



Minnesota State Association of Letter Carriers

The Minnesota Letter Carrier

2nd Qtr 2023

Hello everyone, happy almost Summer here.

It was a rough winter and spring with so much snow; cold; bad roads; and then you have to deal with bad postal managers and supervisors. It's bad enough that they talk down on the new Carriers that come into a new job, they have to be treated so badly. I'm so sorry everyone who has to be dealt with this way and so sorry if you have never seen this before in a workplace Environment If you are too young to remember or and never had a job like this Again so sorry, I hope it gets better for you.

These next few months will be working on the convention in October. This is an Election year, and we are at a new Venue up at Rutgers Brainerd Minnesota. This is like a new beginning with Ruttger's. Letter carriers have not been up here for a long time. I can remember from here the last time good cabins, and very good food with good deserts, good meeting rooms, good bar from after conversations. As well as MDA Golf all for Raising money for Jerry's Kids. I can't wait to see everyone working on speaker's guests so it will be enjoyable. So, bring your ideas. Conversation and great Ideas. Anthony Mitchell our very well-informed Legislative Director is here again giving out the latest on what is going on for us in Washington and here at home what we need to keep up with Fred Rolando said this "Winning the Legislative long game" is getting the people in office who vote for letter Carriers issues, like future's health care long term (Long Game)

On the Social Security Fairness Act, in the Senate, **S. 597**, there are **40 Cosponsors**:
33 Democrats 4 Republican's 3 independents as of this report

On the Social Security Fairness Act, in the House, **HR 82**, there are **250 Cosponsors**
177 democrats 73 republicans

Do make your calls to your Congressional Representatives who are in your district where you live and work.

So, see everyone up at Ruttger's Bay Lake resort, 20539 Tame Fish Lake road, Deerwood, Mn. 56444, (866)306-0946, on October 1st through the 4th. Plan to make your reservations when we send out the Convention Call.

Go out help the new People PTS's who start, drive by them stop ask if they are OK, lend them your best effort to working here!

Congratulations Derek and Stephanie on your retirement. And the many who are, or will follow very soon into your new adventure into life's unknowns and hopefully Happier times from the many years of working here.



Perry Schmidt
President

Paul Roue , Vice President

Anyone enjoying the new route adjustment process? Just do your job by the book. It's not your job to make this mangled process work by trying to "make the numbers".

They want input/feedback on how their computer completely messed up line of travel and created inefficiencies... just don't. It's their baby to sink or swim. How about a block being split and now you have 2 carriers deadheading an entire block because the all knowing computer said so? How do you like the new start times? They lost some clerks because "the office no longer "earns" those extra clerks". They prioritize sorting those Amazon packages over sorting your cased mail. A grievance can't be filed to make those clerks go back to throwing letters and flats. Your local supervisor has their hands tied by the powers that be in their ivory towers. Please don't take out your frustrations on your supervisor, chances are they are just as frustrated as you are.

It has been reported that supervisors are saying to just swap blocks with another carrier so you basically have the same route.... Please don't do that. Now you are back to an 8 hour route and at the 90 day look back they will claim they did a great job, nothing needs to be adjusted. And then the hammer will drop from above, your supervisor will get slapped from on high and told "no more swapping streets" and now you are left with an overburdened route that makes no sense.

Your job is to give an honest 8 hour day. Your job is NOT to make their numbers work. Ya'all know when to call in saying the computer gave bad numbers so call.

Oh another wonder, CCA calls and says the boss is bitching cause the scanner requires him to log into a route for parcel runs... says it is messing up the computer and it's all his fault. I told him to ask exactly how they want him to go Begin Tour for a parcel run and do exactly as they say. As with all things you can't get in trouble for following your supervisors instructions to the letter.

Just do everything by the book, take the easy way and you might get burned.

Eric Marquardt, Treasurer; LCCL 7

Summer is finally here. Tourists and cabin owners are moving in. Our office is understaffed with everyone working overtime. It seems that the work never ends, with little time for personal business. Vehicle breakdowns and temporary mail forwarding are increasingly frustrating for everyone in this office.

We finally hired a new carrier. I hope he doesn't get burned out and quit. We are all hoping now, with school letting out, more younger people will apply at the post office. Pay and benefits are comparable to what is being paid in the area, so we're hoping they will get hired so we can finally get a day off.

Our Representative, Michelle Fishbach has consistently voted the party line. We have been so busy that I have not had much time to contact her office and talk over letter carrier issues, but I will be contacting her office soon about

Nicholas Tiemann
Executive Board

Hello brothers and sisters. It's finally that time of year again where we welcome back summer. After this long and snowy winter, these warm weather days remind me of how nice this job can be. But just like how the cold temps can be dangerous, so can the heat. I think we all know how hot the LLV's can be or carrying one of those really long blocks in the direct sun. I want to talk today about the dangers of heat related illnesses and the signs to look out for and some tips to stay cool while you are out delivering. Heat related illnesses are preventable. Here is what to watch out for. Signs of heat stroke include high body temperature, (103 degrees or higher), (hot, red, dry skin), fast strong pulse, headache, dizziness, nausea, confusion, and passing out. If you experience any of these symptoms you should call 911 and then your immediate supervisor. Move to a cooler, shady place and try to lower your body temperature with cooler clothes or a cool bath. Signs of heat exhaustion include heavy sweating, (cold, pale, and clammy skin), fast but weak pulse, nausea or vomiting, muscle cramps, tiredness or weakness, dizziness, headache or fainting. Contact your supervisor immediately if you experience any of these. Hydration is very important. Move to a cooler place. Try to loosen your clothes or wet your clothes to help cool your body. But you should call 911 if your symptoms last longer than an hour, or if you start vomiting. We need to put our safety first and protect ourselves. I would also recommend having water with you at all times. Wearing the new performance polo uniform and using a cooling towel have also helped me to stay cool on those hotter days. There is also a smartphone app that is recommended by the NALC called "OSHA's Heat Safety Tool". I also want to mention that by April 1st, you should have had Heat Illness Prevention Program (HIPP) training. This is an annual requirement. If you have not, contact your union representative so they can have a chance to investigate and to file a grievance if needed. Stay cool out there and enjoy your summer.

Nick tiemann

Shawn Hansen
LCCL 8

With last year the passing of the Postal Reform Act, the next close legislation is HR. 82 Social Security Act as of the writing this, it has 275 Cosponsors, 15 shy of the 290 needed to get out of committee and or a floor vote. HR 618 Improving Access to Workers Compensation for injured Federal Workers Act Only has 14 cosponsors and none from Minnesota. HR 20, Richard L. Trumka protecting the Right to Organize Act of 2023 has 213 cosponsors, with no Republicans from Minnesota. H Res 376 for door-to-door delivery has 21 cosponsors. There is a lot of work that needs to be done, and it does make it more difficult with a split party congress.

This justifies the need to donate to LCPF.

With Contract Negotiations or going to Arbitration possibly by the time this goes to print hopefully the glacier hiring process will be addressed. Shawn Hansen

Dave Zimney, Executive Board

For the last three years we have had a La Niña weather pattern. La Niña weather patterns have a cooling effect on Minnesota's weather. Despite this, 2021 was the 5th hottest year for Minnesota. The climate prediction center sees favorable chances of an El Niño weather pattern, and the possibility of a strong El Niño. El Niño's often lead to some of the hottest years on record, including the record high global average temperature set in 2016. What does this mean for letter carriers? We will most likely have to be extra diligent when it comes to heat related illnesses. Please take the time to learn the symptoms of heat related illnesses. They include: heavy sweating, painful muscle cramps, extreme weakness and/or fatigue, nausea and/or vomiting, headache, body temperature is normal or slightly high, pulse fast and weak, breathing fast and shallow. Clammy pale cool and/or moist skin. If you find yourselves exhibiting the symptoms of heat related illnesses, get somewhere cool fast. Take a break and sit in the shade or more preferably, somewhere with air conditioning. Don't be afraid to call for help or let someone know how you are feeling before your symptoms get worse. Make sure you are actively trying to avoid getting sick in the summer heat by staying hydrated. Get yourself a large water bottle that will hold ice for 10 hours or more. Most people don't know that milk is actually more hydrating than plain water. Bring a cooling towel to wrap around your neck or head. Please be careful out there this summer, we all should be able to go home safe to our families each night.

Bill Wessinger, Director of Retirees

Hello To All Minnesota Letter Carriers, Active and Retired

Are you being slammed with E-Mails and postal mail from every corner of the country from political candidates and parties? A day does not go by that I don't have at least six or more E-Mails from my representatives and others around the country, asking for contributions. My mailbox doesn't receive that much, but enough to keep my mail man busy. It no longer has to be an election year, they don't give up asking, even in an off year. I don't know where they think the money comes from, so I will contribute once a year.

What else is happening, I was kept busy with the AFL-CIO Retirees Council setting up and conducting our annual Fundraiser that was held on May 6th. A lot of stuffing envelopes and putting together what we would have for our agenda, food, beverages, entertainment, and of course, activities to raise funds for our political activities. Our retirees purchased an AED for our union hall and held a class on how to use it. By now, you probably have heard that the cafeteria workers in Hastings got a new contract after many days of picketing, they didn't give up, even with the cold weather and a School Superintendent that fired them. Guess what, he resigned. I attended a fundraiser for Betty McCollum at Mancini's in St. Paul, we sat with a gentleman that had been on the management side of the healthcare system, so our educating each other on postal and health care was very lively. I sold MDA tickets for chances to win gifts at the Regional Training held in Minneapolis, this was very successful. The retirement party for your NBA Troy Fredenburg was held that same week and was well attended. A Roast for Karla Bigham (my county commissioner), brought out many past and present political persons, she had been our state representative, she's worn numerous hats over the years .

These activities plus my other union and political functions keep me active, but I know I'm getting older by all the funerals I have attended this year. Stay healthy and active, those comments were directed to the retirees, I know the active carriers are being worked to the bone because of manpower shortages, but you too must stay healthy. Be Safe, Always.

Dan Garhofer, LCCL 4

Betty McCollum Congresswoman would like to wish all our members for their support and especially the Veterans for their service and we honor the sacrifice this Memorial day.

My article is about a bipartisan law called the PACT Act.

The Pact act is a new law that expands VA health care and benefits for Veterans exposed to burn pits, Agent Orange and other Toxic substance during the course of their duty.

This Pact act adds to the list of health conditions that we assume or (PRESUME) to be caused by exposure to these substances. This law helps us provide generations of Veterans AND their survivors relief.

This expansion of the law will bring these changes:

1. expands eligibility for VA health care for Veterans with toxic exposures and includes Vets from Vietnam, Gulf and even post 9/11 eras.
- 2., Adds 20+ more PRESUMPTIVE conditions
3. adds more locations for agent orange and radiation
4. Requires VA to provide toxic exposure screening to every veteran enrolled in VA health care
5. Helps improve research staff education and treatment related to toxic exposures.

This law allows for Presumptive illness to be added. These include:

Asthma (diagnosed after service); Chronic Bronchitis; COPD; Chronic rhinitis; Chronic sinusitis; Emphysema; Granulomatous disease; Intersistal lung disease (ILD); Pleuritis; Sarcoidosis; Pulmonary fibrosis

These cancers are now Presumptive:

Brain Cancer; Gastrointestinal cancer of any type; Glioblastoma; Head cancer any type
Kidney; Lymphoma of any type; Melanoma; Neck cancer any type; Pancreatic cancer
Reproductive cancer; Respiratory of any type

There are many more but i cant list them all.

Remember if you have one of these conditions or a family member or loved one has passed due to these conditions you are entitles to relief in benefits past and future and settlements for the survivors.

All that is needed is to qualify with the condition and the location, and it has nothing to do when you served.

you are not excluded if you do not receive VA care. You must contact the VA and get your claim started. This is very important to follow up.

Go to the Veterans Administration Website and get what your entitled to.

Connie Beissel Executive Board Chair; AFL-CIO Delegate; LCCL-2

The snow has finally melted. Driving and walking are much easier now. The lakes have thawed and it is prime vacation time. If we can get enough new hire's and get them to stick around, then you can actually take time off and not feel guilty about abandoning your customers. I have been watching for local job fairs and notifying the district workforce operations' office so they can have a table set up at these events to entice new blood to join the USPS. Fingers Crossed.

Congress is still calling for PMG Dejoy to make changes to the way the USPS has been operating. There have been 3 Resolutions reintroduced by law makers recently. H. Res. 376 calls for continued door delivery to every address. H. Res. 277 calls for restoring service standards to what they were before July of 2012. Today's standards are shameful compared to what they were. H. Res. 439 calls for Congress to ensure that the USPS remains a federal agency and will not be subject to privatization. These are all House Resolutions that you should ask your Congress person to support. They've had bipartisan support in the past and we need to make sure they receive bipartisan support in the future. Representative Angie Craig in the Second Congressional District has always signed on to support any resolution that supports the NALC. In Solidarity.

Jonathan Garcia, Executive Board

Greetings Sisters and Brothers!!!! Hope you are all hanging in there as we are entering the summer months. A lot is going on in the District as always and as well as my station down here in Rochester, MN. We, like most other offices, have been battling staffing issues, getting worked 6-7 days a week, forced/mandated on days off and pivots daily, and seeing doctor notes soar through the roof. We are all very tired and worn out and continue to see morale fall. To make matters even worse, we now have a DM that has come into the District trying to make a name for herself. In Rochester, we have had our personal belongings and pictures of family stripped from our cases as well as having Wuks taken away from each city carrier. We also abruptly had a start time change to an hour and fifteen minutes later and daily harassed about office time and load time. It is now more important than ever to stay united in our offices. We need to document and take daily notes, be in our stewards' ears, assist in building these cases. I know we have enough work on our plates, and we have for some time now, but this BS needs to stop. We have been busy down here with Article 5 grievances now on top of the usual 12/60s, cross craft, mandating/force and untimely posting of open routes. If it is a fight she wants, she sure got one!!! Stay United and Strong Brothers and Sisters, we shall get through this.

Max Olsen, LCCL 3

The 118th congress continues to move forward at a relatively slow pace when it comes to the issues most important to the NALC. The good news is that since my last update HR 82, the Social Security Fairness Act, has been co-sponsored by representative Phillips and currently has 274 co-sponsors in the house. We have also seen the introduction of HR 1439, the Vote at Home Act, which would expand voting by mail in federal elections and provide automatic voter registration through state motor vehicle authorities. Phillips has not co-sponsored the legislation at the time of writing and the bill currently has 18 co-sponsors.

While we are seeing progress being made on HR 82 and the introduction of HR 1439, there are still a number of bills that have not been introduced this session which are still top priorities. Most notably, the Federal Retirement Fairness Act, which would allow federal employees to make catch up contributions to FERS for any time served in a non-career status. This bill was introduced in the 117th congress and had 100 co-sponsors. We have also yet to see the re-introduction of the USPS Shipping Equity Act, which would allow for the shipping of alcohol under the same regulations applied to private shippers. This bill received 47 co-sponsors last session.

Beyond the issues specific to the NALC and the postal service, Phillips has continued to push forward a number of bills this session. Most recently he and a group of bipartisan lawmakers in the House and Senate introduced the Employee Equity Investment Act, which would make it easier for small business owners to transition to an employee ownership model. Phillips has also introduced HR 3065, the School Access to Naloxone Act, which would provide grant funding to states that require schools to stock naloxone, train staff on proper use, and provide civil liability protections to those who attempt to administer it to overdose victims.

Lastly, I'd like to touch on a project I'm going to start to hopefully get the membership more involved in the legislative process and the initiatives we're pushing for as a union. I'd like to set up an email list, as well as a discord server as a way to more effectively communicate back and forth with our rank-and-file members. The main goals will be to centralize information about ongoing legislative priorities and get information out to members about events Dean Phillips has going on in the district, as well as opening up a direct line of communication for members who may have questions or concerns about legislative priorities. If you'd like to be added to the email list, please send an email to lccl.mn3@gmail.com, and if you'd like to join the discord server you can find the invite code at <https://discord.gg/U7pc8Fnqpk>.

Eduardo Silva, Executive Board; LCCL 6

Hello brothers and sisters

Today I would like to talk about a major problem that our company is going through, alongside with many other organizations in the country, the lack of staffing. I don't know if many of you are familiar with the situation, but many letter carriers in the state have been forced to work 12 hour days for months. This became a routine in many offices in the state, putting at risk the safety of the carriers consequently forcing several workers to get medical restrictions to keep their physical and mental health in order.

But the situation is getting worse. Nowadays, it has become normal to see some routes sitting in the office because of lack of help. There are customers receiving their mail only 2 or 3 times a week, and unfortunately it doesn't look good for the future. What concerns me the most is the lack of a plan to resolve this issue. In my opinion, it is clear that the headquarters at the management side are more concerned about the percentage of packages scanned daily than actually protecting and valuing the letter carriers that are working 100 hours a week in some stations. Until when will this problem continue? Why are scanning parcels more important than our employees? Why have parcels become more important than our first class mail?

We should have a national program to hire more people, with ads on major TV networks and printing media, and all the social media. We are living in different times, where people are connected to their cell phones constantly, so we should have an elaborated hiring program that makes it easier for young people, and all people, to apply for jobs in the Postal Service, with simple access to apps and quick response from the HR department. Better waging and benefits are necessary for applicants to be motivated to apply and stay at the Post Office, and these are only a few points or ideas to try to resolve this problem.

Unfortunately I don't see anything being put in practice besides a few job fairs, which so far it is not bringing enough workforce to help resolve the problem. This is a serious issue, it's affecting our job and our customers. In District 6th, the House Representative Tom Emmer is familiar with what is going on, and already sent a letter to Postmaster General Louis DeJoy asking why people are not receiving mail, and what has been done to take care of this problem. I'm not familiar with what Mr.DeJoy said to our House Representative, but it's clear that whatever management has been doing to take care of this situation is definitely not working!

To conclude, I hope this crisis gets resolved as soon as possible. We have lots of letter carriers, clerks ,package handles and others working absurd hours, putting themselves in unsafe conditions, not spending time with their loved ones, and not having time to do anything but work, and that's not right. For all the letter carriers out there, thank you very much for your service and dedication. You are providing outstanding work delivering the mail everyday. I sincerely hope we have a solution in the near future.

Latisha McCaleb , LCCL 5

Congresswoman Ilhan Omar is always in support of all postal issues that affect how the letter carrier delivers the mail. Recently she signed bill H.R. 82, the social security fairness act. She understands the impact of this bill as it relates to our career. Ilhan attended the Mondale Humphery Dinner where the democratic house leader Hakeem Jefferies was the guest speaker. She also actively participated in the informal rally held by branch 9 members in the 5th district. It emphasizes Safety and First-Class Pay and First-Class Service. She understands that the most important thing the letter carrier must remember is safety as it relates to not only the physical aspect of the job but also the mental. At the core of things ultimately the lack of staffing impacts how a carrier performs. We all should know working over 60hrs in week impairs a carrier judgement. A career needs an adequate amount of rest to perform at their maximum potential safely. To have first-class service all of these issues must be addressed. Ilhan knows how important these issues that's occurring affect the quality of service our customers receive. Her father retired from the post office so in this way the work we do has a direct impact on her views. For these reasons I have pointed out explains why the mail is gets delayed. To have first-class service all these issues must be addressed. The safety of a mail carrier must be addressed especially with the growing rate of violence against mail carriers. The delay of mail also comes from the directive of supervisors and managers that think it's okay to bring the mail back by a certain time. Some think it's okay to say deliver the packages and leave the mail. There are instances where entire routes are left in the station on the workroom floor. When mail is being delayed by management a curtailment known as the 1571 form must be filled out. If the mail is delayed for any reason, contact the local and steward and the steward should be reporting those numbers to the National Business office.

Harold Weed, LCCL 1

From Webster's New World Dictionary, Second College Edition:

Power: special authority assigned to or exercised by a person or group holding office; ability to control others.

Greed: excessive desire for getting or having, especially wealth; desire for more than one needs or deserves.

Fear: a feeling of anxiety and agitation caused by the presence or nearness of danger, evil, pain, etc.

Ethics: the study of standards or conduct and moral judgment.

Are members of Congress representing their constituents or are they more interested in retaining power, increasing their political contributions and fearful of voting against their party leaders? Has the will of the people been completely lost? Does Congress not care what the majority wishes they do? To me it seems many of our congressional members are not in step with the majority of the people.

We have to stay alert and remind them that they are federal employees and that they enjoy fair wages and benefits provided by us, the people in their districts

Samantha Hartwig**NALC Regional Workers' Compensation Assistant, regions 3, 5, and 7**

If you suffer an injury at work, you may want to file an injury claim with the Office of Workers' Compensation (OWCP). OWCP will only accept claims for on-the-job injuries filed online. The first step is to register your ECOMP account at: WWW.ECOMP.DOL.GOV. I highly suggest everyone register for an ECOMP account now, even if you are not injured. ECOMP allows you the ability to track the development of your OWCP claim from the date it is filed, through getting the claim accepted, bill payment status, wage loss compensation tracking, without having to rely on management to move the paperwork to OWCP.

You can file a CA-1 for traumatic injury, CA-2 for occupation disease/illness.

A traumatic injury occurs over the course of one work shift, and you can identify the time and place where the injury occurred, such as a broken bone. Traumatic injuries require a CA-1, which is in ECOMP, a CA-16 which you get from management, and they can print it from ECOMP, and a CA-17 from management with them completing the left hand-side of the form. If you do not get the CA-16 (within 4 hours of traumatic injury or 48 hours of verbal approval to see the physician of your choice) and/or CA-16, CA-17 after you file your CA-1 in ECOMP see your steward to have a grievance initiated. **In a traumatic injury case, the CA-1 must be filed within the first 30 days to be paid Continuation of Pay (COP)** by the USPS for up to the first 45 calendar days of disability.

An occupational disease/illness occurs over time, and you really are not sure of the exact date it happened, such as carpal tunnel or plantar fasciitis. Occupational injuries require a CA-2 which is in ECOMP. Management should provide you with CA-17 after you file your CA-2 with the left hand-side of the form completed for your doctor. Nothing will get paid in an Occupation Injury Claim until it has been accepted by OWCP.

If you need to file a CA-7 and CA-7A those forms are found in ECOMP and they can be located under the New Claim Tab on your ECOMP dashboard. These forms are for requesting wage loss compensation payments from the Department of Labor. You must be in a Leave Without Pay (LWOP) status before you can request wage loss compensation.

In Solidarity,

Chuck Glover, Editor

ANGELA, ANGELA, WHERE FOR ART THOU, ANGELA?

This past May 20th the city of Hopkins closes off three blocks of main street for their "Arts and Crafts Festival." Hundreds of people, young and old; kids in strollers; folks with their dogs, casually visiting various booths. The city of Hopkins had an informational booth; the Lions had an informational booth; ~~the Post Office had an informational booth, with cards for hiring, set out and answering any questions on a career with the Postal Service.~~ OOPS! I had to strike through that last part. The Postal Service once again "blew" their chance to potentially hire new letter carriers.

Our esteemed new District Manager, Angela Bye, is more concerned about family photos at letter carrier cases and has ordered management to remove all non-postal cards and photos from letter cases and further demoralizing the craft dedicated to serving their customer with her pissy attitude. Only postal material can be at carrier cases. I'm quite confident that only Postal related items are in her office, and no personal photos, cards, are present.

Last year at the MSALC Convention at Cragun's Resort, the then District Manager, Tony Williams, was talking about hiring new postal employees. I raised my hand; identified myself and my branch, and said his hiring process "Sucked." He seemed to take it personal. Too Bad!

The Postal Service once again is losing out of hiring letter carriers, or any postal employee with their uppity attitude. Now it's easy to criticize without coming up with some possible solutions.

Have informational cards given to Postmasters and full time supervisors with their name and where they can be contacted. Briefly chat with workers at stores, supermarkets, anywhere. If they seem interested, give them a contact card. I know a supervisor who has taken the initiative and does this. When a possible candidate does call, or email, pass the information onto two or three dedicated, for this specific purpose, District people who will further pursue the prospect by doing a preliminary background check and set up a "shadow day" with a carrier when the likely candidate has a day off, not the other way around. Should these individuals still be interested, complete the full background check and expedite the hiring.

Get your postal butts out in the community. Trade Shows; Minneapolis and St Paul shows; Minnesota State Fair; car shows, etc. Last year, Hastings had a classic car show right in front of the Post Office; a perfect spot for a table right on the steps. Postal Management squanders opportunities that are handed to them on a silver platter.

There was a "Hiring Fair" at the Post Office off of Plato Blvd and Hwy 52. Yup, if you wanted to work for the post office, you had to go to them and then management would only accept applications for letter carriers. No clerks or other crafts were accepted. Seriously!?! How moronic and stupid can upper postal management be? Get the application first, and contact the individual later and offer immediate employment as a letter carrier.

Knowing upper postal management as I do, they will sit on their golden thrones until next October and then wonder why they are so short on help. Once again, I will get off my soapbox.

THE MINNESOTA LETTER CARRIER

Minnesota State Association of Letter Carriers

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