

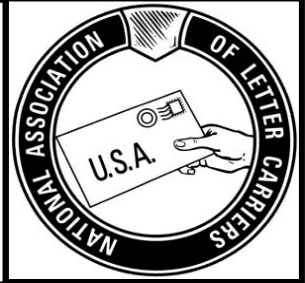
MICHIGAN LETTER CARRIER

Voice of the Michigan State Association of Letter Carriers

Volume 26

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October 2018



PRESIDENTS REPORT

CARL E BLASSINGAME, JR.

Brothers and Sisters, the Midterm election is right around the corner, it's up to you to make the right choice at the ballot box. Much has been said about the possible future of the Postal Service including talk about privatizing the service. Some of our congressional leaders have been plotting to take away our retirement and health benefits. We have a choice to continue with the same congressional leaders that don't support our future and the stability of the Postal Service or we can make a change for the better. In my last article I identified those who were voting against our best interest including our rights for union representation.

House Resolution 993 was introduced by a group of 10 bipartisan representatives calling on Congress to take measures so the Postal Service remains an independent agency of the federal government.

There are 435 seats in the House, we need 218 cosponsors to pass the resolution. As of now we have 184 co-sponsors signed onto this bill. Democrats and Republicans are in support of keeping the Postal Service an independent agency. The National has called for a Day of Action on October 8, 2018, asking our members to rally at their congressional leaders office and demand their support of this bill. If you are unable to go to the rally call the capitol switchboard at (202) 224-3121, give your zip code so you can be connected to your representative. **Let your representative know you want them to support House Resolution 993.** Now by the time you receive this newsletter it may be after October 8, 2018 but you may still make the call and demand their support.

As of now Michigan has three (3) representatives who have co-signed this bill in support, they are:
Rep. Dan Kildee, District 5; Rep. Debbie Dingell, District 12 and Brenda Lawrence, District 14.

Office	State	District	Party	Address Line 1	Address Line 2	City	State	Zip	on 993
Rep. Jack Bergman	MI	1	R	1396 Douglas Dr	Suite 22B	Traverse City	MI	49696	
Rep. Bill Huizenga	MI	2	R	4555 Wilson Ave	Suite 3	Grandville	MI	49418	
Rep. Justin Amash	MI	3	R	110 Michigan St NW	Suite 460	Grand Rapids	MI	49503	
Rep. John Moolenaar	MI	4	R	200 E Main ST	Suite 230	Midland	MI	48640	
Rep. Dan Kildee	MI	5	D	111 E Court St	Suite 3B	Flint	MI	48502	XXX
Rep. Fred Upton	MI	6	R	720 Main ST		St. Joseph	MI	49085	
Rep. Tim Walberg	MI	7	R	401 W Michigan Ave		Jackson	MI	49201	
Rep. Mike Bishop	MI	8	R	711 E Grand River	Suite A	Brighton	MI	48116	
Rep. Sandy Levin	MI	9	D	27085 Gratiot Ave		Roseville	MI	48066	
Rep. Paul Mitchell	MI	10	R	48701 Van Dyke Ave		Shelby Twp	MI	48317	
Rep. Dave Trott	MI	11	R	625 E Big Beaver Rd	Suite 204	Troy	MI	48083	
Rep. Debbie Dingle	MI	12	D	19855 W Outer Dr	Suite 103E	Dearborn	MI	48124	XXX
vacant	MI	13							
Rep. Brenda Lawrence	MI	14	D	26700 Lahser Rd	Suite 330	Southfield	MI	48033	XXX

We can not afford to sit on our hands and expect for someone else to do our work for us. **Make the call NOW!!! Demand your representative support this bill.**

I would like to take this opportunity to thank Sandy Laemmell, Branch 1 and all of the volunteers for a great 71st NALC National Convention in Detroit. Everyone worked so hard to make this convention a tremendous success.

In closing I would like to wish Patrick Carroll a long and relaxing retirement. Thank you for everything you have done for the membership, Region 6 and the MISALC.

This is a reprint from our last newsletter. **Before you VOTE take a look at your representative to see if they support Postal Service legislation. The date under the bill shows when your representative signed onto this bill. NO DATE means they DO NOT SUPPORT THE BILL.**

District #	Representative	Committee Assignments	H. Res. 15	H. Res. 28	H. Res. 31	H. Res. 756	H. Res. 760
1	Bergman, Jack (R)	Natural Resources, Budget, Vet Affairs					
2	Huizenga, Bill (R)	Financial Services					
3	Amash Justin (R)	Oversight (term expired)					
4	Moolenarr, John (R)	Appropriations (term expired)					
5	Kildee, Danial T (D)	Financial Services	2/2/2017	1/13/2017	1/31/2017		
6	Upton, Fred (R)	Energy & Commerce (Term expired)					
7	Walberg, Tim (R)	Education & Workforce, Energy					
8	Bishop, Mike (R)	Education & Workforce, Judiciary			2/6/2017		
9	Levin, Sander (D)	Ways & Means	7/11/2017	2/16/2017	3/15/2017		
10	Michell, Paul (R)	Education & Workforce, Oversight, Transportation					
11	Trott, Dave (R)	Financial Services					
12	Dingell, Debbie (D)	Energy & Commerce (Term expired)	11/30/2017	2/13/2017			
13	Vacant						
14	Lawrence, Brenda (D)	Oversight, Transportation	4/26/2017	1/13/2017	9/6/2017	2/13/2017	

H. Res. 15 - This bill calls on Congress and the Postal Service to take all appropriate steps to continue six day delivery

H. Res. 28—Protects door delivery for all business and residential customers

H. Res. 31—Calls on the USPS to restore the service standards that were in effect prior to July 1, 2012

H. Res. 756— Postal Service Reform Act of 2017

H. Res. 760— Postal Service Financial Improvement Act of 2017

VICE PRESIDENT'S REPORT

BRAD MCKENNA

In the Citizens United ruling by the Supreme Court, the justices stated a desire for transparency. But the contradiction between the court's stated desire for transparency and its definition of corporations as people protected by the First Amendment created a loophole that allow corporations and big money donors to anonymously buy elections. **Wealthy donors are now allowed to make unlimited donations** through super PAC's. **These donors have gained influence on election results and with the candidates themselves once they take office.**

Elections are very expensive and candidates need to raise large sums of money to stay in office. **This requirement forces the candidate to listen to those donors to the detriment of those that can't afford to make large donations.** This is not democracy, and it certainly isn't the way our elections should be financed. Another big concern is the public not knowing who is trying to buy favor. How dangerous is that? **The Supreme Court stated that Congress was suppose to regulate the transparency issues but that hasn't been addressed as of yet.**

As a result of this ruling the undisclosed campaign spending exploded. Spending in the 2016 election cycle was increased over two billion dollars from the 2012 election. The Security and Exchange Commission still does not require corporations to disclose their political spending. The New York Times reported that the Koch Brothers founders of Koch Industries spent nearly \$900 million in the 2016 elections. This is more money than both the Republican and Democratic Party spent.

What would candidates do to get that type of support? Whose voice will be heard on the issues in Washington? How can a candidate have an objective vote on finance reform if he is sponsored by a large banking institution? How can a candidate be objective about health care reform if he is dependent on a pharmaceutical company? **How do we get a congressman to listen to us about Postal Reform if they are dependent on a donor that opposes reform because they own a large amount of Fed Ex stock?**

Millionaires and billionaires are funneling money to fringe groups to support their position. Often causing great divide between people only to further their own agenda. The media portrays the Tea Party as a bunch of angry ordinary folks when in fact it's an organization run by an entrenched far right wing group of very wealthy people. Most of the money is used for attack adds to fester the drive of unhappy voters. The Tea Party created a movement based solely on division, paranoia and resentment. Due to this type of politics, America is more divided than it has ever been. Current politicians have taken advantage of this. It's almost impossible to have open discussions on politics with anyone that disagrees with your view.

Under this system, our only way to fight this is with a strong grass root organizations and to get more people to show up to vote and help elect candidates that see their responsibility to their constituents. Please support the "Get out to Vote" initiatives in your community.

Continued on page 4

The 2018 midterms are important for so many reasons. One of those reasons is the 2020 Census. The census shows where the population lives and becomes the basis for adjusting congressional districts. **The 2018 election is our last chance to take control of the pen that draws the Congressional District lines.** In Michigan, gerrymandering is so bad that our district map would make for a fine Picasso painting. These distorted lines are a travesty to our form of government. Winning the governor's race will ensure Republicans can't gerrymander new districts for another decade. Michigan's congressional and state legislative lines are drawn by the legislature, subject to the gubernatorial veto.

As the legislative liaison for District 4 in Michigan I have been trying to meet with Congressman John Moolenaar for well over a year. I can talk with aides, but the face to face never seems to happen. They just pass on my info to him. He responds to my requests and inquiries but I never get a chance to give him the response to his claims. **I don't have his ear because our districts in this area are so skewed due to gerrymandering.** District 4 is 60% Republican. He is also a past Dow Chemical employee and has big business donors. **He generally responds that the USPS has lost billions since 2007 and how that concerns him. I don't get to show him why. I don't get to give him the specifics or to offer alternative ideas that he could take to the House floor. I don't get to tell him how important the USPS is to his constituents. I don't get to show him that Postal issues are bipartisan.** His responses are like reading something written by Darrell Issa.

To be honest I have been to his office twice in the last month and expressed my concerns over this issue of not getting a meeting and they have assured me it will happen soon. We'll see.

President Obama just recently said, "If you don't like things you see, you can't just close your eyes and long for something better. You've got to open them, embrace reality, and channel that hope into action".

These are dangerous times and our current administration in our nations capitol is a real danger to our jobs and our democracy. **On November 6th we have a chance to restore some semblance of sanity in Washington. Congress isn't doing it so voters will need to elect representatives that will.**



If you have questions about having a MDA Fundraiser or would like to list your event on the MISALC website contact Brad at Brad100@sbcglobal.net

3 Ways to give to the LCPF

As a member of the NALC, there are several easy ways to give to the Letter Carrier Political Fund:

- 1) Payroll deduction: Contribute automatically, using PostalEASE (either online or by phone) to set up an allotment deduction from your USPS paycheck.
- 2) Direct bank withdrawal: You can authorize the fund to withdraw a monthly electronic contribution directly from your personal checking account.
- 3) Annuity deduction: Retired letter carriers can elect to give monthly via an automatic deduction from your monthly annuity.

NALC.org or see you local union

SECRETARY'S REPORT

JANE GRANT

During the NALC National Convention this past July, I took a class where our national leaders discussed, among other important issues, our congressional representatives and whether or not they support Postal Service legislation directly affecting our jobs and benefits.

The real story I want to share with you is the strength and the integrity of the NALC and our members. Midway through the week of July 16th, an amendment was made to **House Resolution 6147. This bill includes a provision maintaining the six-day mail delivery requirement for the Postal Service.** This provision is extremely important to all of us. (see NALC.org for information about this house resolution)

The Amendment #87, made by Patrick McHenry (R-NC)– Prohibits any taxpayer funds from going to support the Post Service's efforts to (1) expand or enhance financial services products or (2) carry out any pilot programs or task forces pursuant to that end.

During this class we were informed of this amendment and encouraged to call our representatives immediately. When this amendment was proposed some of our congressional leaders called the NALC lobbyists to get to the truth about the USPS and financial services. We were told that the **“NALC has high credibility on the Hill, we come with truth and congress trusts us.”** Our lobbyists, along with the mobilization of our member activists, got congress to vote NO on this amendment.

Our strength is our solidarity.

Something else you can be proud of is that the **United States Postal Service has an 88 percent approval rating with the American public.** Compared to Congress which has a 17 percent approval rating.

We have power in the number of NALC member activists that we have and I encourage you to download the NALC app so you can be part of this of Activist Network.

GET OUT THE VOTE ON NOVEMBER 6TH!

Are you a one issue voter? As union members we are comfortable. We make a good middle-class income that allows us to have a nice home, save for our retirement, put a little money away for our children's education and enjoy the benefits that our union negotiates for us and our families. **We must not become complacent. If you vote for a candidate that supports that one issue while supporting the privatizing of the Postal Service, you are voting against your future.** If our company is privatized just how important will those other issues be when we are put in the position to struggle to pay our mortgage, feed our children and have no money to put away for our retirement. **VOTE TO SECURE OUR FUTURE!**

Safety: At the National Convention, Brother Peralta, Director of Safety and Health, alerted us to an issue with the Promaster vehicles. We are all aware of the blind spots on all of our vehicles caused by the large mirrors and the front window frame. We deal with this by taking the time to look around those obstacles. Of course we try to avoid backing because that obviously causes us to have limited vision. The new Promasters have a large blind spot in the front of the vehicle, **large enough to make us not see a toddler standing in front of the Promaster. Take the time to make safe decisions.**

The Michigan State Convention is April 28—30, 2019 in Traverse City. The convention call will arrive to the branches in January.

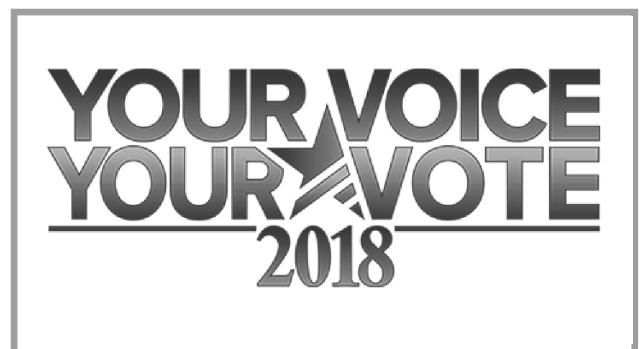
TREASURER'S REPORT

CATHY TONDREAU

With the elections so close we all should remember to **VOTE!** The governor's race and some senate and congressional elections are close so we should make sure we check the issues that are important to us as letter carriers. We want to **elect candidates that are letter carrier friendly**. Check out their websites to see how they stand on the issues, 6-day delivery, changing your retirement benefits and privatization. With all the negative adds out there it is hard to see what the candidates stand for and what they will do for us as Letter Carriers. The most important thing is to **GET OUT AND VOTE**. Every election is important and you can make a difference. **Vote out those candidates that are not supporting the Postal Service. Vote in candidates that will protect the Postal Service from those who want to privatize it!** If you are not contributing to the **Letter Carrier Political Fund (LCPF)** you should! The LCPF is a way to help the candidates that are letter carrier friendly.

On another note; don't forget it is getting near the end of the year and you should start thinking about getting your books ready for **year-end reports: W-2, LM and the 990**. Dates to remember for these reports are **January 30, 2019, March 30, 2019, and May 15, 2019 respectively**. Also, don't forget about the State Convention in April 28—30, 2019 in Traverse City, I hope to see you all there.

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



REPORT OF THE DIRECTOR OF EDUCATION

JOHN SERWACH

In April of this year President Trump appointed a “**Postal Task Force**” to fix the Postal Service. They were given four months to examine the agency and make recommendations via a written report with a goal to make the Post Office profitable. The deadline for **completion was August 10, 2018**. The White House has announced that the **results of the report will not be released until later** (likely after the election). **Does this get your attention?**

On August 30, 2018 Trump **eliminated a planned 2.1% wage increase** promised for **all federal employees** (except military personnel) in 2019 claiming that the government “cant afford it”. This act was widely considered “**retribution**” for a lawsuit won by our sister union the **American Federation of Government Employees (AFGE)** who challenged the Trump administrations attempt to roll back union rights. Trump had signed Executive orders **eliminating union time used to process grievances and meet with members on the clock** and the **right to maintain small union offices** at the worksite amongst other unilateral changes. AFGE and other federal unions stopped the changes in federal court for now. **Are you starting to get concerned?**

The Trump administration is also trying to **eliminate the FERS retirement supplement, increase the percentage** you are required to **contribute towards your FERS Annuity** with no increase in benefits and **eliminate sick and annual leave** in favor of “**Paid Time Off**” resulting in a net reduction in leave.

If newspaper headlines on November 7th read “Republicans hold Congress” expect the next batch of headlines to read “Trump announces privatization of Postal Service, Post Offices and distribution networks to be sold off, workforce to be converted to private contractors, pensions terminated”. Lord knows I hope I have your attention now. **I know we have all heard the threat of privatization before, but this time it’s real.** Things are changing in ways I never thought would happen.

I never thought I would live to see a day where I would not itemize the deductions on my tax return or not be able to deduct my state and local property taxes, but next year for the first time in over 30 years I will take the standard deduction and because of that it’s likely the “tax cut” will not be a tax cut for me at all or a very small one and probably not for you either.

I never thought I would see the leaders of the Republican party cozy up to the former head of the KGB or an American President congratulate brutal dictators or say that Nazi’s aren’t bad people. **America’s greatness is our diversity and our strength of character.** Our leaders used to stand up to bullies now we put them up on a pedestal.

Michigan roads are crumbling, the education system is near bankruptcy, our lakes and rivers that made this state so special are polluted to a point that at times they are unusable for recreation or safe drinking. How did we let this happen?

We became complacent. We were victims of our own success. We did so well that we thought that cuts for the rich meant cuts for us. **Union members have supported candidates for elected office who do not have our best interests at heart** and now we are paying for it in Spades.

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Every two years someone tells you that “**this is the most important election of your lifetime**” – **this time it really is.** To our younger members please get out and vote. **Vote like your future depends on it** because it does. To our more senior members vote and vote the right way because it is real this time. Get involved and get active while there is still something left to fight for. **Ignore the empty promises and cheap rhetoric promising to make America great and support the candidates who stand with workers,** you can’t afford not to. **Vote Tuesday, November 6th and together let’s put America back on track again.**

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective Sept. 1, 2018

The following salary and rate schedule is for all NALC-represented employees.

Career city letter carrier increases

Date	Type of Increase	Amount
July 2016	COLA	\$21
Nov. 26, 2016	General wage increase	1.2%
Jan. 2017	COLA	\$333
July 2017	COLA	\$270
Nov. 25, 2017	General wage increase	1.3%
Jan. 2018	COLA	\$520
July 2018	COLA	\$645
Nov. 24, 2018	Upgrade/Pay Schedule Consolidation*	2.1%
Jan. 2019	COLA	TBD
July 2019	COLA	TBD

* All career Grade 1 and Grade 2 letter carriers will receive an average increase of 2.1%.

City carrier assistant increases

Date	Type of Increase	Amount
Nov. 26, 2016	General wage increase	2.2%
Nov. 25, 2017	General wage increase	2.3%
Nov. 24, 2018	Upgrade/Pay Schedule Consolidation**	3.1%

** All Grade 1 and Grade 2 CCAs will receive an average increase of 3.1%.

Table 1: City Carrier Schedule

This schedule applies to all carriers with a career appointment date prior to Jan. 12, 2013.

RSC Q (NALC)

Basic Annual Salaries																Most PREV. STEP
CC Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
1	50,185	54,166	55,712	58,671	59,080	59,490	59,890	60,297	60,706	61,108	61,517	61,923	62,331	62,741	63,144	409
2	52,220	56,455	56,553	59,584	60,024	60,466	60,901	61,337	61,781	62,208	62,652	63,094	63,528	63,976	64,413	444
Part-Time Flexible Employees - Hourly Basic Rates																
1	25.09	27.08	27.86	29.34	29.54	29.75	29.95	30.15	30.35	30.55	30.76	30.96	31.17	31.37	31.57	
2	26.11	28.23	28.28	29.79	30.01	30.23	30.45	30.67	30.89	31.10	31.33	31.55	31.76	31.99	32.21	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
1	24.13	26.04	26.78	28.21	28.40	28.60	28.79	28.99	29.19	29.38	29.58	29.77	29.97	30.16	30.36	
2	25.11	27.14	27.19	28.65	28.86	29.07	29.28	29.49	29.70	29.91	30.12	30.33	30.54	30.76	30.97	
Step Increase Waiting Periods (In Weeks)																
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	YRS.	
Grades 1 - 2	96	96	44	44	44	44	44	44	44	34	34	26	26	24	12.4	

Table 2: City Carrier Schedule

This schedule applies to all carriers with a career appointment date on or after Jan. 12, 2013.

RSC Q7 (NALC)

Basic Annual Salaries																Most PREV. STEP
CC Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
1	38,836	40,569	42,306	44,043	45,781	47,516	49,253	50,988	52,727	54,461	56,198	57,935	59,672	61,409	63,144	1,737
2	39,615	41,384	43,157	44,928	46,700	48,470	50,243	52,014	53,786	55,557	57,329	59,099	60,871	62,641	64,413	1,772
Part-Time Flexible Employees - Hourly Basic Rates																
1	19.42	20.28	21.15	22.02	22.89	23.76	24.63	25.49	26.36	27.23	28.10	28.97	29.84	30.70	31.57	
2	19.81	20.69	21.58	22.46	23.35	24.24	25.12	26.01	26.89	27.78	28.66	29.55	30.44	31.32	32.21	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
1	18.67	19.50	20.34	21.17	22.01	22.84	23.68	24.51	25.35	26.18	27.02	27.85	28.69	29.52	30.36	
2	19.05	19.90	20.75	21.60	22.45	23.30	24.16	25.01	25.86	26.71	27.56	28.41	29.26	30.12	30.97	
Percent Step O																
1	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%	
2	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%	
Step Increase Waiting Periods (In Weeks)																
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	YRS.	
Grades 1 - 2	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	12.4

Table 3: City Carrier Assistant Schedule

This schedule applies to CCA Hires with no previous TE service.

Grade	CC	BB	AA
1	16.78	17.28	17.78
2	17.13	17.63	18.13
Steps (From-To)	CC-BB	BB-AA	
Grade 1 - 2	12	40	

This schedule applies to CCA Hires with previous TE service after Sept. 29, 2007, who were on the rolls as of Jan. 10, 2013.

Grade	CC	BB	AA
1	18.18	18.68	19.18
2	18.54	19.04	19.54
Steps (From-To)	CC-BB	BB-AA	
Grade 1 - 2	12	40	

REPORT OF THE DIRECTOR OF RETIREES

MIKE SHERIDAN

Is this election important? Are midterm elections critical? Ask Barack Obama about the consequences of his first midterm in 2010 when the Democrats lost the house and haven't won it back since. And the 2014 midterms when Democrats lost the Senate. You can see the importance of an election. Our current POTUS should be renamed Tweeter in Chief. Sitting presidents typically lose ground and seats in their first midterm election and we are praying this one is no different. From what we've seen in the primaries even incumbent Democrats are not safe and if this observer has any take on the current tide it seems to be the year of the woman and that may very well be a great thing. We currently rely on two women Republicans to provide a counter balance to the ravages of the ruling party. Lisa Murkowski of Alaska and Susan Collins of Maine have provided some sanity to pivotal votes in the Senate and are two of the few to buck the administration.

The voices of reason also come from Senators that have decided to call it quits including Bob Corker of Tennessee and Jeff Flake of Arizona. The shift of two seats in the Senate will make a difference and regaining the House is a possibility as well. **Every vote counts and November 6th could turn the tide against an administration that has shown little interest in maintaining a viable PUBLIC Postal Service.** The Jeff Pon (Office of Management and Budget) letter to Paul Ryan seeking to **gut our retirement benefits** as well as **eliminate COLA for all FERS retirees** is appalling and the reasoning behind it is to drag federal employees down to the level of the American public in retirement benefits. It is a sad case when you realize that since corporations have long ago abandoned pension plans in favor of the gamble of 401k's there are some in our midst who would love to do the same to all of us in the federal sector. **Vigilance is the price we must pay for maintaining our benefits.** It pains me to hear carriers trying to "get out" before the axe falls, not realizing that the law, as written, will determine if anyone is "grandfathered in" with regards to cuts to our benefits. **We should all stand together because an injury to one is an injury to all.**

Life Insurance Increase

Since the current top pay now exceeds \$63,000 the new Basic insurance coverage is \$66,000 (salary rounded up to the next thousand and \$2000 added to that total). This also affects your Option B multiples with each multiple now being \$64,000. If you currently have five multiples of Option B coverage you are now at \$320,000 plus your basic coverage. This will result in an increase in your premium while you're working as well as affecting your retirement cost. I will have complete updates for all attending my retirement seminar at the KIM training in Indianapolis. See you there.

Visit the Michigan State Association of Letter Carriers at our website

MISALC.org

REPORTS FROM YOUR EXECUTIVE BOARD

WALTER MCGREGORY CHAIRPERSON

When it is an election year like in 2018, there is hope that winning candidates **will support workers and their hard-won rights from collective bargaining.** Remember, **with the stroke of a pen, everything that we have fought so hard for over years past can easily be GONE!** Many of those currently in power are hoping for the opportunity to destroy the Postal Service and your future along with it.

The primaries here in Michigan are over and we all know who the candidates will be for the midterm elections on Tuesday, November 6, 2018. **When you go out and vote in this upcoming election, make sure you have researched each candidate.** Take the time to make sure that the **candidate that gets your vote supports you and your family as a letter carrier.**

Another way you can help our NALC national officers with maintaining what we have gained over the years through collective bargaining is by contributing to the **Letter Carrier Political Fund (LCPF).** This is just \$5 a pay period if you are an active letter carrier and just \$5 a month from your annuity if you are retired. That is the minimum that President Fred Rolando is asking each of us as letter carriers. **LCPF doesn't care about party affiliation. If the leaders in the halls of Congress vote for Letter Carrier Friendly legislation, they can receive your LCPF contributions.**

As of September 1, 2018, career letter carriers received a Cost of Living Adjustment of \$645 which is equivalent to .31 cents for a top rate CC-1 letter O carrier. CCAs will receive a total of 3.1% wage increase in November 2018. **Again this great economic contract that NALC has with the USPS can be taken away with a vote by Congress.**

So, if you are not signed up yet for the LCPF, what are you waiting for? Contact your local NALC shop steward or a branch officer to get signed up. If you don't have a shop steward or branch officers, then contact Michigan State President Carl Blassingame at (734) 999-8080 and he will get you the assistance you need to sign up for our Political Action Committee. You can also call the Region 6 NALC National Business Agent's office and someone would be happy to get you signed up for the LCPF.

LCPF is like insurance. We all have insurance on things of value to us like our homes, apartments, vehicles and things of great value to us. **Well, isn't your good job with benefits worth insuring? Sign up today. The job you save just may be your own!**

Also remember when going to the polls this election, to take along a few friends and a few family members. **Vote for working families.** Our political enemies that want to privatize our employer are counting on you, your family and friends not to go out and vote. Let's get excited about voting in the upcoming mid-term elections. Please do that research and elect letter carrier friendly candidates that will walk the halls of Congress on our behalf.

In Solidarity

MATT TANNER

I hope everyone is enjoyed their summer. We sure have some beautiful destinations here in Michigan during the summer. But let's get these kids back in school, they are driving me crazy...

With Labor Day just passed, I want to talk about some labor/NALC history. We need to always remember how we got here. Take a look around and remember the struggles and fights we have had already and continue to fight. Remembering, hopefully continues to motivate and fuel us against our current struggles. Knowing this isn't our first rodeo gives us hope no matter how tough the fight is in front of us, because **sisters and brothers we stand together!** So here is some NALC History taken from Carriers in a Common Cause. If you have a chance, this book is a great read. It is available on the NALC webpage.

In these early days of the Republic, America's first letter carriers received no salaries but were permitted by Congress to collect a fee of two cents for every letter they delivered. Although two cents was a considerable amount of money in those days, this fee did not guarantee letter carriers a decent living wage. Since the recipients of letters had the option of accepting delivery service or calling at the post office to pick up their mail, most citizens chose the latter. Delivery of one's mail was a luxury few people could afford. Thus, the wages of these pioneer letter carriers were erratic at best. So in the early days carriers would collect based on the amount of mail they delivered. And because picking up your mail at the post office was free, only the well off or rich folks would take advantage of this service.

Free city delivery, started in 1863, it was a product of the Civil War: One bitter winter day in Cleveland, Ohio, a long line of citizens was anxiously waiting at the post office to see if there was word from relatives or friends off fighting in the war. The assistant postmaster and window clerk, J.W. Biggs, was appalled at this sight. So he went around asking neighborhood stores if mail could be delivered there. Postal personnel would sort and deliver to these stores. Briggs marked out the first routes and delivered them himself. This experiment in Cleveland was a huge success. So Congress shortly after passed legislation for free delivery in cities with more than 50,000 people.

A couple things jump out at me from this paragraph that are kind of funny. First they had long horrible lines back then, too. Second, a manager/clerk was stealing our work even back then. LOL

I only have so much space, so again I want to recommend you read this book. It is amazing following our journey. It gives me great pride knowing the legacy we carry. Knowing how the Postal Service kept families together in times of war. The messages, both good and bad, that our predecessors delivered. Pretty awesome.

In July Michigan hosted our National Convention right here in the D! **Branch 1 President Sandy Laemmel and members of Branch 1 did an amazing job.** Going into the week, on a lot of the social media pages, a lot of members from across the nation were very concerned about traveling to Detroit. I have yet to hear any negative comments. **Detroit shined. What a great convention. Great Job Branch 1!**

Last but not least, NBA Pat Carroll has announced his retirement. I was honored to be able to attend the National Retirement Dinner. After the dinner, all retiring officers gave a speech. Pat spoke directly from his heart, just like he performed his duties for the many years he served this great union. Thank you Pat for everything you have done for our Region, our State, our Branch and for me. I truly will miss your leadership. Hopefully now you can practice your golf game...it needs it! Love ya brother!

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I want to congratulate Troy Clark on winning the position as National Business Agent for Region 6. I believe it says a lot that Troy ran unopposed. I am sure it will be a smooth transition and look forward to assisting in any way I can.

So in closing, as always, thanks for letting me serve. I really enjoy helping union sisters and brothers. Now that the National Convention is in the rear view, the focus here in Michigan turns to next year's State Convention. We are already planning our event, and are working on classes. So if I don't see you beforehand, hopefully we will see each other in Traverse City April 28—30. Enjoy the rest of your summer and fall.

TOM MINSHALL

I hope everybody is staying safe in the heat of summer. By the time you read this we should be seeing the beginning of fall. Due to changes that came about during the 2006 National Convention it has fallen upon the State Associations to take up a legislative role. I believe the most important part of that role is education. Which is what prompts the subject of my article this issue.

Whenever I talk to veteran carriers and new CCA's about joining the union and/or contributing to the Letter Carriers Political Fund (LCPF) the biggest pushback I get is "I'm not a Democrat." When I think of what's at stake I simply do not understand this argument. First we are a **politically diverse union**. Our members are Democrats and Republicans, Independents and Libertarians, Green Party and Tea Party. **The solidarity we demonstrate in the midst of this diversity is part of what makes us one of the strongest unions in this country.** When our jobs and livelihoods are in danger we step up to combat the threat together. Why would anybody not want to be part of this?

Secondly, **contributing to Letter Carrier Political Fund (LCPF) is contributing to our future stability.** There is a faction in government that would like to **eliminate 6 day delivery**. If this were to go through the results would be disastrous. **Hundreds of thousands of jobs gone.** They also want to **eliminate door to door delivery**. More jobs lost. How about that faction that wants to **privatize the Post Office? No more contract, no more union, no more decent wages.** Do you want to go back to a minimum wage?

I respect everybody's religious, moral and personal beliefs. But we have to put saving our jobs ahead of these hot button issues. These are not hollow empty threats. This is real. **Brothers and sisters we are in danger.** We need to continue presenting a united front and we need to draw those who aren't members into the union. We need to get more of our members to contribute to LCPF. We need to talk to them and educate them. It is my hope that I will continue to see you at conventions and training sessions and not on the unemployment line.

CORNELL FEARS

The National Association of Letter Carriers 71st Biennial Convention held in the Motor City this past July and was a tremendous success. The City of Detroit proved to be an excellent destination for all the brothers and sisters of our great union. Branch 1 has received several letters and phone calls from other branches for a job well done. It was also a positive experience for the comeback city of Detroit. On behalf of Branch 1, I would like to thank Pat Carroll, our National Business Agent and his hardworking staff for all their support. I would like to also thank Carl Blassingame Jr, President of the Michigan State Association of Letter Carriers, as well as all the branches of the state of Michigan.

We are now putting all of our efforts into increasing participation from our members to give to the **Letter Carriers Political Fund**. We need to increase the number of members contributing to the fund. **If you are giving I encourage you to educate other members on the importance of giving to the LCPF.** We have to get more involved in this country's political process.

Please call and write your Representatives, as well as all your Senators. We need to encourage those guys and gals to support those bills that support the Postal Service. Right now we must focus on House Resolution 993 to protect against privatization of the United States Postal Service, call and write your representative, ask them to sign on and support House Resolution 993.

We need you to give and support the Letter Carriers Political Fund. I can't say and preach this enough. "I am a big believer in the mirror test! All that matters is if you can look in the mirror and honestly tell the person you see there, that you've done your best."

Our labor unions are not narrow, self-seeking groups. They have raised wages, shortened hours, and provided supplemental benefits. Through collective bargaining and grievance procedures, they have brought justice and democracy to the shop floor.

John F. Kennedy



FROM YOUR NATIONAL BUSINESS AGENT...

AS I COME TO THE END

As some may know, I have announced that I will be retiring from the position of National Business Agent for the KIM region effective December 1, 2018. The members in the KIM region have been my extended family and it has been my privilege to work for and with those NALC members in this position. When I began to formulate this message to the members of the Michigan State Association, several things ran thru my mind but I was not sure how I would pen them to paper.

I guess the first thought was how fortunate I have been to be able to have served the members in the KIM region since 2003-2005 as an RAA and from 2005 until the end of 2018 as your National Business Agent. During these years I was asked by both President Bill Young and President Fred Rolando if I would be interested in serving at the national level. It was an honor to be considered to work at the headquarters level for this great Union but I felt it would be better if I stayed with my region and the people I have known for so many years-- so I declined those headquarters opportunities.

It is with mixed emotions that I announced my retirement after 44 years as a member of the NALC and 42 of those years holding some position with the union at either the local, regional or national level. You don't easily go from running at 100 miles per hour day after day to a screeching halt without some level of uncertainty and reservation. The NALC has been my life, and as many Union Leaders know all too well, often times the job comes before family. It did with me many times. But I have also been very fortunate to have a family that has been so understanding of the demands the job often took. I guess now I will have a little more free time and I have offered my assistance to the NALC at both the national and regional level. I do not intend to be a stranger. I hope to keep my hands in a few things because there is still much work to be done and I would like to pay back to the NALC a bit of what it has given to me.

I am secure and confident in feeling that the region is in good shape and we have developed people who continue to make the region strong. Regional Administrative Assistant Troy Clark was elected by acclamation to take over as NBA so the transition at the regional office will be smooth. We have won many battles over the years because of the hard work and team approach we utilized. I take no credit for our success because it is the dedication of our team that deserves the recognition. Where we have come up short, it is not because of a lack of effort. We will never give up the fight.

As always, our office will continue to provide support to local branches and the members in our region. Our focus has been to provide the service, resources and guidance necessary to represent members in the work place. I know that our office will continue to do whatever is necessary to meet these obligations. The KIM Region will continue to be the most progressive region in the country.

I leave the job of National Business Agent on my own timetable and terms, comfortable with the thought that I have given everything I could to the job and to the best of my ability. It is a job that will consume you. You know in your heart and mind when you have reached a point when it is time to move on to another phase of life. I will be just a couple of months short of 66 years old when I retire (I know I don't look it!!) and you never know how much time you have left so I am content with my decision to move on.

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I have been thinking about retirement for the last couple of years because as those reading this will find out for yourselves, it is not a quick or easy decision to make. But you know when the time is right and the time is right for me now. I have always held the premise that “No one is bigger than this Union and no one can do it alone”. To add to that thought, I once heard Vince Sombrotto tell a group of carriers, “If you find someone putting their own personal agenda ahead of that of the NALC, distance yourself from them”. Nobody was wiser than Vince and I tried to follow his admonition throughout my career.

I have had the good fortune to have so many good friends in this great Union for so many years. Some are gone and some still remain but I will always be grateful to those who have come before me. I guess Ron Brown, Jim Korolowicz, Ernie Haynes and Ernie Kirkland have always been there when I needed a little counsel and wisdom of their experience. There are hundreds more throughout the region that I have counted on and they have always come through. To all of you I am eternally grateful.

I am honored and thankful to be a part of this Union and for the privilege of being your National Business Agent over the last several years. It has been my pleasure to work side by side with so many fine unionists at the local, regional and national level. I am deeply appreciative for this opportunity and it will be something I cherish for my entire life. The jobs we all do are honorable and our sole purpose should be to serve the members of this great Union. Remember, it’s all about the members.

I look forward to seeing many of you at future KIM trainings, state and national conventions and other events sponsored by your branches and the NALC. Belonging to our NALC family never leaves you.

Thank you for your years of support, kindness, friendship, for being a part of my life and for giving me the opportunity to be a part of yours. It will never be forgotten! Take Care and God Bless...

Patrick C. Carroll

National Business Agent-R6

Kentucky-Indiana-Michigan

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