

your not a leader if nobody wants to follow you,your just a control freak, power tripping jerk who wants to be in charge. people don't leave bad jobs, they leave bad bosses.

a bad manager can take a good staff and destroy it, causing the best employees to flee and the remainder to lose all motivation. leadership is based on inspiration, not domination; on cooperation, not intimidation.

MINNESOTA STATE ASSOCIATION OF LETTER CARRIERS

2022 STATE CONVENTION



NEITHER SNOW NOR RAIN NOR HEAT NOR GLOOM OF NIGHT

NOR AMAZON SUNDAY

NOR SHORT STAFFING

NOR FORCED OVERTIME

NOR INCOMPETENT MANAGERS

NOR POSTMASTER GENERAL LOUIS DEJOY

NOR RECURRING LATE NIGHT DELIVERIES

NOR EXCESSIVE HEAT

NOR EXCESSIVE POST

STAYS THESE COURIERS FROM THE SWIFT COMPLETION OF THEIR APPOINTED ROUNDS.

to err is human, but to blame someone else, shows management potential.

answer six questions in the booklet and win a prize tuesday evening

treat employees like they make a difference, and they will.

when you don't do it, you're lazy. when your boss doesn't do it, they're too busy. be a leader that people would follow voluntarily; even if you had no title or position.

MSALC OFFICERS,	EXECUTIVE BOARD	CONGRESSIONAL DISTRICT LIAISONS
PRESIDENT: PERRY SCHMIDT	EXECUTIVE BOARD CHAIR: CONNIE BEISSEL	LCCL 1 HAROLD WEED
VICE PRESIDENT: PAUL ROUE	EXECUTIVE BOARD DAVE ZIMNEY	LCCL 2 CONNIE BEISSEL
SECRETARY: CHRISTA ABRAHAM	EXECUTIVE BOARD MARK GARCIA	LCCL3 open position
TREASURER: ERIC MARQUARDT	EXECUTIVE BOARD EDUARDO SILVA	LCCL 4 DAN GARHOFER
EDITOR: CHUCK GLOVER	EXECUTIVE BOARD JONATHAN GARCIA	LCCL 5 LATASHA MCCALED
DIRECTOR OF RETIREES: BILL WESSINGER	EXECUTIVE BOARD NICHOLAS TIEMANN	LCCL6 EDUARDO SILVA
What is the web address for the MSALC?		LCCL 7 ERIC MARQUARDT
AFL-CIO DELEGATES: CONNIE BEISSEL, HAROLD HARVEY		LCCL8 SHAWN HANSEN
AFL-CIO RETIREE COUNCIL DELEGATES: DARRELL MAUS, TOM QUINN		

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Convention Etiquette

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

MSALC Convention Rules

When Addressing The Chair:

- 1) Use the microphones placed throughout the hall.
- 2) State your name, branch number, and city.
- 3) Five (5) minute limit per speaker for the main motion.
- 4) Three (3) minute limit per speaker for any amendment to the main motion.
- 5) Time will be kept by the chair of the Bylaw committee or his/her 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.

CONVENTION AGENDA

Sunday, October 2

- 1100 A.M. Golf Registration @ (*Legacy Par 3 Course*)
- 12:00 P.M. MDA Golf Tournament @ (*Legacy Par 3 Course*)
- 3:00 - 5:00 P.M. Delegate Registration @ *Cragun's Resort*
- 4:30 P.M. COP Meeting (*Upstairs @ Legacy Golf Clubhouse*)
- 6:00 P.M. Dinner and Golf Awards (*Dining Hall at Legacy Golf Clubhouse*)

Monday, October 3

- 7:00A.M. - 8:30 A.M. Breakfast (*Lakeside Dining Room*).
- 8:00 - 9:00 A.M. Delegate Registration (*Paul Bunyon Room*).
- 9:00 A.M. - 4:00 P.M. General Convention Session (*Paul Bunyon Room*).
- Invocation: Mike Zagaros (*Br 9*).
- Delegate Roll Call.
- Anthony Mitchell - LCPF Coordinator: (*Br 30, Missouri*).
- Guest Speakers
- Secretary's Report
- Samantha Hartwig - OWCP
- 11:30 - 12:30 Lunch (*Paul Bunyon Room*).
- Matthew Carlson - EAP
- Committee Reports
- Guest Speakers
- Treasurer's Report
- Paul Barner (*NALC Assistant Secretary-Treasurer*).
- 6:00 P.M. - 8:00P.M. Dinner (*Lakeside Dining Room*).
- 7:00 p.m. MDA Cribbage Tournament (*Tech 2,Hospitality Room, lower basement*).
- 7:30 p.m. Monday Night Football/Baseball, (*Tech 2,Hospitality Room*).

on the web
at
msalc.org

Tuesday, October 4

- 7:00 A.M. - 8:30 A.M. Breakfast, *(Lakeside Dining Room)*.
- 9:00 A.M. - 4:00 P.M. General Convention Session *(Paul Bunyon Room)*.
- Invocation: Mike Zagaros.
- Memorial Service.
- Guest Speakers
- Region 7 RAA Training
- 11:30 A.M. - 12:30 P.M. Lunch *(Lakeside Dining Room)*.
- Bylaws and Resolutions Committee Report.
- Kelly Buesgens *(Customer Connect)*.
- Committee Reports
- Thrift Savings Plan Information - Warren Wehmas
- Region 7 NBA
- Recess.
- 6:00 P.M. Banquet and MDA Live Auction *(Lakeside Dining Room)*.
- Adjournment

WEDNESDAY OCTOBER 5

7:00 A.M. - 9:00 AM Breakfast *(Lakeside Dining Room)*.
MSALC Board Meeting



Looking forward to meeting everyone at the 2022 MSALC State Convention.
Region 7 NBA Officers, Patrick Johnson, Troy Fredenburg, Jason Karnopp.

**THE MINNESOTA STATE ASSOCIATION OF LETTER CARRIERS
WELCOMES NALC ASSISTANT SECRETARY-TREASURER**

PAUL BARNER



Working under the direct supervision of the NALC president, NALC's assistant secretary-treasurer serves as the secretary of the Executive Council when it is in session and serves as the secretary-treasurer in their absence, in addition to performing other duties as assigned by the president. The assistant secretary-treasurer's duties also include:

- serving as chair of the Committee of Laws.
- serving as an officer in charge of the headquarters building.
- serving as the officer in charge of the NALC Human Resources Department.
- serving as a member of the fiscal committee.
- serving as the officer in charge of approving and tracking all authorized wage reports

Paul Barner was elected assistant secretary-treasurer in 2018 by mail balloting of NALC members.

A member of Roswell, GA Branch 4862, Barner began his postal career in 1987. His service to the branch started in 1996 upon his election as a steward. Barner served in multiple other roles in his branch including on-the-job instructor, trustee, and safety and health committee recording secretary. His branch elected him treasurer in 2006. He also served functions within the Georgia State Association, including officer on the executive board.

Barner served as a local business agent, as a primary member of the dispute resolution team for Region 9 (Florida, Georgia, North Carolina and South Carolina) and is currently an arbitration advocate.

In 2012, President Fredric Rolando appointed him as regional administrative assistant (RAA) for Region 9.

In 2015, Rolando named Barner to the position of special executive assistant to the president working at NALC Headquarters in Washington, DC, a position he held until his election as assistant secretary-treasurer.

Barner graduated from Leadership Academy in 2007. He earned a bachelor's degree in business administration from Georgia State University.

"We as letter carriers must not settle for anything less than to be acknowledged, respected and valued by management for the service we provide to the public day in and day out," Barner said. "The strength in our unity as NALC members provides the vehicle to achieve this end."

**PERRY SCHMIDT
MSALC
PRESIDENT**

Hello Brothers and Sisters.

Hopefully this greeting finds you all in good health here at the State Convention.

NALC Delegates from Minnesota met in Chicago for the 72nd biennial Convention in August. The Convention went very well but a lot of people who drove or flew came down with Covid on the way back (but Covid is not real). I was one of four people who took the train and the only one who came down with Covid sat next to me and was really sick. I hope you are better now Virgil. Traveling by train was fun, so if you get a chance to travel that way, do it. We saw a lot of old friends and met new friends in Chicago. While there, we learned that our national President Fred Rolando is not seeking reelection. So with the old out and in with the new. Some of the same people spoke again this year and did another great job speaking and keeping us up on what's going on all over the country, whether it be talking about the new vehicles coming soon, to a town plant near you, to the steel workers, to the MDA, to the AFL-CIO national President Liz Schuler. They all talked about what's in best interest of the Letter Carriers and our Unions; we were told about COLA raises coming; to the future of Letter Carriers and what to look forward to in 2023 and beyond. It was a very good convention in Chicago and now look to Boston in 2024 to be even better with a new President and new Board members in their new positions. The future looks really good for the Letter Carriers for 2023.

This State Convention we wanted to talk about Minnesota Letter carriers' Jobs; family; health. The job of the Letter Carrier is not getting any easier; whether the route be mounted or walking. Dangerous roads, bad steps, seemingly harmless dogs, people who are violent. The Letter Carrier of today has to keep their head on a swivel at all times for sure. The delivering of the mail and boxes seem to get heavier and heavier every day, but as a past branch President (Kenny) once told me, would you rather walk up to a house with one box or walk around the block with parcels and spurs and letter mail in a sack or walk up to a house I feel walk up to a house sounds like a nice \$70,000 a year plus over time \$ 125,000 a year job now that sounds like a letter carrier job I like.

To all the guests who said they will be here Thanks for coming

We are haven a film on the 1970 Strike this is an all-new film made and this will send a few people back in time and others in time this is what we do here fight for the jobs we do every day.

A very special thank you goes out to our Region 7 National business agent, Troy Fredenburg, who is stepping away; retirement, retire, leaving, quitting, stopping, going away,

not coming to work any longer, Well I will miss him very much. Troy helped me in countless ways and told me not to worry because it will work itself out, and it always did. I would only have to ask and the NBA's office always came through. So, thanks very much and happy Retirement. Patrick Johnson will be our new NBA and I look forward to working with him along with Jason Karnopp. What can I say; Jake is always there to help me because as everyone knows, computers are not my thing.

Finally, to all my brothers and Sisters who are no longer with us we miss you and we will do our best to carry on for you, and be the best we can be, no matter what the Post Office tries to mess things up.

how many ad are in the convention booklet?

**PAUL ROUE
MSALC
VICE PRESIDENT**

Welcome convention delegates, alternates and guests.

There are a lot of knowledgeable folks here for the convention, if you have any questions please reach out to them.

If you aren't sure who to ask, button hole me and I will get you hooked up.

If you are not yet giving to our union PAC, the Letter Carrier Political Fund, please get signed up today. It's more than about giving money to politicians, it allows our union to lobby for legislation we need. Many of those we are paying to lobby are fellow union members.

Right now we are really pushing to allow carriers to buy back all non-career time so it's credited towards your retirement. Many of you started as CCA's and have 2 or more years of non-career time. For someone retiring today that would be about \$120/month added to your pension. So \$5/paycheck is \$130/year ... that is a great return on investment to help get this legislation passed! When you retire it's probably going to be a lot more. Even some of old timers have non-career time we would like to buy back. I'll have 26 years in November and I have 3 months of casual time I can't buy back unless we can get The Federal Retirement Fairness Act passed into law.

Go to the National Website and look under Legislative Activities/fact sheets. There is so much more we are working to get and/or prevent. We are constantly under attack by lobbyists from the other delivery services. They would love to see us privatized so they can take our profitable segments... high population density metro areas and processing. It would be the death knell of our Postal Service. Give \$5/paycheck... you won't even miss it and it might be your own career you save!

2022 MSALC CONVENTION COMMITTEE ASSIGNMENTS

AUDIT COMMITTEE

Dave evenson (Chair)	Branch 440 (Rochester Merged)
Shawn Hansen	Branch 114 (Duluth)
Harold Harvey	Branch 28 (St Paul)

BYLAWS AND RESOLUTIONS COMMITTEE

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

CREDENTIALS COMMITTEE

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

BUDGET COMMITTEE

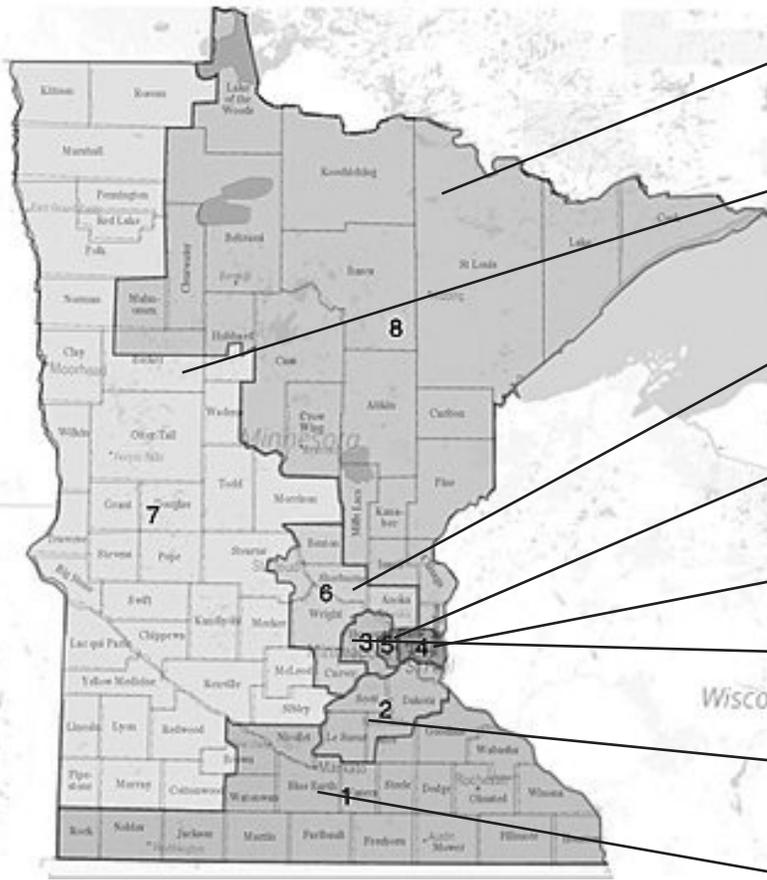
Eric Marquardt (Chair)	Branch 2120 (Alexandria)
Perry Schmidt	Branch 28 (St Paul)
Paul Roue	Branch 1058 (Iron Range Merged)
Christa Abraham	Branch 9 (Minneapolis)
Dave Zimney	Branch 2942 (Hopkins)
Chuck Glover	Branch 9 (Minneapolis)
Eduardo Silva	Branch 388 (St Cloud)
Connie Beissel	Branch 9 (Minneapolis)

SERGEANT -at- ARMS

Mark Hukka	Branch 1058 (Iron Range Merged)
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PARLIAMENTARIAN

Mike Zagaros	Branch 9 (Minneapolis)
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- LCCL 8 SHAWN HANSEN HON PETE STAUBER
- LCCL 7 ERIC MARQUARDT HON MICHELLE FISHBACH
- LCCL 6 EDUARDO SILVA HON TOM EMMER
- LCCL 5 Latasha McCaleb HON ILHAN OMAR
- LCCL 4 DAN GARHOFER HON BETTY MCCOLLUM
- LCCL 3 open position HON DEAN PHILLIPS
- LCCL 2 CONNIE BEISSEL HON ANGIE CRAIG
- LCCL 1 HAROLD WEED HON BRAD FINSTAD

LCCL stands for **L**etter **C**arrier **L**egislative **L**iaison. LCCL's in the 8 Congressional Districts follow their respective legislators voting record, and attend Town Hall meeting, or contact their staff, and ask for their support on issues that only affect letter carriers livelihood. This is strictly non-partisan. The MSALC is always looking for individuals who are concerned enough to contact on a regular basis, the legislator in your district. How many congressional liaisons are listed here?

1st Congressional District
HON BRAD FINSTAD
 1433 LHOB
 202-225-2472

2nd Congressional District
HON ANGIE CRAIG
 2442 RHOB
 202-225-2271

3rd Congressional District
HON DEAN PHILLIPS
 2452 RHOB
 202-225-2871

4th Congressional District
HON BETTY McCOLLUM
 2256 RHOB
 202-225-6631

5th Congressional District
HON ILHAN OMAR
 1730 LHOB
 202-225-4755

6th Congressional District
HON TOM EMMER
 1215 CHOB
 202-225-2331

7th Congressional District
HON MICHELLE FISHBACH
 1237 LHOB
 202-225-2165

8th Congressional District
HON PETE STAUBER
 461 CHOB
 202-225-6211

LHOB(Longworth House Office Building). RHOB(Rayburn House Office Building). CHOB(Cannon House Office Building).



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HOPKINS
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cmglover4u@gmail.com**

**ALICE WEED
GREATER MINNESOTA
(C)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***

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



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

In Solidarity,

Perry Schmidt
Executive Vice President

Kera Peterson
President

Bernadine Engeldorf
Secretary-Treasurer



Thank you for shopping Union retail for your grocery, books, and home needs.

-Jim Gleb, President-



For a list of Union retail locations, scan the QR code or visit <https://bit.ly/Shop1189>



BRANCH 1058-MERGED

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

EXTEND A WARM IRON RANGE

WELCOME

TO ASSISTANT SECRETARY-TREASURER

PAUL BARNER

AND DELEGATES

**TO THE 2022 MSALC
STATE CONVENTION**



*Proud supporter of MDA.
Postal Record, April 2022*

**ARTICLE 1
NAME AND OBJECTIVES**

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

**ARTICLE II
MEMBERSHIP**

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

**ARTICLE III
MEETINGS**

- Section 1.** This Association shall meet annually.
- Section 2.** The Convention shall meet for a two (2) consecutive day session in September or October. Planning and conducting the convention will be the responsibility of the MSALC Officers and Executive Board. Convention locations will be considered by the MSALC Officers and Executive Board.
- 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 carriers hourly wage per active member, per annum.
- Section 2a.** Twenty five cents (.25) per active member per year shall be set aside as a Convention Fund for the host city or the MSALC which entertains the convention. The Chair of the convention shall be required to submit a complete financial report to the Chair of the Executive Board following the convention.
- 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. He/She shall fill all vacancies occasioned by death or otherwise, with persons duly qualified until an election shall be held.
- c. He/She shall sign all warrants on the Treasurer, as provided for in this Constitution. He/She shall sign all documents and papers that require his/her signature to properly authenticate them.
- d. He/She 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, he/she 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. His/Her correspondence with Branches, when practicable, shall be conducted through the Secretary.
- f. He/She shall submit at the regular meeting of this Association a written report of all his/her official acts during his/her term in office, and he/she 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 VicePresident 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 VicePresident 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. He/She shall read or cause to be read all communications, reports, etc., and attest all orders drawn by the Treasurer.
- c. He/She shall draw all warrants on theTreasurer, ordered by the Association and signed by the President for money in payment of bills that have been approved by the Executive Board.
- d. He/She shall conduct the correspondence of this Association.
- e. He/She shall keep a correct record of the name, number, date of affiliation, and location of each Branch of this Association.
- f. He/She shall receive all moneys due this Association, and at the end of each month turn over to the Treasurer.
- g. He/She 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 his/her office.
- h. He/She shall perform such other duties as the laws, rules, and usages of this Association may require, and shall deliver to his/her successor in office or this Association all property of this Association in his/her possession at the expiration of his/her term of office, or upon an earlier termination thereof.
- i. He/She 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. For his/her services, he/she 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 his/her receipt thereof.
- b. He/She shall deposit all moneys received by him/her 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 him/her shall be made in a manner as prescribed by the Executive Board.
- d. He/She shall keep a true and correct account of all moneys received and paid out belonging to this Association, and shall at the end of his/her term, or when called upon by the Executive Board, account for and deliver to this Association or his/her successor in office all moneys, books, papers, securities, and other property of said Association that may have come into his/her hands that have not been previously and lawfully disposed of.
- e. For the faithful performance of his/her duties, he/she 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 his/her term of office. The premium said bond shall be paid by this Association, and he/she shall receive for his/her services the sum of \$ _____ per annum.

Section 5. EDITOR

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

Section 6. EXECUTIVE BOARD

- a. The Executive Board shall have charge of the property of this Association.
- b. The Executive Board shall approve and hold the bonds of the Secretary and the Treasurer.
- c. The Executive Board shall direct the investment of the funds for this Association.
- d. The Executive Board shall designate depositories in which the Treasurer shall deposit all funds of this Association received by him/her.
- 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. He/she shall be the legislative advocate and the Congressional Liaison for the retired members of the Association.
- d. He/She shall be the State organizer for retired letter carriers of the Association.
- e. He/She shall be under the direct supervision of the State President and shall perform such other duties as may be assigned to him/her from time to time by the State President.
- f. The Director of Retirees shall exchange information with the National Director of Retired letter carriers.
- g. When directed by the State President, the Director of Retirees shall receive per diem and shall be reimbursed expenses incurred in accordance with the State Association Bylaws.

ARTICLE VIII

COMMITTEE ASSIGNMENTS, RESPONSIBILITIES & COMPENSATION

Section 1. Resolutions and Bylaws Committee.

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

Section 2. Auditing Committee

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

Section 3. BUDGET COMMITTEE

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

Section 4. CREDENTIALS COMMITTEE

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

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

- Section 1.** IRS allowed per diem shall be paid for meals, mileage and incidentals to the elected officers, Executive Board, and the Letter Carrier Congressional Liaison (LCCL's) of the State Association for each day at each State Convention. Actual expenses will be paid for lodging, and per diem shall be paid to such committee people as the Association may direct.
- Section 2.** Work hours claimed will be paid at the top grade letter carriers pay. A detailed use of such hours will be listed in the Treasurer's report.
- Section 3.** Expenses incurred by the State Officers, Executive Board Members and Legislative Liaisons for district meetings, organizational trips, etc., for which they may be reimbursed must be itemized before presentation to the Board for payment. Mileage and per diem will be paid at the allowable IRS rate.
- Section 4.** The State President, whose duties shall include those of Delegate-at-Large, when attending a National Convention shall be paid in the following manner:
- a. Least expensive, unionized commercial air fare available which includes charter flights. Average single room rate at the National Convention headquarters will be allowed. IRS per diem shall be paid for meals and incidentals.
 - b. The State VicePresident, 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 he/she chooses to attend. The State President must make a detailed report on his/her 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.** After his/her installation to office, or as vacancies arise, 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 his/her 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 his/her 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.

How many bylaws submissions are in this booklet?

Minutes of the 2021 Virtual MSALC State Convention

1. Convention called to order at 10am on Monday, October 4th, 2021 at 10:03am by MSALC President Perry Schmidt (Branch 28)
2. Pledge of allegiance
3. Invocation by Mike Zagaros (Branch 9)
 - a. A moment of silence for all brothers and sisters we have lost since our last in person convention in October 2019
4. A copy of the MSALC state virtual convention can be found on the MSALC website
5. Reading of the rules for the virtual convention and election rules by MSALC Treasurer Eric Marquardt (Branch 2120)
 - a. Mike Zagaros (Branch 9)- since convention is virtual and some are not on it via video, each time someone speaks we need them to announce their name and branch.
 - i. Motion to accept the convention rules as read. *M/S/C*
6. Audit report by MSALC Board Member Dave Zimney, Branch 2942
 - a. Audit was conducted in August and all books were in order with money where it was supposed to be
 - i. Motion to accept the audit. *M/S/C*
7. Speakers today: EAP, Brent Fjerstad, either Fred Rolando or Brian Renfroe, NBA Troy Fredenburg, RAA Jason Karnop, video from Tom Emmer, Angie Craig, and Betty McCollum.
8. Treasurer's report by MSALC Treasurer Eric Mardquardt
 - a. The report can be found online under the MSALC website
 - i. Motion to accept the budget as read *M/S/C*
9. Credentials report by MSALC Treasurer Eric Mardquardt. We have a total of 9 branches being represented:
 - a. Branch 9: 24 delegates, 16 present
 - b. Branch 28: 33 delegates, 15 present
 - c. Branch 114: 3 delegates, 3 present
 - d. Branch 718: 1 delegate, 1 present
 - e. Branch 440: 1 delegate, 1 present
 - f. Branch 2942: 28 delegates, 13 present
 - g. Branch 1058: 1 delegate, 1 present
 - h. Branch 388: 2 delegates, 1 present
 - i. Branch 864: 1 delegate, 1 present
 - i. Motion to accept the credentials report. *M/S/C*
10. Breakout room created for the By-Law committee to go over the by-laws at this time
 - a. By-law committee chair is Paul Roue from Branch 1050

5 Minute Break

11. Guest Speaker: EAP Leslie Hong
12. Motion to accept the 2019 minutes from the last MSALC State Convention. *M/S/C*
13. Nominations for MSALC Officers
 - a. Gavel given to MSALC Treasurer Eric Marquardt
 - i. President:
 1. Joel Malkoush (Branch 28) nominates **Perry Schmidt** (Branch 28) as MSALC President. No other nominations
 - a. Motion to elect by acclamation. *M/S/C*

Gavel given back to Perry Schmidt

- ii. Vice President
 - 1. Harold Harvey (Branch 28) nominates **Eric Marquardt** from Branch 2120
 - a. Eric Marquardt **declines** the nomination
 - 2. Dave Zimney (Branch 2942) nominate **Paul Roue** from Branch 1050
 - a. No other nominations
 - i. Motion to elect by acclamation. *M/S/C*
- iii. Treasurer
 - 1. Chuck Glover (Branch 28) nominates **Eric Marquardt** from Branch 2120
 - a. No other nominations
 - i. Motion to elect by acclamation. *M/S/C*
- iv. Secretary
 - 1. JoAnn Gilbaugh (Branch 9) nominates **Christa Abraham** from Branch 9
 - a. No other nominations
 - i. Motion to elect by acclamation. *M/S/C*
- v. Editor
 - 1. Harold Weed (Retired) nominates **Chuck Glover** from Branch 28
 - a. No other nominations
 - i. Motion to elect by acclamation. *M/S/C*
- vi. Director of Retirees
 - 1. Connie Biessel (Branch 9) nominates **Bill Wessinger** from Branch 28
 - a. No other nominations
 - i. Motion to elect by acclamation. *M/S/C*
- vii. AFL-CIO Delegate- 2 seats available
 - 1. Harold Harvey (Branch 28) nominates **Connie Bissel** from Branch 9
 - 2. Connie Biessel (Branch 9) nominates **Harold Harvey** from Branch 28
 - a. No other nominations
 - i. Motion to elect by acclamation. *M/S/C*
- viii. Executive Board Members: 5 seats available
 - 1. Samantha Hartwig (Branch 9) nominates **Nick Tiemann** from Branch 9
 - 2. Brock Ryan (Branch 2942) nominates **Dave Zimney** from Branch 2942
 - 3. Bill Wessinger (Branch 28) nominates **Connie Biesell** from Branch 9
 - 4. Chuck Glover (Branch 28) nominates **Eduardo Silva** from Branch 388
 - 5. Eduardo Silva (Branch 388) nominates **Jon Garcia** from Branch 440
 - a. No other nominations
 - i. Motion to elect by acclimation. *M/S/C*
- ix. Retiree ALF-CIO Delegates- 2 seats available
 - 1. Bill Wessinger (Branch 28) nominates **Tom Quinn** from Branch 28
 - 2. Connie Biessel (Branch 9) nominates **Darrel Maus** from Branch 9
 - a. No other nominations
 - i. Motion to elect by acclimation. *M/S/C*

- b. There will be no elections, **all positions filled by acclamation**

15 Minute Break

14. Guest Speaker: Betty McCollum
15. By-Law/resolution committee report: Committee Chair Paul Roue from Branch 1058
- a. Motion to approve the recommendation of the committee on proposed by-law changes. *M/S/C*
16. Guest speaker: NALC National Executive Vice President Brian Renfroe
- a. Addressed concerns with covid and how we have been adapting
- i. There is a memorial on the website to submit names for those we have lost to covid.
- ii. The mandate for federal employees to be vaccinated is being looked at by our attorneys. We feel confident that it does not apply to the Postal Service.
- b. Collective bargaining
- i. Discussed new pay rates and COLA's approved with the last contract
- c. Issues/concerns with PMG DeJoy
- i. NALC formed a task force regarding voter mail and we have been successful. No election was legitimately affected
- ii. Postal reform updates
- iii. Board of Governors vacant positions have been filled. We now have a majority of the people on the Board of Governors.
- d. New vehicles
- e. Juneteenth will be a recognized postal holiday
- f. New officers installed and sworn in
17. Video played from Tom Emmer
18. MSALC President Perry Schmidt
- a. We have a link under the chat for donations to MDA
- i. Dave Zimney (Branch 2942): Motion that the MSALC makes a \$2500 donation to MDA. *M/S/C*
19. Guest speaker: Angie Craig
20. NBA report by Troy Fredenburg
21. Updated final credentials report by MSALC Treasurer Eric Marquardt (Branch 2120)
- a. We had a total of 49 delegates attend this virtual convention
- i. Motion to accept the credentials report. *M/S/C*
22. MSALC President Perry Schmidt released all committees
23. Dave Zimney (Branch 2942)
- a. Motion to pay the parliamentarian (Mike Zagaros, Branch 9) \$100 for his help with this convention. *M/S/C*
24. New Business
- a. Bill Wessinger (Branch 28)
- i. Motion to send a thank you card to branch 28 for the use of their hall and expertise in setting up this convention. *M/S/C*
- b. Announcement: Samantha Hartwig (Branch 9)
- i. We will be having a retirement party for Mike Zagaros, retired Branch 9 president. Covid delayed this but we can now proceed with the party. It will be held at the Crystal VFW (5220 Bass Lake Rd) on Friday, October 15th, 2021 at 430pm. Please call the branch 9 office to RSVP
25. Mike Zagaros (Branch 9)
- a. Motion to adjourn the 2021 virtual convention of the Minnesota State Association of Letter Carriers. *M/S/C*

**HOPKINS
POST OFFICE**

GLEN LAKE

EDEN PRAIRIE

NALC
BRANCH 2942
WELCOMES
NALC
ASSISTANT
SECRETARY-TREASURER
PAUL BARNER
TO THE
2022
STATE CONVENTION



City of Hopkins



Amish Tours

More to do than just the clinic

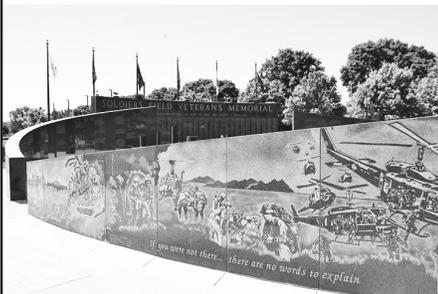


Childrens Arts

NALC BRANCH 440 ROCHESTER - MERGED

WELCOMES NALC ASSISTANT SECRETARY TREASURER PAUL BARNER TO THE 2022 MSALC STATE CONVENTION

Remembrance



City Sights Trolleys



Nature Center



MSALC MEMBERSHIP BY MONTH PROFILE

MONTH	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
2008 BUDGET	3700											
2008 ACTUAL	3699	3710	3720	3734	3734	3750	3756	3742	3735	3700	3697	3678
2009 BUDGET	3610											
2009 ACTUAL	3659	3651	3642	3541	3517	3518	3500	3475	3459	3449	3442	3423
2010 BUDGET	3600											
2010 ACTUAL	3418	3384	3371	3370	3369	3365	3343	3331	3319	3310	3289	3271
2011 BUDGET	3200											
2011 ACTUAL	3251	3240	3239	3252	3242	3237	3218	3211	3195	3165	3134	3098
2012 BUDGET	3100											
2012 ACTUAL	3094	3069	3060	3027	3027	3012	2995	2984	2972	2967	2953	2945
2013 BUDGET	2900											
2013 ACTUAL	2967	2974	2965	2963	3045	3049	3108	3155	3157	3150	3150	3132
2014 BUDGET	3000											
2014 ACTUAL	3125	3115	3121	3116	3171	3158	3191	3186	3183	3167	3211	3213
2015 BUDGET	3100											
2015 ACTUAL	3232	3203	3227	3255	3263	3241	3230	3242	3284	3303	3300	3313
2016 BUDGET	3200											
2016 ACTUAL	3294	3241	3207	3194	3219	3265	3308	3314	3306	3284	3275	3274
2017 BUDGET	3200											
2017 ACTUAL	3275	3282	2261	3261	3268	3273	3255	3249	3236	3234	3223	3220
2018 BUDGET	3200											
2018 ACTUAL	3203	3196	3180	3180	3173	3178	3188	3170	3172	3170	3163	3163
2019 BUDGET	3200											
2019 ACTUAL	3151	3137	3125	3127	3117	3157	3191	3196	3214	3211	3201	3188
2020 BUDGET	3100											
2020 ACTUAL	3156	3125	3117	3114	3099	3078	3055	3029	3025	3129	3194	3227
2021 BUDGET	3100											
2021 ACTUAL	3229	3199	3191	3176	3161	3152	3129	3110	3092	3080	3062	3049
2022 BUDGET	3100											
2022 ACTUAL	3013	2982	2975	2959	2942	2933	2919	2921				
2023 BUDGET	2800											

2023 Per Capita will be \$22.64/member/year, number of members will be reduced for 2023

ERIC MARQUARDT
MSALC
TREASURER

Thank you for participating in the 2022 MSALC Convention.

The membership for 2022 has been consistently dropping since our 2021 convention. We dropped under 3,100 members by the end of October 2021, there are just over 2900 members. We have lost 171 members since last September. The MSALC Budget Committee has decided to reduce the number of members due to a drop in membership.

We are currently receiving \$19.01 per/person/year from the NALC for membership dues. With pay increases this year we are raising the 2023 budget to \$22.64 per/person/year. Our total assets are \$74,063.84 as of August 31, 2022. I want to thank all the members of the MSALC for the time and treasure they invest in this union.

Membership profile on page 25

BILL WESSINGER
MSALC
DIRECTOR OF RETIREES

Hello Minnesota Letter Carriers (Active and Retired)

I bet you never heard this before, this is the most important election of our lives. It could be, if we don't maintain control of the House and gain control of the Senate, we could be in a world of hurt. This holds true for our State as well as our National offices. Don't go to the polls uninformed, check out what some of the candidates want to do, it is really scary. Mark November 8th on your calendar in bright red colors so you don't forget to vote. Better yet, on September 23rd you can start early voting in person at your local town halls or government centers. Or you can call and request an absentee ballot. Minnesota makes it so easy and convenient for voters, it makes no sense not to vote, unless you want to keep your head buried in the sand. I was being nice, please vote your conscience, nationally it could mean your job and benefits or your retirement benefits, either way, the wrong vote could put us all in jeopardy. And if you have some spare time, why not campaign for your chosen candidates, they all need our financial and physical help. I have been putting up lawn signs for a couple of my chosen candidates, contributing financially and talking up their names in my conversations with friends and relatives, it all helps, get involved, please.

CHUCK GLOVER
MSALC EDITOR

At our home, we cut the cable access almost eight years ago. Cable news was FOX; MSNBC; CNN. I can honestly say that we don't miss the different "slant" on the news by these cable giants.

Local tv stations were affiliated by either FOX, CBS, or ABC, but the stations were free to be independent in the news and weather departments.

Enter the new kid on the block; Sinclair Broadcasting. Sinclair is an ultra conservative company with ties to the then "orange guy in the white house", with local station CW23 and Weather Nation tv. No big deal, right? While other stations can say what they want, the tv reporters at Sinclair have to toe the official line and report what is on the teleprompter, whether they agree or not. They are not allowed to deviate from the official company line. Should they disagree, or adlib against what they don't like; they are terminated. Should they quit, in their contract, they have to pay Sinclair a huge termination fee. Reporters and anchors were fined \$57,000 and could not disclose anything bad at Sinclair. The company finally settled on \$5,700 but the reporter is fighting that. Personally, I'll stick to local stations that are still free of a political agenda.

To the delegates; Thank You for your dedication to the NALC, and MSALC. My only hope is that the Postal Board of Governors gets rid of Louis DeJoy soon. This guy is twice the privateer as former PMG Patrick Donahoe.

How many bylaws submitted in the convention booklet?

CHRISTA ABRAHAM
MSALC SECRETARY

Happy fall MN brothers and sisters! It has been one busy year after having practically no events for two years. I'm so glad we are able to hold our annual MSALC convention again this year in person. Re-adjusting back to "normal" life has been a struggle for many. Our world and how we do things has permanently changed. We can now offer hybrid meetings, order virtually anything and have it brought out to our vehicles, and the self-check-out kiosks in stores all around have seemed to have tripled. NALC Leadership Academy Class 25 was finally able to resume after a two year hiatus. Our journey began with week one being held in January of 2020. Week two was held in March of 2020, where it was cut short due to the outbreak of Covid and our National Officers being restricted from any travel. At the beginning of 2022 we received notice that our re-boot of the second week would begin again the week of April 10th, 2022. When you attend Leadership Academy, you make lifelong friends and create special bonds with your class. So when we were finally able to see each other again

you can imagine the excitement and relief. Week 3, and our final week before graduation, was held the week of June 26th, 2022. We were able to tour our NALC HQ in Washington DC. If you are ever out that way you should absolutely schedule a tour. It is an impressive and beautiful building with Capitol Hill directly across the street. After graduation we all had to spend one week at our NBA office. The entire experience was hands down one the most challenging, yet rewarding trainings I have ever been a part of. Along with gaining more confidence in public speaking (we call week two speech week, which ironically we are the first and only class to have two speech weeks, lucky for us!), I gained much knowledge on so many different topics and have been given many tools to become a better advocate for our members. Leadership Academy has opened many doors and opportunities for me. Applications are now open for two LA classes being held in 2023. I highly recommend you look into it and fill out an application, you won't be disappointed. At the National Convention held in Chicago, IL this past August, I was appointed to be on the National Election Committee and oversee our election that is coming up. Please make sure you vote! Long time NALC President Fred Rolando announced that he will be retiring in December this year, and was not seeking re-election. He has done some amazing things for all letter carriers and will be greatly missed. We will have many changes coming in the upcoming months. A new contract will be negotiated in 2023. We need all of you to stay involved or get involved in as much as possible. Educate yourself on postal issues so we can stand together and create a better work environment. Tell your friends to apply. Employment is down EVERYWHERE and we need to contribute in finding more carriers to join us. PTF's have been brought back into the scenario which I am starting to see the amount of attendees for City Carrier Academy finally begin to increase week after week. Let's all do some networking this week and catch up! I have missed holding this convention and look forward to the many great things we will be doing now that things are getting back on track with life. Have a fantastic Convention!

CONNIE BEISSEL
MSALC
EXECUTIVE BOARD CHAIR
LCCL 2
AFL-CIO DELEGATE

Welcome Delegates to our long awaited in person convention. Long Time No See! The board started meeting again in person when feasible. We are making sure your union money is in proper order and everything is transparent and above board. President Perry Schmidt has been working

tirelessly at making this a great convention for all of you. 2022 is a mid-term election year. That means that we need to get Congressional Representatives elected in November that will look out for the best interests of us as employees of the USPS. In CD2 we have incumbent Angie Craig running against the same person as the last election. Angie won by very few votes last time. With the redistricting of territories, Angie will have a much harder race to win. Representative Craig has signed on to every bill that helps the Postal Service and us. She has been a wonderful advocate these past few years.

As letter carriers we need to make sure that she gets re-elected. There are many ways that we can do this, both individually and as an organization. Her campaign is always looking for help with door knocks, phone banks and donations. The AFL-CIO is holding door knocks and phone banks on a regular basis also. Volunteering through the AFL you will be talking to union members only. It's a fun way to do your part in getting our officials elected.

Another way to help is giving to the LCPF. Active members are asked to give \$5 a paycheck. Retired members are asked to give \$10 a month. Any amount that you can donate is better than no amount. As an organization, that money is given to the politicians who need the resources to fight a stronger fight. When they see us helping them, they help us right back by voting for worker friendly bills. Either way, your help can make a difference!

The MN State AFL-CIO Convention is Sept 18-20 this year. President Perry Schmidt and delegates Harold Harvey and myself will be attending the convention in St. Paul. We will have updates for you at this convention as to what was discussed.

EDUARDO SILVA
MSALC EXECUTIVE BOARD
LCCL 6

Greetings brothers and sisters.

I have been trying to stay in contact with the staff for 6th District Congressman, Tom Emmer, but Post Office short staffing prevents me from visiting his office on a regular basis. However he did co-sign the H.Res 695, USPS Fairness Act. Unfortunately I have been out lately due to Covid-19. Last year, I wrote about taking the pandemic seriously and although being fully vaccinated, it hit me hard. I'm not really sick, but really tired and have trouble concentrating. I will be back on my feet soon, and will stay in contact with Tom Emmers office, and inform him of letter carrier issues.

DAVE ZIMNEY
MSALC EXECUTIVE BOARD

It's nice to start getting back to a somewhat normal world after covid reeked havoc on our lives. This year I was able to attend a town hall with my representative Ilhan Omar as well as the Humphrey-Mondale fundraising dinner. The National Convention wasn't cancelled this year and was incredibly informative. It will be nice to see everyone from around the state as obviously we are having this state convention in person rather than virtually. Hopefully, with a little luck, we will continue to see our lives get back to pre-covid normality.

This year Ilhan Omar barely squeaked out a victory in the primary election. Her biggest challenger named Don Samuels had very similar views but claimed we needed someone less controversial representing Minnesota's 5th district. This obviously resonated with voters as Ilhan won the primary by less than 2,500 votes. Hopefully representative Omar understands the meaning of this and makes adjustments accordingly. Representative Omar did vote for the Postal Service Reform act of 2022, as did all Democrats and the majority of Republicans in the House.

This bill was the result of years of hard work from our union leaders. Repealing the pre-funding mandate should help the USPS immensely and stop the so called financial losses we read about year after year.

We have three bills that every member should be contacting their representatives about.

First is the Federal Retirement Fairness Act, H.R. 4268. This bill would allow certain federal employees to make catch-up retirement contributions for time spent as non career employees after Dec. 31, 1988, thus making such time creditable service under the Federal Employees Retirement System (FERS). This would be huge for any member who spent time working as a CCA or TE.

The next bill is the Social Security Fairness Act. H.R. 82 and S. 1302. This bill Eliminates the reduction in social security benefits for CERS retirees.

Retirees should not be punished when receiving social security benefits when they paid into the program just like everyone else did.

The last bill is the United States Postal Service Shipping Equity Act, H.R. 3287 and S.1663. This would allow us to ship alcohol estimated to be worth up to \$190 million annually. As always, the easiest way to help get these measures passed is to sign up for the letter carrier political fund (LCPF).

Our political fund is nonpartisan, if a lawmaker supports our cause we will support them, no matter what party they might belong to. We have made donations to Republicans, Democrats and Independents. The letter carrier political fund (LCPF) is only concerned with letter carrier issues, nothing else! When our union brothers and sisters lobby congress the only issues we discuss are letter carrier issues. Our union dues cannot be used for political purposes so the NALC depends on contributions from it's members to fight off attacks on our benefits, pay and way of life. Since the LCPF was created, it has been successful in defeating proposals that would increase employee contribution rates to the CSRS and FERS, decrease the amount of pension benefits, end the employer matching 5 percent to the Thrift Savings Plan, completely eliminate both the Special Annuity Supplement and the entire FERS annuity benefit, reduce COLAs, and more. You can sign up for the political fund at [NALC.org](https://www.nalc.org).

JONATHAN GARCIA
MSALC EXECUTIVE BOARD

Greetings Brothers and Sisters! As summer is coming to an end and fall is upon us, it's almost time to honor our Veterans come November 11th. Thank you to those who served our country honorably. The Postal Service is one of the largest employers of veterans in the federal sector. Veterans bring skills and training from their experiences to the workplace benefitting us all. Unfortunately, veterans are also more likely to have service-connected issues that civilians may not. Suicide among veterans accounted for 18 percent of all deaths among US adults. We all have our battles we are dealing with, some more than others, and working for the Postal Service may aggravate them. There is help for our veterans with workplace programs such as EAP 1-800-EAP-4-YOU and through the Veterans Administration 24/7 crisis hotline 1-800-273-TALK. Another tool out there for our Veterans is the NALC Veterans Group. A group designed to provide NALC veterans access to information and tools specific to veterans rights and benefits within the US Postal Service as well as a sense of brotherhood/sisterhood. Over 17,000 have signed up but there are thousands more out there that have not yet. Sign up is easy by visiting [Nalc.org](https://www.nalc.org) and following the email link for Join the NALC Veterans Group and providing the information requested. Thank you to all letter carriers for all you do!

NICK TIEMANN
MSALC EXECUTIVE BOARD

As the summer is now winding down and as the leaves start to change, I'm preparing myself for the busy season at work. But this year just felt like there was no real slow season. But that's ok because with the packages on the rise it gives us more visibility to show how important we are to our customers. I go the opportunity to volunteer at the NALC Branch 9 booth this year at the state fair. It was so great to have people come over and show their support for us letter carriers and hear how important of a role we play in their daily lives. Also listening to stories of retired letter carriers who would mention how proud they were to be a part of such a great union. Even Governor Tim Walz stopped by our booth to express his continued support and thanked us for our essential work. So with that I'm reminded that even though some days are long and tough, that we are backed by the protections of a strong union which carriers before us fought so hard for. Also to have elected leaders stand up and join our side to continue to protect those rights and to preserve our future. I encourage you all to vote in the midterms. Be well and take it easy. Enjoy the convention

HAROLD WEED
LCCL -1

Greetings everyone and welcome back to a 2022 face-to-face convention.

When it's October it just seems natural that we gather together in Lake Country to renew old friendships and greet new faces.

Early in 2022 Congressional District 1 lost its congressman to cancer. Originally, we had an abundance of candidates running in 4 different parties in order to fill this vacancy. The Primary Election was won by Brad Finstad by 4% of the vote. He is currently serving until January. The General Election will determine who our next congressman will be for the new two-year term. We find our race has come down to two main candidates, Democrat Jeff Ettinger of Austin and Republican Brad Finstad of New Ulm. Some voters in the CD 1 general election will be in the new redistricted boundaries. Early voting begins Friday, September 23. The General Election is Tuesday, November 8. Mark your calendars! VOTE!!

DAN GARHOFER
LCCL -4

I'm sending this article from sunny Italy.

As a congressional district liaison, my duty is to keep Congresswoman Betty McCollum up to date on postal issues. Betty is staying very busy as Chairperson of Defense Appropriation Committee, with the ongoing conflict in Ukraine.

Every letter carrier should thank Congresswoman Betty McCollum for her resolute support for letter carriers.

LATASHA MCCALED
LCCL -5

Ilhan Omar is the first Muslim American woman to represent Minnesota. Omar and her family were refugees fleeing Somalia during the Civil war when she was eight. Omar worked as a community educator at the University of Minnesota and served as a Senior Policy Aide for the Minneapolis City Council. Omar has accomplished many feats in her career and though she faces challenges she has conquered them all. Omar has also supported the union in congress to pass postal reform. She also supports the H.R.82 Social Security Bill. Her positive efforts is recognized not only in the 5th district but also in this union.



The Letter Carrier Political Fund is a non-partisan political action committee (PAC) established for the purpose of electing qualified candidates who support letter carriers and who are committed to maintaining a strong and innovative U.S. Postal Service.

Since union dues can't be used to support candidates for political office, NALC relies 100 percent on member contributions to the LCPF, which in turn helps us support those on Capitol Hill who defend the issues that matter most to us. Our PAC brings together in Washington strong letter carrier advocates—from all political parties—who are dedicated to helping to defend a strong USPS that provides universal, innovative and affordable service.

**SHAWN HANSEN
LCCL 8**

The biggest accomplishment legislative wise was the passing of H.R.3076 into law last April. This was passed with yea votes from all 8 Minnesota House Members and both Senators. There is still work to do H.R. 4268 Federal Retirement Fairness act, H.R. 82 Social Security Fairness Act, And the Pro-Act (H.R. 842). That being said, Congressman Stauber is only on H.R. 82 as a co-sponsor. He voted against the PRO ACT.

In about 5 weeks from when you read this article, the 8th congressional district will come down to Republican Pete Stauber, going for his third term, former county commissioner, retired police officer, former NHL player, and former business owner. The Democratic opponent Jen Schultz, 3 term State representative for the

Eastern side of Duluth, with a %100 AFL-CIO voting record, an economics professor at UMD and former delegate to the Duluth Central labor body.

Not only is the Governor race on the ballot, but also Attorney General, State Auditor, and Sectary of State are on the Ballot. These are the three underrated races in the state. On one side, is there to represent citizens of the State of Minnesota, the other side, to continue the big lie that the 2020 election was stolen.

What is the name of the MSALC publication?

Budget worksheet

Budget worksheet

MSALC Expenses and Budget

INCOME	2021	2021	2022	2022	2023
	<i>Budget</i>	<i>YTD</i>	<i>Budget</i>	<i>YTD 8/31/22</i>	<i>Budget</i>
1 Ad Displays	\$500.00	\$200.00	\$500.00	\$40.00	\$500.00
2 National Dues	\$58,931.00	\$56,306.26	\$58,931.00	\$43,401.73	\$63,392.00
4 Investment Income	\$200.00	\$159.02	\$100.00	\$91.36	\$100.00
6 MSALC Convention (Reg Fees)	\$3,600.00	\$0.00	\$3,600.00	\$0.00	\$3,600.00
7 MDA Donations Collected	\$5,000.00	\$0.00	\$1,000.00	\$0.00	\$5,000.00
8 Reimbursements	\$0.00	\$47.12	\$0.00	\$0.00	\$0.00
TOTAL	\$68,231.00	\$56,712.40	\$64,131.00	\$43,533.09	\$72,592.00
10 Board Meeting	\$500.00	\$328.35	\$250.00	\$181.81	\$250.00
11 State Conv.(O=Bus,E=Trng)	\$10,000.00	\$940.89	\$10,000.00	\$0.00	\$10,000.00
14 Dues/Permits/Fees/Box Rent	\$300.00	\$541.00	\$300.00	\$781.00	\$1,000.00
15 Gifts/Donations	\$750.00	\$200.00	\$750.00	\$225.00	\$300.00
16 Insurance (Bond)	\$300.00	\$268.80	\$300.00	\$268.80	\$300.00
17 Lodging	\$2,500.00	\$0.00	\$2,500.00	\$82.42	\$1,000.00
18 Lost Benefits	\$400.00	\$0.00	\$100.00	\$0.00	\$100.00
19 Mileage	\$6,500.00	\$2,146.13	\$2,931.00	\$1,312.95	\$3,000.00
20 Workers Comp. Insurance	\$220.00	\$300.00	\$220.00	\$160.00	\$220.00
21 Prof Fees/Accounting/Website	\$1,600.00	\$2,020.00	\$1,600.00	\$1,070.00	\$1,600.00
22 Payroll/Wages	\$24,500.00	\$42,112.10	\$25,500.00	\$23,756.77	\$33,447.00
25 Postage	\$3,500.00	\$3,262.50	\$3,978.00	\$2,121.75	\$2,500.00
26 Printing (Newsletter)	\$6,400.00	\$6,443.11	\$9,500.00	\$6,945.43	\$9,000.00
27 Printing (Copies)	\$25.00	\$0.00	\$25.00	\$0.00	\$25.00
28 MDA (Donations & Exp)	\$5,000.00	\$2,500.00	\$1,000.00	\$132.91	\$5,000.00
29 Supplies/Software	\$1,000.00	\$2,034.60	\$1,500.00	\$1,654.12	\$2,100.00
31 Technology Allowance	\$1,500.00	\$1,200.00	\$1,500.00	\$1,500.00	\$1,500.00
32 Travel/Parking/PerDiem/Bag	\$2,500.00	\$0.00	\$1,500.00	\$648.49	\$1,000.00
33 Training/Registration	\$500.00	\$0.00	\$500.00	\$0.00	\$250.00
TOTAL EXPENSES	\$68,231.00	\$64,297.48	\$64,131.00	\$40,841.45	\$72,592.00
NET TOTAL	\$0.00	-\$7,585.08	\$0.00	\$2,691.64	\$0.00

Account Balance Report

Assets

		As of 8/31/22	10/3/2022
Acct #1	Primary Share	\$0.27	_____
Acct #2	Essential Bus. Checking	\$10,135.31	_____
Acct #5	Preferred Savings	\$28,817.20	_____
Acct #8	Money Market	\$35,111.06	_____
TOTAL ASSETS		\$74,063.84	_____

Liabilities

Acct #42	MSALC Credit Card	\$0.00	_____
<u>Payroll Liabilities</u>		\$1,164.04	_____
Total Liabilities		\$1,164.04	_____

Account Balances will be announced during budget presentation

SUMMARY OF HOURS AS OF AUGUST 31, 2022

POSITION	NAME	2021 YTD	2021 YTD	2022 YTD	2022 YTD
		Hours	QTRS	Hours	QTRS
President	Perry Schmidt	307		163	
Vice President	Paul Roue	3.5		8.5	
Secretary	Christa Abraham	268.75		58.5	
Treasurer	Eric Marquardt	124.4		53.45	
Editor	Chuck Golver	137.25		11	
Director of Retirees	Bill Wessinger	27		11	
E-Board Chair	Connie Beissel	35		11.5	
E-Board Member	David Zimney	25.5		11	
E-Board Member	Eduardo Silva	29.5		8	
E-Board Member	Jonathan Garcia	18.5		6.5	
E-Board Member	Jamie Corke	3		0	
E-Board Member (New)	Nicholas Tiemann	0		7.5	
AFL-CIO Delegate	Harold Harvey	24		6.5	
AFL-CIO Delegate	Connie Beissel	12		0	
AFL-CIO Retiree Delegate	Thomas Quinn	11.5		6.5	
AFL-CIO Retiree Delegate	Darrell Maus	6		6	
LCCL CD1	Harold Weed	23.5	4	12	3
LCCL CD2	Connie Beissel	12	4	9	3
LCCL CD3	Perry Schmidt	12	4	6	2
LCCL CD4	Dan Garhofer	20	3	12	3
LCCL CD5	Latasha McCaleb	0	0	8.5	1
LCCL CD6	Eduardo Silva	12	4	3	1
LCCL CD7	Eric Marquardt	12	4	9	3
LCCL CD8	Shawn Hansen	19	3		

LCCL's receive 3 hours of pay at \$75/hour per quarter. That does not include board meeting pay.

TOTAL ASSETS ON HAND BY YEAR

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

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

NALC Branch 28

Reigning Hockey Champions



*Welcomes Our National Officer,
Assistant Secretary-Treasurer Paul Barner.
Along with all the Minnesota Delegates to the
2022 MSALC Convention.*



*It has been a while since we have
seen your smiling faces.*

*Special thanks to the MSALC President,
Perry Schmidt, and the Executive Board.*

WELCOME

Nat'l Asst. Secretary Treasurer

Paul Barner

and

All Delegates attending the
2022 MSALC Convention

From the Members and Executive Board
of Branch 9 Minneapolis



MINNESOTA STATE ASSOCIATION OF LETTER CARRIERS

Proposed Bylaw Change Form

Article VI Section 1

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

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.

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

Section 1. The election for State officers shall be held in the following manner. The delegates from any Branch present at the State Convention shall be allowed to cast the whole number of votes to which the Branch is entitled provided such delegates agree unanimously as to whom among them shall cast such a vote. In the case of a disagreement, the delegates in attendance shall be entitled to such number of whole votes as can be divided equally among them, pro rata. Fractional votes shall be cast by the Branch President or **their** designee. The number of members for whom per capita is paid to the State Association for the term beginning January 1 prior to each convention shall determine the number of votes to which the Branch is entitled at such convention. This section may only be changed or deleted by a mail out referendum vote to all members of the State Association.

Branch President _____

Branch Secretary _____

Submitted by Chuck Glover Date 9/12/22

Submit 5 signed and typed copies to the MSALC Secretary



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 ~~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.

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 August, September or October annually, as long as the MSALC is affiliated with such body.

Branch President _____ Branch Secretary _____

Submitted by Chuck Glover  Date 7/12/20

Submit 5 signed and typed copies to the MSALC Secretary



MINNESOTA STATE ASSOCIATION OF LETTER CARRIERS

Proposed Bylaw Change Form

Article VI Section 6b

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

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.

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

Expenses for the President or **presidential**-designee, two (2) AFL-CIO delegates and two (2) AFL-CIO State Retiree delegates shall be paid as directed by the Executive Board for attendance at the AFL-CIO Convention.

Branch President _____ Branch Secretary _____

Submitted by Chuck Glover CP Date 9/12/22

Submit 5 signed and typed copies to the MSALC Secretary



MINNESOTA STATE ASSOCIATION OF LETTER CARRIERS

Proposed Bylaw Change Form

Article VII Section 1

Presently reads:

Section 1. President

- a. The President shall preside at all meetings of this Association and enforce all laws thereof.
- b. ~~He/She~~ shall fill all vacancies occasioned by death or otherwise, with persons duly qualified until an election shall be held.
- c. ~~He/She~~ shall sign all warrants on the Treasurer, as provided for in this Constitution. ~~He/She~~ shall sign all documents and papers that require ~~his/her~~ signature to properly authenticate them.
- d. ~~He/She~~ 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, ~~he/she~~ 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. ~~His/Her~~ correspondence with Branches, when practible, shall be conducted through the Secretary.
- f. ~~He/She~~ shall submit at the regular meeting of this Association a written report of all ~~his/her~~ official acts during his/her term in office, and ~~he/she~~ shall perform such other duties as the laws, rules, and usages of this Association may require.

See attached change form

Branch President _____

Branch Secretary _____

Submitted by Chuck Glover *cg* Date 9/12/22

Submit 5 signed and typed copies to the MSALC Secretary



MINNESOTA STATE ASSOCIATION OF LETTER CARRIERS

Proposed Bylaw Change Form attachment

Article VII Section 1

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

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 **and** shall sign all documents and papers that require **Presidential** signature to properly authenticate them.
- d. **The President** shall appoint at each Convention a committee of three (3) on credentials, which committee shall at once proceed to discharge its duties ; a committee of three (3) on Audit to examine at once the books of the Secretary and the Treasurer; a committee of three (3) on mileage & per die 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 practible, shall be conducted through the Secretary.
- f. **The President** shall submit at the regular meeting of this Association a written report of all official acts during **the Presidents** term in office, and shall perform such other duties as the laws, rules, and usages of this Association may require.

Branch President _____

Branch Secretary _____

Submitted by Charles Glover

Date 9/12/27

Submit 5 signed and typed copies to the MSALC Secretary



MINNESOTA STATE ASSOCIATION OF LETTER CARRIERS

Proposed Bylaw Change Form

Article VII Section 2a

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

Section 2. VICE PRESIDENT/DIRECTOR OF EDUCATION

- a. The VicePresident 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 VicePresident will become the President until an election can be held at the next scheduled business meeting.

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

Section 2. VICE PRESIDENT/DIRECTOR OF EDUCATION

- a. The VicePresident shall preside in the absence of the President, and in case of death, resignation, disqualification, refusal or neglect of the President to discharge the duties of **the** office. The VicePresident will become the President until an election can be held at the next scheduled business meeting.

Branch President _____

Branch Secretary _____

Submitted by Chuck Glover

Date 9/12/22

Submit 5 signed and typed copies to the MSALC Secretary



MINNESOTA STATE ASSOCIATION OF LETTER CARRIERS

Proposed Bylaw Change Form

Article VII Section 3

Presently reads:

Section 3. SECRETARY

- a. ~~The Secretary~~ shall keep a correct record of the proceedings of the Association.
- b. ~~He/She~~ shall read or cause to be read all communications, reports, etc., and attest all orders drawn by the Treasurer.
- c. ~~He/She~~ 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. ~~He/She~~ shall conduct the correspondence of this Association.
- e. ~~He/She~~ shall keep a correct record of the name, number, date of affiliation, and location of each Branch of this Association.
- f. ~~He/She~~ shall receive all moneys due this Association, and at the end of each month turn over to the Treasurer.
- g. ~~He/She~~ 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 ~~his/her~~ office.
- h. ~~He/She~~ shall perform such other duties as the laws, rules, and usages of this Association may require, and shall deliver to ~~his/her~~ successor in office or this Association all property of this Association in ~~his/her~~ possession at the expiration of ~~his/her~~ term of office, or upon an earlier termination thereof.
- i. ~~He/She~~ 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. ~~For his/her services, he/she~~ shall receive a salary of \$ _____ per annum.

See attached change form

Branch President _____

Branch Secretary _____

Submitted by

Chuck Glover

Date

9/12/22

Submit 5 signed and typed copies to the MSALC Secretary



MINNESOTA STATE ASSOCIATION OF LETTER CARRIERS

Proposed Bylaw Change Form attachment

Article VII Section 3

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

Section 3. SECRETARY

The Secretary:

- a. Shall keep a correct record of the proceedings of the Association.
- b. Shall read or cause to be read all communications, reports, etc., and attest all orders drawn by the Treasurer.
- c. 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. Shall conduct the correspondence of this Association.
- e. Shall keep a correct record of the name, number, date of affiliation, and location of each Branch of this Association.
- f. Shall receive all moneys due this Association, and at the end of each month turn over to the Treasurer.
- g. 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. 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. Shall give a good and sufficient bond for the faithful performance of **their** duties in the sum of \$_____ which bond must be approved by and deposited with the Executive Board of this Association. The premium on said bond shall be paid by this Association.
- j. **The Secretary** shall receive a salary of \$_____ per annum.

Branch President _____

Branch Secretary _____

Submitted by Chuck Glover

Date 9/12/22

Submit 5 signed and typed copies to the MSALC Secretary



MINNESOTA STATE ASSOCIATION OF LETTER CARRIERS

Proposed Bylaw Change Form

Article VII Section 4

Presently reads:

Section 4. TREASURER

- a. The Treasurer shall receive from the Secretary all moneys which may be paid to this Association, giving his/her receipt thereof.
- b. He/She shall deposit all moneys received by him/her 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 him/her shall be made in a manner as prescribed by the Executive Board.
- d. He/She shall keep a true and correct account of all moneys received and paid out belonging to this Association, and shall at the end of his/her term, or when called upon by the Executive Board, account for and deliver to this Association or his/her successor in office all moneys, books, papers, securities, and other property of said Association that may have come into his/her hands that have not been previously and lawfully disposed of.
- e. For the faithful performance of his/her duties, he/she 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 his/her term of office. The premium on said bond shall be paid by this Association, and he/she shall receive for his/her services the sum of \$ _____ per annum.

See attached change form

Branch President _____

Branch Secretary _____

Submitted by Chuck Glover

Date 9/12/22

Submit 5 signed and typed copies to the MSALC Secretary



MINNESOTA STATE ASSOCIATION OF LETTER CARRIERS

Proposed Bylaw Change Form attachment

Article VII Section 4

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

Section 4. TREASURER

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

Branch President _____

Branch Secretary _____

Submitted by *Chuck Glover*

Date *9/12/22*

Submit 5 signed and typed copies to the MSALC Secretary



MINNESOTA STATE ASSOCIATION OF LETTER CARRIERS

Proposed Bylaw Change Form

Article VII Section 7

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

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. ~~He/she~~ shall be the legislative advocate and the Congressional Liaison for the retired members of the Association.
- d. ~~He/She~~ shall be the State organizer for retired letter carriers of the Association.
- e. ~~He/She~~ shall be under the direct supervision of the State President and shall perform such other duties as may be assigned to ~~him/her~~ 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.

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

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.

Branch President _____

Branch Secretary _____

Submitted by _____

Chuck Glover

Date _____

9/12/22

Submit 5 signed and typed copies to the MSALC Secretary



MINNESOTA STATE ASSOCIATION OF LETTER CARRIERS

Proposed Bylaw Change Form

Article VIII Section 3a

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

Section 3. BUDGET COMMITTEE

a. The President shall, ~~at the beginning of his/her term~~ appoint a Budget Committee to prepare the annual MSALC budget.

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

Section 3. BUDGET COMMITTEE

a. The President shall, **soon after taking office**, appoint a Budget Committee to prepare the annual MSALC budget.

Branch President _____

Branch Secretary _____

Submitted by Chuck Glover 9/1

Date 9/12/22

Submit 5 signed and typed copies to the MSALC Secretary



MINNESOTA STATE ASSOCIATION OF LETTER CARRIERS

Proposed Bylaw Change Form

Article IX Section 4c

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

- 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 he/she chooses to attend.~~ The State President must make a detailed report ~~on his/her~~ return.

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

- 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.

Branch President _____

Branch Secretary _____

Submitted by

Chuck Glover CG

Date

9/12/22

Submit 5 signed and typed copies to the MSALC Secretary



MINNESOTA STATE ASSOCIATION OF LETTER CARRIERS

Proposed Bylaw Change Form

Article XI Section 1

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

~~Section 1. After his/her installation to office, or as vacancies arise, 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.~~

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

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.

Branch President _____

Branch Secretary _____

Submitted by Chuck Glover

Date 9/12/22

Submit 5 signed and typed copies to the MSALC Secretary



MINNESOTA STATE ASSOCIATION OF LETTER CARRIERS

Proposed Bylaw Change Form

Article XI Section 2

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

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 ~~his/her~~ 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.

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

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.

Branch President _____

Branch Secretary _____

Submitted by

Chuck Glover

Date

9/12/22

Submit 5 signed and typed copies to the MSALC Secretary

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

Do Not Stand at My Grave and Weep

I am not there, I do not sleep.
I am in a thousand winds that blow,
I am the softly falling snow.
I am the gentle showers of rain,
I am the fields of ripening grain.
Of birds in circling flight,
I am the starshine of the night.
I am in the flowers that bloom,
I am in a quiet room.
I am in the birds that sing,
I am in each lovely thing.
Do not stand at my grave and cry,
I am not there. I do not die.

-Mary Elizabeth Frye.

