALC State Convention Agenda

## **Sunday Oct 6th**

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 Suite

## **Monday Oct 7<sup>th</sup>**

**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 Smith)
  - \* Stephanie Stewart, NALC Director of Health Benefit Plan
  - \* Anthony Mitchell, LCPF Coordinator
  - \* Patrick Johnson, National Business Agent Region 7
  - \* Nick Tiemann MDA
- Committee Reports

10:00 AM- 10:30 AM

Scott Bultena- Leadership Academy Presentation

**10:30 AM- 10:45 AM- BREAK**

10:45 AM- 11:00 AM

By-Law/Resolution Committee

11:00 AM- 11:30 AM

AFL-CIO

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

12:30 AM-2:15 PM

Jason Karnopp- Dignity and Respect

**2:15 PM- 2:30 PM BREAK**

2:30 PM- 4:00 PM

National Officer: Stephanie Stewart (Director of Health Benefit Plan)

**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 Suite

**Tuesday Oct 8<sup>th</sup>**

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

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

9:30 AM- 10:00 AM

Invocation (Chuck Glover)

Roll Call (Christa Abraham)

Memorial Service (David Zimney)

Committee Reports

10:00 AM- 10:30 AM

Jennifer Halloway– EAP

10:30 AM– 11:30 AM

LCCL Reports

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

12:30 PM- 1:30 PM

Samantha Hartwig OWCP

1:30 PM- 2:15 PM

Anthony Mitchell– LCPF

**2:15 PM- 2:30 PM BREAK**

2:30 PM- 4:00 PM

Patrick Johnson- RAP Session

**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 9<sup>th</sup>**

7:00 AM- 8:30 AM Breakfast- Main Dining Room

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

11:00AM Check-Out

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**Below are the disbursements made to members of Congress  
from Jan. 1, 2023, through July 15, 2024:**

**Craig, Angie** \$10,000

**McCollum, Betty** \$4,000

**Emmer, Tom** \$5,000

**Schultz, Jennifer** \$500

**Klobuchar, Amy** \$5,000

**Stauber, Pete** \$7,500

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**  
**DIRECTOR, HEALTH BENEFIT PLAN**  
**STEPHANIE STEWART**



Stephanie Stewart was elected director of health benefits by mail balloting of NALC members in 2022.

Stewart was hired as a letter carrier in 1995 for the Morgan Street Station in Des Moines, IA, and quickly joined Central Iowa Merged Branch 352.

“I became involved as the shop steward because I couldn’t sit by and watch management violate our contract and abuse letter carriers,” she said. “I knew I had the ability to stand up and defend my co-workers, so I signed up and kept fighting anywhere I was needed.”

As a member of Branch 352, she served the membership as a shop steward, Formal A designee, safety captain, workers’ compensation officer, trustee, and vice president, and went on to become president in 2013. She also filled many roles at the request of the national business agent’s office, including NALC co-leader for route inspections, District EAP committee member, District Safety Committee co-chair, Master Carrier Academy facilitator and as an arbitration advocate.

“The challenge of representing letter carriers through a variety of different ways became my passion,” Stewart said. “I was eager to learn and very fortunate to be surrounded by strong mentors who pushed me at every turn. I quickly realized we stay strong by leaning on each other and being proactive through ongoing education.” Her desire to help letter carriers in new ways led to her involvement as an officer with the Iowa State Association of Letter Carriers, where she served as vice president and director of education from 2011 to 2015.

In 2015, NALC President Fredric Rolando appointed Stewart regional administrative assistant for Region 5, serving Missouri, Iowa, Nebraska and Kansas. Rolando appointed her director of health benefits in 2018 to fill a vacancy, and she was elected to the post later that year by national balloting.

As director of health benefits, Stewart’s goal is to educate members about our health benefit coverage and promote wellness and healthy living. “When our bodies are taxed by injury or illness, the physical and mental demands of being a letter carrier are even more challenging,” she said. “If I can help lessen that burden, it must be a priority.”

# 2024 MSALC CONVENTION COMMITTEE ASSIGNMENTS

## AUDIT COMMITTEE

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

## BYLAWS & RESOLUTIONS COMMITTEE

Ryan Bell (Chair)	Branch 717 (Austin)
Robb Petersburg	Branch 9 (Minneapolis)
Pat Garhofer	Branch 28 (St. Paul)
Andrew Champion	Branch 388 (St. Cloud)
Angela Hanson	Branch 2942 (Hopkins)

## CREDENTIALS COMMITTEE

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

## BUDGET COMMITTEE

Eric Marquardt	Branch 2120 (Alexandria)
Perry Schmidt	Branch 28 (St. Paul)
Erin Blazevic	Branch 114 (Duluth)
Christa Abraham	Branch 9 (Minneapolis)
Darrell Maus	Branch 9 (Minneapolis)
Connie Beissel	Branch 9 (Minneapolis)

## SERGEANT-at-ARMS

Harold Harvey	Branch 28 (St. Paul)
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## PARLIAMENTARIAN

Barry Weiner	Branch 9 (Minneapolis)
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# 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





# MSALC 2023 Convention Meeting Minutes

Day 1: Monday October 1<sup>st</sup>, 2023

Called to order at 9:02am

Pledge of Allegiance

**Chuck Glover:** Invocation

**Paul Roue:** Reading of the convention rules

**Christa Abraham:** Introduction of MSALC officers and roll call

**Perry:** Guest introductions

NBA Patrick Johnson Region 7 NBA

RAA Joel Malkush RAA

RAA Jason Karnopp RAA

RWCA Samatha Hartwig RWCA

Dan Toth National Officer (Director of Retired Members)

Ronaele Bolden MDA Coordinator

**Luke Kane (Branch 28):** LCPF Presentation from Leadership Academy

LCPF Coordinator Anthoney Mitchell was unable to attend due to having covid. Joel Malkush can sign people up for LCPF for those not contributing

*BREAK*

## **AFL-CIO Presentation**

Bernie Burnham- President

Brandon Shofner- North Central Regional Organizer

Micayla Ter Wee- South Central Regional Organizer

Jared Muskovitz- East Metro Regional Organizer

*LUNCH: 11:30-12:30*

**Bill Wessinger:** Credentials Report

63 delegates

Nominations

## **President**

Chris Antoncich (Branch 28) nominates **Perry Schmidt**

No other nominations for president.

Motion: Darrell Maus (Branch 9) moves we accept all uncontested positions by acclamation. Chris Antoncich (Branch 28) 2<sup>nd</sup>. M/S/C

## **Vice President**

Paul Roue (Branch 1058) nominates **Latasha Mccaleb** (Branch 9)

Joel Tracey (Branch 114) nominates **Erin Blazevic** (Branch 114)

## **Secretary**

Samantha Hartwig (Branch 9) nominates **Christa Abraham** (Branch 9)

## **Treasurer**

Dave Evanson nominates **Eric Marquardt** (Branch 2120)

## **Editor**

Chuck Glover (Branch 9) nominates **Robb Petersburg** (Branch 9)

## **Director of Retirees**

Chris Antoncich (Branch 28) nominates **Bill Wessinger** (Branch 28)

## **Executive Board**

Harold Harvey (Branch 28) nominates **Connie Beissel** (Branch 9) as Chair

Joel Tracey (Branch 440) nominates **Dave Zimney** (Branch 2942)

Eric Hagberg (Branch 388) nominates **Eduardo Silva** (Branch 388)

Don Mabe (Branch 440) nominates **Jon Garcia** (Branch 440)

Scott Bultena (Branch 9) nominates **Nick Tiemann** (Branch 9)

## **AFL-CIO Delegates**

Harold Harvey (Branch 28) nominates **Connie Biessel** (Branch 9)

Connie Beissel (Branch 9) nominates **Harold Harvey** (Branch 28)

## **AFL-CIO Retiree Delegates**

Connie Beissel (Branch 9) nominates **Darrell Maus** (Branch 9)

Harold Harvey (Branch 28) nominates **Tom Quinn** (Branch 28)

*There will be an election for Vice President*

Warren Wehmas (Branch 2942): One of the candidates for VP is on the election committee; they will be replaced by Eduardo Silva (Branch 388)

**Dave Evanson (Branch 440)** Audit Committee Report:

Everything is in order and there are no issues. Eric Marquardt does a great job

Harold Harvey (Branch 28) motion to accept the report; Darrell Maus (Branch 9) 2<sup>nd</sup>. M/S/C

**Eric Marquardt:** Treasurer's Report

Mario Spaminato (Branch 114) motion to accept treasurer's report. Darrell Maus (Branch 9) 2<sup>nd</sup>. M/S/C

**Jason Karnopp (RAA):** JSOV Presentation

*BREAK*

**By-law committee**

Resolution presented from Branch 9. Paul Roue (Branch 1058) move to accept; Mario Spampinato (Branch 114) 2<sup>nd</sup>. M/S/C.

**Samantha Hartwig (RWCA):** OWCP Presentation

By-law Committee Released

**Perry Schmidt**

Dinner is @ 6PM

Hospitality cabin is #620

Bonfire tonight

Cribbage tournament is in the Church Island Room

Football game will be on in the hospitality cabin

Release Audit Committee

Release By-law Committee

*Adjourn Day 1 @ 4:02PM*

Day 2 Tuesday, October 2<sup>nd</sup> 2023

*Called to order at 9:05am*

Pledge of Allegiance

**Darrell Maus (Branch 9):** Invocation

**Dave Zimney (Branch 2942):** Memorials

**Scott Bultena (Branch 9)**

Motion to accept meeting minutes from the 2022 State Convention. Andrew Campion (Branch 388)  
2<sup>nd</sup>. M/S/C

**Christa Abraham:** Roll Call

**Bill Wessinger:** Credentials Report

Mary Tinglov (Branch 28) motion to accept credentials report. Darrell Maus (Branch 9) 2<sup>nd</sup>. M/S/C  
Credentials committee is released

**Ronaele Bolden:**

Cribbage tournament winner from last night is Joe Tiemann (Branch 9)

Football winners

1<sup>st</sup> Quarter: Chris Frieberg

2<sup>nd</sup> Quarter: Melissa Kmett

3<sup>rd</sup> Quarter: Tom Nickerson

4<sup>th</sup> Quarter: Melissa Kmett

**Luke Kane:** LCPF Presentation from Anthoney Mitchell

*BREAK*

VP Candidates introductions: Latasha McCaleb (Branch 9) & Erin Blazevic (Branch 114)

**Joel Malkush (RAA):** Tiareap Presentation

Caucus for elections

*LUNCH BREAK 11:30-12:30*

Voting for VP: 12:30pm-1pm

Betty McCollum video

**Patrick Johnson:** NBA RAP Session

**Election Committee Results**

10 Branches voted, 31 ballots. 4416 total votes

Latasha McCaleb: 1478

Erin Blazevic: 2938\*\*

Elections Committee Released

**Darrell Maus (Branch 9):**

Motion to pay \$100 to the election committee members. Mario Spampinato (Branch 114) 2<sup>nd</sup>. M/S/C

**Darrell Maus (Branch 9):**

Motion to pay sergeant @ arms Harold Harvey (Branch 28) \$100

Dan Garhofer: Friendly amendment to also pay Nick Sachs (Branch 28) for assisting. M/S/C

**Darrell Maus (Branch 9):**

Motion to pay parliamentarian Warren Wehmas (Branch 2942) \$100. Paul Roue 2<sup>nd</sup>. M/S/C

**Dan Toth (Director of Retired Members):** National Officers Report

*Recess*

**6PM: Dinner and MDA Live Auction**

**2023 MSALC Convention Adjourned**



# 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

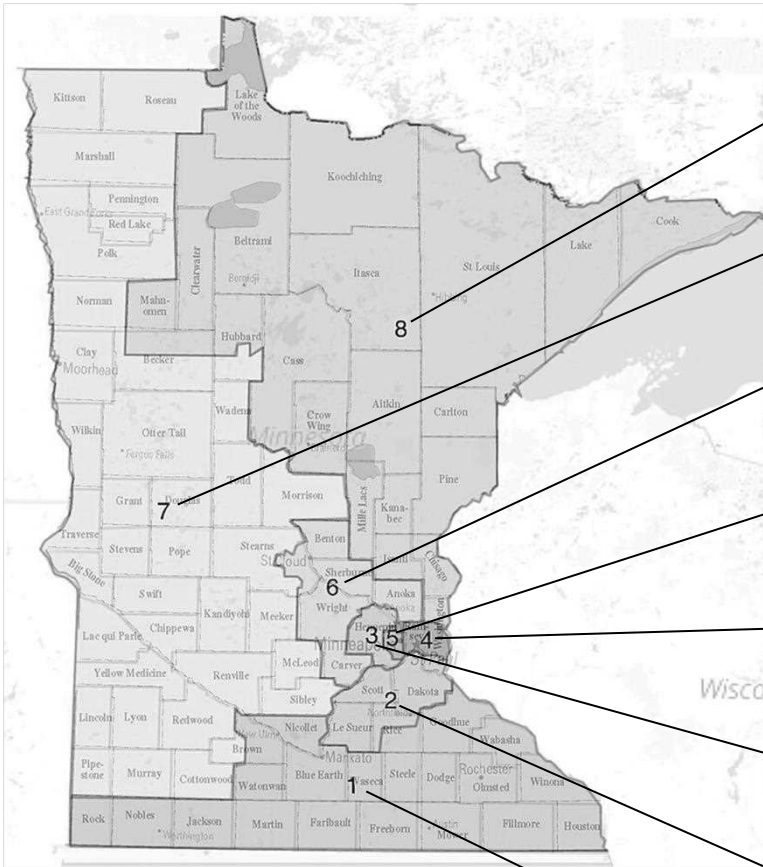
**Alice Weed**  
Southern Minnesota  
@507-779-6444



**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 Olson  
Representative  
Dean Phillips
- 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 sta , and ask for their support on issues that a ect letter carriers’ livelihood.

**This is strictly non-partisan.**

<p><b>Senator Amy Klobuchar</b> 202-224-3244</p>
<p>1st Congressional District Brad Finstad 202-225-2472</p>
<p>3rd Congressional District Dean Phillips 202-225-2871</p>
<p>5th Congressional District Ilhan Omar 202-225-4755</p>
<p>7th Congressional District Michelle Fischbach 202-225-2165</p>

<p><b>Senator Tina Smith</b> 202-224-5641</p>
<p>2nd Congressional District Angie Craig 202-225-2271</p>
<p>4th Congressional District Betty McCollum 202-225-6631</p>
<p>6th Congressional District Tom Emmer 202-225-2331</p>
<p>8th Congressional District Pete Stauber 202-225-6211</p>

**THE CARRIERS AT  
ROCHESTER BRANCH 440  
WELCOME:  
DIRECTOR,  
HEALTH BENEFIT PLAN  
STEPHANIE STEWART  
TO THE  
2024 MSALC CONVENTION**



**Perry Schmidt**  
**MSALC President**

Most of the time I start out with “Hi everyone, hope you had a good year since last time we were together”, so this year I will do it this way: it has been a year and what a year it has been! We had a Convention in Boston, and still no contract as of the time this was written. I enjoyed the convention in Boston. It was surely a different kind of convention than past conventions. I am not going to type out all the things that happened at the convention and what did not happen, but I liked it. It ran as smoothly as any convention I have been to with buses having worked out very well, not counting the last day. There were really good speakers, fantastic videos, and everyone agrees with the great singing every morning to open up convention. The hotels were good, and the food was expensive but very delicious. It would have been nice to have a few more adventures, but there just was not enough time.

Our 2024 state convention on October 6th will leave us about 30 days until the US Presidential election November 5th, 2024. If you were lucky enough to be out to the Minnesota State Fair on Sunday, September 1<sup>st</sup>, you may have seen Vice President nominee Tim Walz shaking hands and walking through the dairy building wearing a green state fair ball cap and Minnesota made blue t-shirt. He said he has not missed many State Fair openings. He had a pork chop on a stick, and his motorcade parked behind the Dairy Building. He went inside to greet people, shake hands, and do what good politicians do.

We say every election is the most important of the lifetime and this one is no different. So many things are at stake:

(1) We need to win some congressional seats

back some seats and take over we do know how Important that is this time.

(2) The Supreme Court of the United States is not balanced. We need to have a Democratic President to put the best judge in place. We cannot have the other guy appoint the wrong person for our families.

(3) The Senate needs to keep what we have, and hopefully gain a few more seats there for a strong hold.

(4) And, of course the President's seat. They alone can change so much in our history, including the Supreme Court Justices.

We have our work cut out for us in the next 30 days after this convention. We can get ourselves involved with the outcome. When asked to go door knocking or phone banking, ask fellow coworkers and family members to help as well. For a variety of reasons, we need the correct people in Washington.

Protect Our Letter Carriers Act needs to pass. Every day it seems like we hear about another carrier being stomped on for the keys and mail. We know the postal service is just saying what they have to say to protect themselves from backlash. So, we need to talk to the members of congress from both sides again and again. Even if you have already emailed or called, email or call again. Unfortunately, they must be repeatedly reminded to support our cause.

The safety of the letter carriers should always be priority number one. If you see a new carrier doing something unsafe, help her or him out, and show the correct way.

This year, we are up at Sugar Lake Lodge. This is a new place for us all, so if you like the location and accommodations, please let us know.

Congratulations to all the carriers who have re-

tired and hope you are enjoying retirement. After all, retirement is the goal for all of us. Now you can enjoy every day at your own pace.

So, in closing, get out and VOTE, phone bank, and door knock. The carrier's jobs are on the line if the wrong person gets into the White House for four years. Do not forget the points made above when considering how important this election will be.

**Erin Blazevic**

**Vice President**

Another year has passed us by, and it is time for us to come together as a state. I am excited to see what Sugar Lake Lodge has to offer. We as delegates are privileged to serve as the spokespeople for our brothers and sisters who continue to hold down the fort and deliver the mail back in our home offices. Many of us are also officers for our home branches; stewards for the well-being of our union and everyone we represent. The word "steward" here does not just apply to those who file grievances and step toe-to-toe with management. Officers are all stewards in a way, performing the duties of our posts as a means to make the branch strong. While we serve as delegates at this convention or as we did in Boston for the National Convention in August, our individual voices need to be counted for the votes of many, whether your branch has 20 members or 2,000. Let your voice be heard, fully with the will of our brothers and sisters in the intention of any business conducted.

As we are about to embark on what may be a bumpy ride into the 2024 election, followed closely by peak season, there are a few key things we must remember. The Hatch Act can help keep our offices from becoming contentious and divided. Federal employees should not be speaking or

campaigning for or against a partisan election while on duty, and we can politely remind our brothers and sisters of this before management gets involved and enforces discipline. We must deliver all campaign and political mail with the same level of professionalism as bringing a water bill, medication, or birthday card to the mailboxes of our customers. Democracy is literally in our hands, and we must do all we can to uphold it. Get out and vote on November 5th! Donate to LCPF!

PEAK. Another four-letter word to some, if not most of us. The days may get long while daylight grows shorter. I started my career during peak season of 2020, and it was terrifying to be thrown into such a chaotic environment. If your office has new carriers joining this fall or winter, I urge you to keep an eye out for them and offer them assistance. I might not have stuck it out if I did not know I had some friendly carriers in my corner that offered a hand in finding a tricky address or gave some encouragement when a day seemed bleak with the sheer volume of mail and parcels. It is odd, but I have found that throwing on a Santa hat, headband with elf ears or reindeer antlers, or Christmas light necklace can improve morale and put a smile on some of the biggest Grinches. And we cannot forget that after the big holiday comes return and gift card season!

I hope that everyone has a wonderful time here at Sugar Lake Lodge, and I look forward to all the camaraderie that will take place in a new area for our group. Let's set another record in raising money for MDA in the pumpkin auction, while we are at it!



## Christa Abraham

### Secretary

Welcome to our MSALC 2023 State Convention! This is a new venue for us here at Sugar Lake Lodge. Our board and convention committee have been working tirelessly at making this a great convention. Remember, there is FREE UNLIMITED golf this year!

The Letter Carrier Political Fund 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. **Non-Partisan:** While LCPF is affiliated with the NALC, its support for candidates is not limited to any particular political party.

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. **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.

If you are not already contributing or would like to increase your contribution amount, please let us know and we can get it done during our 2024 state convention.

## Eric Marquardt

### Treasurer, LCCL 7

Thank you for participating in the 2024 MSALC Convention.

Our per-cap has not dropped. The budget committee decided to increase our per-cap from 2,850 to 2,900 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.

Our convention costs last year went over budget by \$13,464. We had to cover the costs for golf and the golf carts, while in the past those were free. Perry Schmidt and I went to national training last year in Texas. Erin Blazeovic went to national training this year in Washington D.C.. Those costs are part of the non-budget items.

Our total assets are \$34,622.70 as of August 31, 2024.

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

***NALC Zenith Branch 114***

**Duluth, Two Harbors, Silver Bay**

**extend greetings to**

**Director, NALC Health Benefit Plan ,**

**Stephanie Stewart**

**to the 2024 MSALC State Convention**



## **Bill Wessinger**

### **Director of Retirees**

Hello Minnesota Letter Carriers, Active and Retired,

Where do I start? Have you heard about Project 2025 Mandate for Leadership: The Conservative Promise, from the Heritage Foundation? It makes for some very interesting reading, it's close to 900 pages long, so I only read items that seemed immediately relevant to all of us. All government unions would be dismantled, social security would be radically changed (I would think, goodbye 'Bridge'), working more years before qualifying for retirement. Labor laws would be changed to allow child labor, OSHA might be gone. I could go on, but you can look up Project 2025 and be the judge of how devastating this could be to us. With this knowledge, I would think you would get on board to help elect labor friendly, responsible and caring politicians that have our best interests at heart, to lead this country. This would mean: door knocking, phone banks, letters to the editors, doing post cards, fundraisers and most of all, your financial support. If the wrong persons are elected, you might be kissing your job and way of life down the river. I'm retired, but this scares me for myself and my family. I certainly am not in any shape to go back to work; 50 years was long enough. Please get involved, actively and financially, we cannot let Project 2025 become a reality.

This was my first time as a delegate to the Minnesota DFL Convention, it was very interesting, as there were some very contentious moments. Israel/Gaza and the Iron Range were hotly debated, but I would not pass up a chance to go again.

I've been getting trained to do early voting and have already been scheduled for eleven days. I was an Election Judge for March 5th and August

13th, and I can say we have a very honest and thorough voting process in Minnesota.

Our National Convention in Boston was one that I will not forget. There were some carriers that were not happy with the outcome of some of the votes in regard to the problems our NALC President Brian Renfroe had. I can only hope that they never stumble and have the problems that cause unrest in their lives. Good health to President Brian Renfroe as he continues to lead us into the future. I took a number of classes and after all these years, I still come away with new knowledge to bring back to my branch.

I've been doing postcards (2000) with a few retirees and that has been going well, it makes it even better that it is being done in an air-conditioned brewery. Don't worry, I'm not a big beer fan. Remember to step up and get involved in our political process or you may be out of a job or lose your benefits. Ask yourself, can you afford to take that chance??? Early voting starts on September 20th, there are even going to be some Sundays that you can vote, no one will have a reason not to vote. We won this right through our blood, sweat and tears and that fight continues.

## **Robb Petersburg**

### **Editor**

Welcome, Minnesota Delegates, to the 2024 state convention!

It is great to see everyone again. Sugar Lake Lodge is a bit further away for me, and likely many of you, but it will be a welcome change. There are many available activities on site, such as: tennis courts, horseshoe pits, volleyball, and swimming. We have also locked down free golf for our delegates. All this allows a wonderful opportunity to get away from our postal work and conduct the business of

the state association.

The primary role of state associations is to guide and direct all activities relating to legislation within the state. We all know politics can be unbearable these days. However, as federal employees, we must not forget that Congress still has an impact on our livelihoods. Did you know that prior to 1970, letter carriers had to beg Congress and the sitting President for rights including pay raises? Going back at least to the 1890s, nearly every President repeatedly lied and gave us empty promises. Our collective bargaining has moved our counterpart to the USPS.

Congress still has a say in some things that affect us. For example, Protect Our Letter Carriers Act (POLCA) would provide increased penalties for crimes against letter carriers. In addition, it would increase resources and infrastructure to digitize our arrow key access points. There are two ways to deter criminals: increase the threat of penalties and remove the appeal to commit the crime. Making the keys unusable by criminals will stop them from having any desire to steal them from us.

There are other important bills we will be discussing here as well. Some of which will help the USPS financially. This in turn helps us negotiate better pay and benefits. Please continue to reach out to your US Representatives to support our causes. Meanwhile, we hope to sprinkle in a bit of training and education, too. I expect there will be many discussions and networks created between all of you reading this. Once again, it is great to see everyone, and safe travels back home.

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

Welcome to the 2024 MSALC State Convention at Sugar Lake Lodge.

We have been working diligently at organizing another great convention for you all. We chose to move to a new resort to help save money this year. We hope you enjoy the beauty and all the amenities that Sugar Lake Lodge has to offer.

2024 is once again a federal election year. As you know, our jobs rely heavily on who gets into the offices of President/Vice President, Senators and Congressmen/women. As letter carriers it is crucial that we elect candidates that will support the continuation of the Postal Service. You have seen how devastating it can be to your job when the POTUS appoints the wrong person to be Postmaster General. On top of that, the former POTUS also appointed members to the Postal Regulatory Commission and the Board of Governors that have continued to fail postal employees and the service that we try to provide to our customers. Service standards have been declining drastically. The PMG's goal has been to privatize the Postal Service. Should that happen, you won't have to worry about what is being negotiated in your contract because we will no longer have an employer to negotiate with and the contract will be voided.

This year, Perry and I will have attended 3 union conventions. The NALC Convention in Boston was like no other. We are still awaiting news on the next contract, and I am confident that President Renfro will deliver for us. The MN AFL-CIO is/was on Sept 22- 24 in Duluth. There, we will be formally endorsing the Federal Candidates that support union workers. We will report those endorsements at this Convention.

In MN, Senator Amy Klobuchar and Congresswoman Angie Craig have been working to help right the wrongs of the service in the Post Office. We will be working with the AFL-CIO to help get those 2 re-elected through door knocks and phone banks. If you are asked to volunteer at an event, I hope you will find the time to do so. If you cannot volunteer your time the next best way to help is to contribute to the Letter Carrier Political Fund (LCPF). This money is what we use to get labor friendly candidates elected. We never use your union dues for this purpose. The suggested amount to contribute is \$5 a pay period for active carriers and \$10 a month for retired carriers. But any amount over \$1 is welcome.

**Dave Zimney**  
**Executive Board**

Welcome everyone to the MSALC 2024 Convention. We are at a new location this year, I hope everyone enjoys it, and please let us know what you think of it. I wanted to briefly touch on a couple of things going on right now.

Protect Our Letter Carriers Act, H.R.7629/S.4356. As of writing this article (the end of August) only three Congressmen/women from Minnesota have signed on as cosponsors. Those three are: Angie Craig, Betty McCollum and Dean Phillips, if your representative isn't listed here please let them know you want them to support H.R.7629. Neither of our Senators have signed onto S.4356, so everyone should be contacting them to push for their support. These are bipartisan bills that every representative should be supporting, we just need to remind them of that fact.

Attending the National Convention in Boston was an interesting time. After listening to many of the delegates, I realized that many of the arguments about contract negotiations were missing some-

thing. What leverage does the NALC have to make its demands of higher wages, better benefits, etc. We heard about other unions from other industries and their victories, but those unions represent union members from industries that profit billions of dollars each year. That is their leverage, when the company that you work for makes billions of dollars out of the hard work of its labor force, those workers have leverage to ask for more. Year after year the USPS has lost billions of dollars. Mail volumes (first class, marketing mail, international, periodicals, etc.) have been in a steady decline for almost two decades! As we move into a digital world, people do not need the mail like they did back in the past. Mail volumes peaked in the year 2006 and have been declining ever since. In the year 2023, we have approximately the same mail volume as we did in 1982 (42 years ago). So again, I ask, what is our leverage to ask for more? The USPS's only hope is packages, it's the future of our organization. If you want to know why the NALC is in support of these new large sorting and delivery centers (S&DC), it is because they understand that we need the new package sorting machines to stay competitive with our competition. One thing that the USPS has done right is its new ground advantage parcel service. Package volumes have begun to increase again which is good news for us. Every one of us needs to sell this new product to our customers. Basically, it boils down to this: the more parcels we deliver the faster we can achieve financial stability, and the faster we reach financial stability the better bargaining power we have to ask for higher wages and better benefits. Parcels are our future and it is going to take every one of us to do our part in transitioning from mail delivery to parcel delivery. I mean let's face it, if we leave it up to management, they will find a way to mess it up somehow.

**Branch 28 would like to welcome  
all delegates and guests to the  
2024 Minnesota State Convention!**



## Jonathan Garcia

### Executive Board

Greetings fellow NALC union members! As the election/political season is upon us it is important to remember some of the dos and don'ts that we are governed by as federal employees. Up until 1993, active letter carriers were barred from any significant roles volunteering for any political campaigns. In 1993, Congress amended the Hatch Act to allow federal employees to take an active part in political campaigns for federal offices. Key things to remember while on the clock, at the workplace or in uniform or Postal vehicle are:

- Do not send or forward a partisan political email.
- Do not wear or display any political or campaign material.
- Do not circulate partisan political materials to co-workers, and
- Do not sign up electronically to contribute to the Letter Carrier Political Fund or solicit other carriers to contribute.

#### **Things you can do off the clock on your own time, out of uniform/vehicle are:**

- Be candidates for public office in non-partisan elections (that is, elections in which none of the candidates are to be nominated or elected are representing a political party).
- Register and vote.
- Sign and circulate candidate nominating petitions and ballot initiative positions.
- Assist in voter-registration drives.
- Speak and write publicly and otherwise express opinions about candidates, ballot measures and issues.
- Attend political rallies, meetings and other events.

- Attend fundraisers and contribute money to political organizations and campaigns.
- Volunteer for political campaigns and encourage others to volunteer.
- Participate in phone-banking and precinct-walking for candidates and ballot measures.
- Display bumper stickers, lawn signs and other campaign paraphernalia.
- Raise money for the Letter Carrier Political Fund from other NALC members. (Note: Letter carriers while detailed to 204b or other higher-level assignments should not solicit contributions to the Letter Carrier Political Fund from postal employees who may be viewed as their subordinates.)
- Volunteer, run for and hold an office in a local or state political party or club.

Let's all get out and vote and be heard!

## Nick Tiemann

### Executive Board

Welcome Brothers and Sisters from all across this great state of Minnesota. This convention is always such a great opportunity for us to come together to conduct the MSALC business, receive training, and get updates from our NBA and many influential speakers. But also, another important impact that we all can take part in while we are here is by making donations to MDA. There will be multiple ways to donate while you're here such as playing in the golf tournament Sunday, participating in 50/50 raffles, buying tickets for baskets and other gifts, and the Monday night football board. Oh, and how could I forget the most popular fundraiser, bidding on a signed pumpkin from a National Oicer. Let's try to break last year's total raised for MDA. I look forward to seeing everyone. Stay safe out there and see you soon.

## **Harold Weed**

### **LCCL 1**

I have met many politicians during my many years as LCCL for MSALC Congressional District 1, but only one of them really knew me. His name is Tim Walz: the coach, school teacher, veteran, dad and all-around great guy. And a friend of letter carriers!

Before he became known state-wide as MN Governor, he was just a good neighbor, good coach and according to his former students, a great teacher. We met each other during an election, and we were both knocking on doors encouraging people to support and vote for our candidates. As fate would happen, his partner and my partner had to stop knocking on doors and Tim and I joined up to finish the day.

That is all it took for us to become friends. As time flew by Tim decided to run for Congress in MN District 1. Of course, Alice and I joined his team and ended up being in one of his District advertisements. Some letter carriers in the district called me and said they were tired of seeing my face on his advertisement all day every day. Tim is now on the brink of an even higher office, that of Vice President of the United States. He will be a great Vice President and then a great President!

Thanks to all the letter carriers and other postal employees who attended rallies, wrote letters and attended fundraisers to promote postal issues.

## **Max Olson**

### **LCCL 3**

During the last few months, we have continued to see slow progress on the legislative front. The Social Security Fairness Act (HR 82) currently has 304 cosponsors, including Representative Phillips. Despite reaching the 290-cosponsor threshold to force the bill to the floor for a vote, it has remained in limbo for a number of months now. The Federal Retirement Fairness Act (HR 5995) has finally been reintroduced in the house, it currently has 69 cosponsors, and Dean Phillips has not yet signed on to the bill. The United States Postal Service Shipping Equity Act (HR 3721) currently has 17 cosponsors, and Dean Phillips has not signed on to the bill. The Vote at Home Act (HR 1439) currently has 22 cosponsors, and Dean Phillips has not signed on to the bill. If you are in Representative Phillips district, I would strongly encourage you to reach out to his office and ask him to sign on to any of the bill he has not yet cosponsored. He does not accept PAC money from any source, so hearing from us directly is the best way to get him on board with our legislative priorities.

Moving on from our legislative priorities to what Phillips has been focused on the last few months, the most significant developments from his office has been his run for the presidency in the Democratic Primary and his focus on the developing crisis in the middle east. Phillips announced a late entry into the Democratic primary challenging President Biden's bid for the white house. In the only contest at the time of writing, New Hampshire, Phillips received 19% of the vote, coming in



a distant second to President Biden, who received 64% of the vote. Phillips has stated that he will not seek reelection to the House of Representatives in 2024, but has until June 4<sup>th</sup> to finalize that decision.

Throughout the developing crisis in the middle east, Representative Phillips has been outspoken on the need to reach a lasting peace. As a member of the committee on foreign affairs and subcommittee on the Middle East, North Africa, and Central Asia, Phillips has made a number of trips to Tel Aviv to strengthen ties and push for peace in the region. Early on in the aftermath of the October 7<sup>th</sup> attacks, Phillips' office helped coordinate evacuations of US citizens wanting to leave Israel or Gaza by coordinating with the State Department and the US embassy in Jerusalem. As the conflict has continued, Phillips has put out statements on what he believes to be the best path forward to achieve a lasting peace in the region. Phillips has called for an immediate release of all hostages; upon release of those hostages, he has also called for an immediate ceasefire to all large-scale military operations and indiscriminate terror attacks that must be upheld by both parties. He has also called on a multi-national peacekeeping force to be deployed to Gaza to support humanitarian and reconstruction efforts, as well as a multi-national coalition to begin investing in a democratic civil society in Gaza and the West Bank to establish a new Palestinian nation.

## **Andrew Hagan**

### **LCCL 5**

Hello Brothers and Sisters across Minnesota!

This summer flew by faster than a witch on Halloween. A quick and brief political update from Congressional District Five. Representative Omar won her primary 56.2% to Don Samuels 42.9%. Representative Omar still has not signed on the Protect Our Letter Carrier Act H.R 7629. Other members of our union and I have been working to get an in-person meeting with her but due to scheduling conflicts we could not make that happen. Branch 9 in Minneapolis had cards made up with language asking congressional members to sign on to P.O.L.C.A at the state fair. When I volunteered on Tuesday the 27th there were 15 people that signed cards in about an hour and a half. Hopefully the rest of the week went well. With a lot of fair goers coming from CD 5 hopefully when we send them to Representative Omar, she will reconsider signing onto P.O.L.C.A. But as frustrating as this is we cannot forget all the other important things she has signed onto for letter carriers, such as H.R 5995 federal retirement fairness act.

H.R. 1624 – Postal Employees Appeal Rights Amendments Act

H.R. 1623 – Postal Supervisors and Managers Fairness Act

H.R. 695 – USPS Fairness Act

H.R. 564 – Comprehensive Paid Leave for Federal Employees Act

H.R. 308 – Secure and Fair Elections for Workers Act

H.R. 8721 – Public Banking Act

H.R. 8015 – Delivering for America Act

H.R. 6425 – Protect Our Post Offices Act

H.R. 2517 – United States Postal Service Shipping Equity Act

Hopefully everyone has a safe and enjoyable rest of the year. Hopefully, by the time I write another article our contract is settled!

**Shawn Hansen**

**LCCL 8**

As I am writing this, Jen Shultz is the AFL-CIO endorsed candidate for the Minnesota 8<sup>th</sup> congressional district with the exception of the Local 49ers who endorsed Pete Stauber. Just a quick history of this, Jim Oberstar represented this district until 2010. In 2010, he was defeated by Chip Cravaak by 4,400 votes. This was also the start of the Tea Party and also the start of the divide between urban areas being mostly Democratic and rural areas mostly Republican. The 49ers also endorsed Cravaak for his reelection campaign, but he was defeated by Rick Nolan. Nolan was also the last DFL candidate to represent the 8<sup>th</sup> District. So as of now, we have Pete Stauber running for his third term.

The other big news is the building of a new Amazon distribution center here in Duluth. This could bring about 150 more jobs to the area, and potentially an earlier dispatch time and less Amazon parcels for us as USPS to deliver. It is not surprising that Amazon is still expanding. As of 2022, Amazon controlled 37.8% of the ecommerce market in the nation, while Wal-Mart had 6.3% and eBay had 3.5%. In 2020, Amazon was bigger as a retailer than the next 9 biggest retail companies combined (1.4T to 1.07T). Another reason they can so easily expand their online store is because they have a streaming service, an advertising firm, and AWS which is their actual service provider. This

means that they can lose some money on their distribution centers because they make enough profit on their other services. This is the way they can undercut competition for their shipping service, and take control of the market share. Also, with their distribution centers, they try to dictate the local labor market. One study found that 53% of Amazon warehouse workers experienced food insecurity, 48% experienced housing insecurity, 56% have not been able to pay all their bills, and 33% have used public assistance programs. 41% of Amazon warehouse workers were injured on the job and 60% experience more workplace monitoring than their previous jobs. Some of the anti-union practices are captive audience meetings, suspension and firing of union organizers, one-on-one questioning of employees active in unions, and the DSP employment structure. As far as the DSP structure, the Teamsters were able to organize one of the hundreds of independent companies that Amazon uses for their delivery services in California. Amazon immediately fired the company.

These are big arguments on why we should continue to try to organize Amazon. The 17 states with the highest union density have state minimum wages 19% higher than the national average and 40% higher than low density union states. Also, help is needed from Congress to define DSP employees as employees of the company. It will not only help Amazon workers, but it would help us in contract negotiations over wages. The less their drivers make, it hurts us as well.

***Education Minnesota's  
84,000 members salute the  
Minnesota State Association  
of Letter Carriers and wish  
you a great convention and  
a successful year ahead!***

[www.educationminnesota.org](http://www.educationminnesota.org)



THE VOICE FOR PROFESSIONAL  
EDUCATORS AND STUDENTS



## MINNESOTA STATE ASSOCIATION OF LETTER CARRIERS

### Proposed Bylaw Change Form

#### Article VI Section 6

Presently reads: (underline language you want to change / strikethru language you want to delete)

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 president 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.

Change to read: (if possible, bold language changed or added)

The President, by virtue of the office, or Presidential designee shall be the Minnesota AFL-CIO State Convention delegate in September **Biennially**, 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 president 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.**

Branch President \_\_\_\_\_ Branch Secretary \_\_\_\_\_

Submitted by Connie Beissel Date 09/09/2024

Submit 5 signed and typed copies to the MSALC Secretary

**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.

**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



MSALC MEMBERSHIP BY MONTH PROFILE

MONTH	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
<b>2010 BUDGET</b>	<b>3600</b>	<b>3600</b>	<b>3600</b>	<b>3600</b>	<b>3600</b>	<b>3600</b>	<b>3600</b>	<b>3600</b>	<b>3600</b>	<b>3600</b>	<b>3600</b>	<b>3600</b>
2010 ACTUAL	3418	3384	3371	3370	3369	3365	3343	3331	3319	3310	3289	3271
<b>2011 BUDGET</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>
2011 ACTUAL	3251	3240	3239	3252	3242	3237	3218	3211	3195	3165	3134	3098
<b>2012 BUDGET</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>
2012 ACTUAL	3094	3069	3060	3027	3027	3012	2995	2984	2972	2967	2953	2945
<b>2013 BUDGET</b>	<b>2900</b>	<b>2900</b>	<b>2900</b>	<b>2900</b>	<b>2900</b>	<b>2900</b>	<b>2900</b>	<b>2900</b>	<b>2900</b>	<b>2900</b>	<b>2900</b>	<b>2900</b>
2013 ACTUAL	2967	2974	2965	2963	3045	3049	3108	3155	3157	3150	3150	3132
<b>2014 BUDGET</b>	<b>3000</b>	<b>3000</b>	<b>3000</b>	<b>3000</b>	<b>3000</b>	<b>3000</b>	<b>3000</b>	<b>3000</b>	<b>3000</b>	<b>3000</b>	<b>3000</b>	<b>3000</b>
2014 ACTUAL	3125	3115	3121	3116	3171	3158	3191	3186	3183	3167	3211	3213
<b>2015 BUDGET</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>
2015 ACTUAL	3232	3203	3227	3255	3263	3241	3230	3242	3284	3303	3300	3313
<b>2016 BUDGET</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>
2016 ACTUAL	3294	3241	3207	3194	3219	3265	3308	3314	3306	3284	3275	3274
<b>2017 BUDGET</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>
2017 ACTUAL	3275	3282	2261	3261	3268	3273	3255	3249	3236	3234	3223	3220
<b>2018 BUDGET</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>
2018 ACTUAL	3203	3196	3180	3180	3173	3178	3188	3170	3172	3170	3163	3163
<b>2019 BUDGET</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>	<b>3200</b>
2019 ACTUAL	3151	3137	3125	3127	3117	3157	3191	3196	3214	3211	3201	3188
<b>2020 BUDGET</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>
2020 ACTUAL	3156	3125	3117	3114	3099	3078	3055	3029	3025	3129	3194	3227
<b>2021 BUDGET</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>
2021 ACTUAL	3229	3199	3191	3176	3161	3152	3129	3110	3092	3080	3062	3049
<b>2022 BUDGET</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>	<b>3100</b>
2022 ACTUAL	3013	2982	2975	2959	2942	2933	2919	2921	2923	2926	2932	2920
<b>2023 BUDGET</b>	<b>2800</b>	<b>2800</b>	<b>2800</b>	<b>2800</b>	<b>2800</b>	<b>2800</b>	<b>2800</b>	<b>2800</b>	<b>2800</b>	<b>2800</b>	<b>2800</b>	<b>2800</b>
2023 ACTUAL	2908	2874	2878	2860	2873	2922	2956	2975	2980	2966	2970	2979
<b>2024 BUDGET</b>	<b>2850</b>	<b>2850</b>	<b>2850</b>	<b>2850</b>	<b>2850</b>	<b>2850</b>	<b>2850</b>	<b>2850</b>	<b>2850</b>	<b>2850</b>	<b>2850</b>	<b>2850</b>
2024 ACTUAL	2945	2956	3023	2998	2990	2989	3016	3032				
<b>2025 BUDGET</b>	<b>2900</b>	<b>2900</b>	<b>2900</b>	<b>2900</b>	<b>2900</b>	<b>2900</b>	<b>2900</b>	<b>2900</b>	<b>2900</b>	<b>2900</b>	<b>2900</b>	<b>2900</b>

SUMMARY OF HOURS AS OF AUGUST 1, 2024

POSITION	NAME	2023 YTD	2023 YTD	2024 YTD	2024 YTD
		Hours	QTRS	Hours	QTRS
President	Perry Schmidt	206		111.5	
Vice President (current)	Erin Blazevic	5		53.5	
Vice President	Paul Roue	12.5		0	
Secretary	Christa Abraham	166.5		15.75	
Treasurer	Eric Marquardt	146.75		65.25	
Editor (current)	Rob Petersburg	2		23.25	
Editor	Chuck Golver	67		0	
Director of Retirees	Bill Wessinger	53.96		14	
E-Board Chair	Connie Beissel	38.75		14.5	
E-Board Member	David Zimney	14		12.5	
E-Board Member	Eduardo Silva	15.5		9.5	
E-Board Member	Jonathan Garcia	15		11.25	
E-Board Member	Nicholas Tiemann	16.25		12.5	
AFL-CIO Delegate	Harold Harvey	12.5		5	
AFL-CIO Delegate	Connie Beissel	0		0	
Retiree Council	Thomas Quinn	13.5		9.5	
Retiree Council	Darrell Maus	12.5		6	
LCCL CD1	Harold Weed	15.5	3	11	1
LCCL CD2	Connie Beissel	15	4	9	3
LCCL CD3	Maxwell Olsen	12.5	2	18.5	3
LCCL CD4 (current)	Abigail Small	0	0	11.5	2
LCCL CD4	Dan Garhofer	25	4	0	0
LCCL CD5 (current)	Andrew Hagen	0	0	11	2
LCCL CD5	Latasha McCaleb	19.5	3	0	0
LCCL CD6	Eduardo Silva	9	3	6	2
LCCL CD7	Eric Marquardt	12	4	9	3
LCCL CD8	Shawn Hansen	6	0	3	0

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

**Account Balance Report**

**Assets**

		As of 8/31/24	10/7/2024
Acct #1	Primary Share	\$0.27	_____
Acct #2	Essential Bus. Checking	\$5,435.42	_____
Acct #5	Preferred Savings	\$1,088.42	_____
Acct #8	Money Market	\$28,098.59	_____
<b>TOTAL ASSETS</b>		<b>\$34,622.70</b>	_____

**Liabilities**

Acct #42	MSALC Credit Card	\$0.00	_____
<b>Payroll Liabilities</b>		<b>\$0.00</b>	_____
<b>Total Liabilities</b>		<b>\$0.00</b>	_____

**Account Balances will be announced during budget presentation**

MSALC Expenses and Budget

	2023	2023	2024	2024	2025
	<i>Budget</i>	<i>YTD 12/31/23</i>	<i>Budget</i>	<i>YTD 8/31/24</i>	<i>Budget</i>
<b>INCOME</b>					
1 Ad Displays	\$500.00	\$840.00	\$700.00	\$0.00	\$700.00
2 National Dues	\$63,392.00	\$68,783.20	\$65,863.50	\$45,209.85	\$67,019.00
4 Investment Income	\$100.00	\$402.60	\$175.00	\$201.95	\$175.00
6 MSALC Convention (Reg Fees)	\$3,600.00	\$2,400.00	\$2,900.00	\$0.00	\$2,900.00
7 MDA Donations Collected	\$5,000.00	\$12,130.45	\$5,000.00	\$3,600.00	\$10,000.00
8 Reimbursements	\$0.00	\$1,318.00	\$0.00	\$0.00	\$0.00
<b>TOTAL</b>	<b>\$72,592.00</b>	<b>\$85,874.25</b>	<b>\$74,638.50</b>	<b>\$49,011.80</b>	<b>\$80,794.00</b>
10 Board Meeting	\$250.00	\$216.25	\$250.00	\$250.00	\$250.00
11 State Convention	\$10,000.00	\$23,463.99	\$13,000.00	\$1,000.00	\$16,000.00
14 Dues/Permits/Fees/Box Rent	\$1,000.00	\$229.00	\$700.00	\$209.85	\$300.00
15 Gifts/Donations	\$300.00	\$310.50	\$0.00	\$0.00	\$0.00
16 Insurance (Bond)	\$300.00	\$268.80	\$268.80	\$0.00	\$268.80
17 Lodging	\$1,000.00	\$170.08	\$2,000.00	\$0.00	\$2,000.00
19 Mileage	\$3,000.00	\$5,274.91	\$3,000.00	\$1,676.47	\$3,000.00
20 Workers Comp. Insurance	\$220.00	\$593.00	\$300.00	\$0.00	\$300.00
21 Prof Fees/Accounting/Website	\$1,600.00	\$1,758.88	\$1,800.00	\$2,330.88	\$2,100.00
22 Payroll/Wages/Payroll Taxes	\$33,447.00	\$36,396.88	\$30,869.70	\$20,914.37	\$30,525.20
25 Postage	\$2,500.00	\$3,645.68	\$3,700.00	\$2,906.70	\$3,700.00
26 Printing (Newsletter)	\$9,000.00	\$7,458.59	\$9,000.00	\$3,378.56	\$8,000.00
28 MDA (Donations & Exp)	\$5,000.00	\$12,130.45	\$5,000.00	\$3,600.00	\$10,000.00
29 Supplies/Software	\$2,100.00	\$1,997.97	\$1,500.00	\$1,240.25	\$2,000.00
31 Technology Allowance	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00
32 Travel/Parking/PerDiem/Bag	\$1,000.00	\$0.00	\$1,500.00	\$50.00	\$600.00
33 Training/Registration	\$250.00	\$0.00	\$250.00	\$0.00	\$250.00
<b>TOTAL EXPENSES</b>	<b>\$72,592.00</b>	<b>\$95,414.98</b>	<b>\$74,638.50</b>	<b>\$39,057.08</b>	<b>\$80,794.00</b>
<b>NET TOTAL</b>	<b>\$0.00</b>	<b>-\$9,540.73</b>	<b>\$0.00</b>	<b>\$9,954.72</b>	<b>\$0.00</b>
35 Non-Budget Items/Motion	\$0.00	\$7,870.43	\$0.00	\$9,731.77	\$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	TBA
2009	\$38,825.02	2017	\$49,493.34		
2010	\$58,000.00	2018	\$51,046.19		





*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*

## IN LOVING MEMORY

*A limb has fallen from our family tree.  
I keep hearing a voice that says, "Grieve not for me.  
Remember the best times, the laughter, the song.  
The good life I lived while I was strong.*

*Continue my heritage, I'm counting on you.  
Keep smiling and surely the sun will shine through.  
My mind is at ease, my soul is at rest.  
Remembering all, how I truly was blessed.*

*Continue traditions, no matter how small.  
Go on with your life, don't worry about falls.  
I miss you all dearly, so keep up your chin.  
Until the day comes when we're together again.*

