



Since July 25, 1890

August 2023

Queen City Letter Carriers - NALC Branch 43 News & Views

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Ted Thompson
President

From the President's Desk

As I write this article, I just returned to the office from the Mt. Washington Post Office where, after 35 years of service, I celebrated a retirement for Matthew Welzel. Congratulations again Matt - you will be missed. Instead of bringing a traditional cake like most retirements, I brought a couple ice cream cakes as temperatures were expected to exceed 90°. While I was out there, I asked the carriers if they received the Heat Illness Prevention Training (HIPP). Not one carrier out there that I spoke with told me they received the training. However, it was verified to me while I was out there that carriers are marked as having completed the training in March on their HERO page via LiteBlue. So, what exactly is HIPP and HERO?

HIPP is an annual training required to be administered through the Postal Service by April 1st of every year. Every letter carrier is required to annually take a course and watch a video titled, "Heat Stress Recognition and Prevention." Each office should provide a HIPP safety talk, and each office should have material posters hanging in visible locations that show the symptoms of heat exhaustion and heat stroke. Additionally, other materials can be ordered to include cards to attach to your ID badge and stickers for inside the vehicle as additional visual reminders. Once this training is provided, it is then recorded through an integrated Human Resources system called HERO. All employees with access to LiteBlue can access their HERO page. Under the HERO Login tab, employees can access their active training. Training listed as completed is where fraudulent activity is taking place.

I encourage all active members to access their HERO training, and if you did not receive the HIPP training above but are marked as having received this training, to provide that information to your steward or contact the branch office.

Recently I penned and emailed a letter on HIPP and extreme weather conditions to Ohio 2 District Manager William Jones. In this letter, which I will discuss at the upcoming membership meeting, I requested a meeting and implored him to take immediate action. One action I immediately called for was to move all letter carriers' starting times back by a minimum of one-half hour, and no later than 7:30 AM. I also expressed my concerns with pivoting and stationary events, especially in light of the long hours and consecutive days our membership works. While I would never advise taking unnecessary additional breaks, I will always advocate for necessary additional breaks. While you are delivering in extreme temperatures, please take the breaks you deem necessary to keep yourself hydrated and healthy. If you have a supervisor or a manager give you grief over a stationary event that you took to cool down because that's what you needed, notify your shop steward or contact the branch office - we will take care of that!

This is all relevant because as you are out delivering mail for the community you serve in extreme weather; your supervisor may have recently returned from a symposium. USPS Chief Retail and Delivery Officer Joshua Colin recently reported to USPS employees of the success of these supervisor symposiums. These supervisors were challenged to improve three metrics. Two of these metrics were timely movement of carriers to the street within 60 minutes in the office, and a whopping 50 percent reduction in stationary time! He further reported that nationally, 45% of all level 22 offices have shown improvements in these indicators.

Continued on following page



NEWS & VIEWS

Volume 134, Number 8
Published Monthly by:
Queen City Letter Carriers
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Cincinnati, Ohio 45240

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EDITOR'S (Ted Thompson) NOTES
Branch 43 members are encouraged to
send articles to the News & Views. Items
of interest about your station, current
events, etc. are welcome. The following
guidelines apply:

- (1) We may edit your article for grammar, punctuation, spelling, etc.
- (2) If it should prove necessary to edit an article for space or coherence, every effort will be made to preserve the substance and intent of the article.
- (3) Unsigned articles will not be printed. Letters, criticism and suggestions for improving the News & Views are also welcome. If your letter is not intended for publication, please state so. Letters held to 150 words are less likely to be edited.
- (4) Articles must arrive at the Branch office by the 15th in order to make the next month's issue. Digital format is preferred. Send items to: thompson@branch43.org

Printed in House

President cont.

Essentially, while management is not providing potentially life-saving techniques in extreme heat, and potentially falsifying that they gave it to you, the USPS Chief Retail and Delivery Officer sends out information on how supervisors were trained to get you out of the office and reduce your stationary events. Again, please take care of yourself on the street. If you need an additional break for water, to cool down, or to rest your body for a moment, take it. I have read too many articles lately about letter carriers succumbing to heat related injuries or death.

The NALC and USPS have reached the end of the statutorily required 60-day mediation period on contract negotiations. Currently, the NALC and USPS are still in discussions on our next contract. NALC President Brian Renfroe was recently quoted as saying, "As we have in recent rounds of collective bargaining, we will remain at the table with postal management as long as the prospects remain for reaching a tentative agreement that meets our goals." This round of negotiating there has been over 200 proposals submitted on issues that affect letter carriers. That is more than double the previous round. From my understanding, many proposals have been accepted by the postal service, pending the economic side of negotiations. On that front, NALC Executive Vice President Paul Barner was leading those discussions in President Renfroe's absence. With President Renfroe's return, much of the contract is going to rely on economic portions. Economic portions include anything financial. Salary and costs of proposals must be hammered out before national reaches any kind of a tentative agreement. As stands, the NALC is continuing to negotiate while simultaneously preparing for interest arbitration. The International Brotherhood of Teamsters recently avoided a strike by reaching a tentative agreement with United Parcel Service (UPS). While

details are still coming in, this agreement increased their average top rate to \$49 per hour. Their new part-time hires would start at \$21 per hour and increase to \$23 per hour. Additionally, their contract calls for no more forced overtime on Teamster drivers' days off. Drivers would keep one of two work-week schedules and could not be forced into overtime on scheduled off-days. The reason this is of significance for us is because arbitrators may weigh what other laborers have in similar or like industries. I will provide more updates on our contract negotiations as I receive them.

Lastly, the branch office continues to receive questions or inquiries into national President Brian Renfroe. On July 14th the NALC Executive Council received charges proffered against President Renfroe by another member of the council. National reports that these charges will be addressed in accordance with Article 10 (Removal of Officers) of the NALC Constitution. National did not put out anything specific on the charges. *If* these charges alluded to are the same or similar to those circulating on various social media platforms, these charges include neglect of duty, circulating false or misleading statements about an NALC officer, misuse of union funds, and numerous conduct charges. I will continue to update the membership on these charges as they are officially provided to me.

With the Cincinnati Reds in a playoff hunt, this years AFL-CIO Labor Day game should be an exciting one. As a Branch 43 member, if you wish to purchase tickets you will be provided exclusive access to the ballpark prior to the general public. Gates will open to union members beginning at noon. View level seats are available to purchase for \$12. Details are provided on pages 4-5. I hope to see many of you down there. No matter how you decide to celebrate Labor Day, I hope you enjoy it - you earned it!

Fraternally,
Ted Thompson



Pat Dougherty
Vice President

From the Vice President

Contractual Provisions Prohibiting Employee Mistreatment

Management’s treatment of letter carriers sometimes violates one or more contractual provisions prohibiting certain types of behavior and treatment. When this happens, letter carriers should speak to their steward. However, some letter carriers will not stand up for themselves for fear of retaliation from their supervisor or simply out of fear of admitting they are being bullied or harassed. Too often, some managers and supervisors make these letter carriers feel like powerless victims with no hope in sight.

Under no circumstance is there ever a legitimate reason for a letter carrier’s supervisor or manager to treat him or her in any way which lacks dignity or respect. There is never a situation that would justify such treatment. A few common causes of mistreatment by supervisors and managers are pressure to make the numbers and meet workload projections, unhappiness with a carrier’s performance, a personal dislike of the individual, poor management skills, or simply a lack of respect for others. These are only a few examples of the factors that contribute to supervisors and managers mistreating letter carriers through harassment, intimidation, or bullying.

A supervisor or manager solely relying on Performance Engagement Tool (PET) projections to determine a carrier’s daily workload and using that information to harass or intimidate letter carriers into making those projections is a real-world example of abusive behavior. Here is the language in **M-01769 (Step 4 decision)** The subject office efficiency tool is a management tool for estimating a carrier's daily workload. The office efficiency tool used in the Greater Indiana District or any similar time projection system/tool(s) will not be used as the sole determinant for establishing office or street time projections. Accordingly, the resulting projections will not constitute the sole basis for corrective action. This agreement does not change the principle that, pursuant to Section 242.332 of Handbook M-39, "No carrier shall be disciplined for failure to meet standards, except in cases of unsatisfactory effort which must be based on documented, unacceptable conduct that led to the carrier's failure to meet office standards." Furthermore, as stated in the agreement for case Hi N-1 N-D 31781, "there is no set pace at which a carrier must walk and no street standard for walking." Projections are not the sole determinant of a carrier's leaving or return time, or daily workload. The use of any management created system or tool that calculates a workload projection does not change the letter carrier's reporting requirements outlined in section 131.4 of Handbook M-41, the supervisor's scheduling responsibilities outlined in section 122 of Handbook M-39, or the letter carrier's and supervisor's responsibilities contained in Section 28 of Handbook M-41.

Below are several contractual provisions that protect letter carriers against mistreatment by their supervisors or managers. These are the most common provisions that stewards will enforce to stop such actions.

Article 14 Section 1 of the National Agreement specifically provides that it is management’s responsibility to provide a working environment which is safe to work in. That provision does not only mean the Postal Service is required to provide an environment which contains safeguards such as fire extinguishers, clean work areas, etc., it also means an environment which is free of harassment, bullying, intimidation, or threats of physical violence as well.

Article 19 of the National Agreement incorporates many USPS handbook and manual provisions into the National agreement. Several provisions contained in these handbooks and manuals deal directly with the way employees should be treated and management’s responsibilities in this regard. The USPS has made commitments to providing a work environ-





Cincinnati AFL-CIO Labor Council

1385 Tennessee Avenue – Second Floor, Cincinnati, OH 45229 | 513.421.1846 | info@cincinnatiaflcio.org | www.cincinnatiaflcio.org  @cincinnatiaflcio 25

Labor Day 2023 at Great American Ball Park

A Great Day for Great Americans, at the Great American Ball Park, with the Great American Pastime!

Dear Sisters, Brothers, and Friends,

The Cincinnati AFL-CIO Labor Council and the Cincinnati Reds are excited to announce that our Historic Labor Day Celebration is moving to Great American Ball Park on Monday, September 4 as the Reds take on the Seattle Mariners!

All 100-plus Cincinnati AFL-CIO Labor Council Locals are invited to come out and bring your members, family, and friends to celebrate and show appreciation for the 35-thousand-plus hard-working women and men of Labor across Greater Cincinnati and our 12.5 million Sisters and Brothers across the nation.

NEW FOR 2023!

1. We have moved to the Monday (Labor Day) game. This will allow for easier coming and going from Great American Ball Park.
2. Tailgate! Labor Day at GABP is more than a baseball game. You will have access to our Fan Zone prior to general gates opening in order to connect and socialize with your union.

Date: Monday, September 4th vs Seattle Mariners at 4:10PM

Tickets: \$12 View Level ticket (includes \$2 fundraiser for AFL-CIO)

- Includes: Access to pregame tailgate in Fan Zone with special guests (TBD)
- Procedure: Locals will be able to purchase discounted ticket via online link (www.Reds.com/Labor) or up front if wanting block of seats.

Pregame Fan Zone Tailgate:

- 12:00-12:30 - Gates open and welcome
- 12:30-2:10 - Private Labor and Friends gathering with special guest speakers.
- 2:10-4:10 - Fan Zone open to public with tabling opportunities for unions.

LEADERSHIP INCENTIVES | Monthly Raffles: Each month, we will award a leader of a local union with special item(s) or experience for selling tickets to their members:

- May & June- 4x Field Box tickets to agreed upon game and batting practice viewing experience.
- July- Reds Swag Bag (autographed baseball, bobblehead, hat, 2x complimentary tickets)
- August- Autographed baseball

In unity and Solidarity!

Brian D. Griffin

Executive Secretary - Treasurer
Cincinnati AFL-CIO Labor Council
[513.421.1846](tel:513.421.1846) Office | [513.608.0033](tel:513.608.0033) Cell
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INSTRUCTIONS FOR GETTING TICKETS

Getting tickets for your local is easier than ever! You have two options: 1. Connect with the Reds to set up your offer code and then send the ticket link below to all members to purchase their tickets or 2. Purchase a block of seats up front and distribute tickets to your members.

1. **GO TO THIS LINK:** www.Reds.com/Labor
2. Select "Get Tickets".
3. Click on specific seats you would like to purchase.
4. At checkout, you will be asked which specific union you are associated with. Please select your union from the drop-down.
5. Access tickets via MLB Ballpark (see below for more information).

If you have any questions about tickets, please contact Nick Geraci with the Reds at Ngeraci@reds.com or 513-765-7975.

DIGITAL TICKETS

All Reds tickets are delivered digitally via the MLB Ballpark app to allow for contactless entry to the ballpark and to make it easier to share and forward tickets. Please click or go to the following link for more information and instructions: <https://www.mlb.com/reds/apps/ballpark>

More Ballpark App Info

If you have any questions, or want additional information, please reach out to Ashley or me at the Labor Council, or to our Reds Contact:

NICK GERACI
GROUP ACCOUNT EXECUTIVE
[513- 765-7975](tel:513-765-7975)

Cincinnati Reds
GREAT AMERICAN BALL PARK
100 JOE NUXHALL WAY
CINCINNATI, OH 45202



Matt McCarren

Leg. & Pol.

STEWARD'S CORNER

We must all hang together

Thank you to all of my brothers and sisters working hard every day trying to make up for postal management's shortcomings. Nearly every day in Cincinnati it is estimated that 10,000-30,000 of our customers do not receive mail. This has been the status quo in Cincinnati for a couple years. Yet somehow, on one of the hottest days of the year, while you are being forced to work into the night missing time with your families, local management is relaxing at a Reds game eating peanuts and crackerjacks. (Did you even notice they were gone?) This is just another display of postal management's self-serving negligence and incompetence.

The same postal management that does not care much about our customers certainly doesn't care about you, your family, or your needs. Usually, the only thing they are concerned with are the numbers and will stop at nothing to achieve them. Many of them place the majority of their efforts into burdening and harassing their carriers. The same carriers who have been shouldering enormous amounts of unwanted work for this company rather than rolling up their own sleeves and getting work done. When was the last time you saw any individual in management work a 60-hour week? Carry a route? Remain on their tour of duty for an entire 8 hours even? Yet management loves to deploy bullying and intimidation tactics to try to force pivots and unwanted overtime on letter carriers every single day. Among other tactics, they do this by singling out individuals and targeting them. They even go as far as trying to turn other carriers against the individual. Our first postmaster general, Benjamin Franklin once said "We must indeed all hang together, or most assuredly we will all hang separate." He knew the tremendous strength that solidarity possesses. Just as our forefathers stood united against tyranny, when we hang together and stand up for one another, management cannot divide and conquer our plight.

Solidarity has always been the most tremendous power of labor organizations. Together we have the power to accomplish our goals and protect our brothers and sisters from hostile actions. However, solidarity is not just the responsibility of union leaders, it takes each and every one of us to step up and do

our part. Sometimes that can be as simple as writing a statement about how one of our brothers or sisters was treated by management; Mentoring a new employee with remedial training/advice; Other times it's being a voice for the class. Or maybe it's answering the call to get more involved in our union. Perhaps the easiest involvement is to contribute to the Letter Carrier Political Fund. These aren't always effortless tasks, and sometimes it can be confrontational. But these efforts are what is necessary to achieve power through solidarity, which is the basic foundation of any labor organization. In these trying times, on the precipice of our most important contract negotiations in 50 years; in the midst of a severe staffing crisis; as labor organizations across the nation demonstrate their power through strikes and pickets; this is a call to solidarity from me to you. I challenge all of you to take a step closer to your brethren to support and defend them. Please get involved in any way possible. We must view a slight from management towards any of our brothers or sisters as a slight towards ourselves. We must indeed all hang together, or most assuredly we will all hang separately.

In Solidarity,

Matt McCarren



Four Governors,

Bob Taft (R), John Kasich (R), Dick Celeste (D), and Ted Strickland (D)

Five Attorneys General,

Betty Montgomery (R), Jim Petro (R), Nancy Rogers (D),
Lee Fischer (D), and Richard Cordray (D)

And Your Union Oppose Issue 1

ISSUE 1:  Threatens our freedom
at the ballot box



 Ends majority rule and
“one person, one vote”

 Empowers special interests
and corrupt politicians

On August 8,
VOTE NO ON ISSUE 1

Vice President cont.

ment which maintains a level of dignity and respect between a letter carrier and their supervisor.

M-39, Section 115.4 Maintain Mutual Respect Atmosphere

The National Agreement sets out the basic rules and rights governing management and employees in their dealings with each other, but it is the front-line manager who controls management's attempt to maintain an atmosphere between employer and employee which assures mutual respect for each other's rights and responsibilities. According to the provision, it is the supervisor's responsibility to control management's attempt to maintain an atmosphere of dignity and respect for each other's rights and responsibilities. Obviously, if the supervisor is engaged in harassing, intimidating, threatening, or bullying techniques, then he or she is certainly not controlling management's attempt to provide an environment free of abuse. This provision sets a basic standard that must be followed by managers and sometimes may be sufficient to stand alone in a grievance, depending on the egregiousness of the behavior.

It is suggested the following provisions be relied upon as well to support grievances documenting behavior of a more egregious nature. Such egregious behavior would be violence or threats of violence, harassment, intimidation, threats of any kind, or bullying. The Employee Labor Relations Manual (ELM), Section 665.24 incorporates specific provisions against such behavior, stating:

665.24 Violent and/or Threatening Behavior

The Postal Service is committed to the principle that all employees have a basic right to a safe and humane working environment. To ensure this right, it is the unequivocal policy of the Postal Service that there must be no tolerance of violence or threats of violence by anyone at any level of the Postal Service. Similarly, there must be no tolerance of harassment, intimidation, threats, or bullying by anyone at any level. Violation of this policy may result in disciplinary action, including removal from the Postal Service.

A workroom floor environment which contains elements of harassment, intimidation, threats, or bullying is certainly an environment which is unhealthy and unsafe. Such an atmosphere could potentially cause an individual to act in ways they normally would not act, therefore creating an environment which contains unsafe working conditions.

These are just a few provisions prohibiting employee mistreatment and if you are sick of the harassment, intimidation, and bullying that goes on in many of the Cincinnati Installation workroom floors than I encourage you to start attending our monthly union meeting every 2nd Thursday each month at 7:30 pm at our union hall. Remember, information is power, and your union will provide you with the information and skills to protect you from these rogue supervisors and managers on the workroom floor!

In solidarity,

Pat Dougherty



Motions made at the July Membership Meeting

To dispense with the roll call of Officers and reading of the previous months minutes. **Carried**

To accept April and May financial reports and to pay the bills. **Carried**

To adjourn. **Carried**



NALC Health Benefit Plan



NALC Health Benefit Plan

Customer Service

For eligibility, claim and benefit information

1-888-636-NALC (6252)

For additional information visit our website at:

www.nalc.org/depart/hbp

www.nalchbp.org



You continue to serve your country—

THANK YOU!

NALC Veterans Group

Complete this form and mail it to:
NALC Veterans Group, c/o NALC,
100 Indiana Ave., N.W., Washington, DC 20001-2144

NAME: _____

ADDRESS: _____

CITY, STATE, ZIP: _____

NALC BRANCH NUMBER: _____ BRANCH OF SERVICE: _____

I BELONG TO THE FOLLOWING VETERAN GROUP(S):

AMERICAN LEGION DISABLED AMERICAN VETERANS VETERANS OF FOREIGN WARS

OTHER: _____

Family and Medical Leave Act (FMLA)

Human Resources Share Service Center

1-877-477-3273 Option 5, then Select 6

TTY: 1-866-833-8777

MAILING ADDRESS:

HRSSC FMLA EASTERN

PO Box 970905

Greensboro NC 27497-0905

FAX: 651-456-6041

Make the Call!

USPS Employee Assistance Program

1-800-327-4968

(1-800-EAP-4-YOU) TTY: 1-877-492-7341

www.EAP4YOU.com

July Membership Meeting

Raffle Winner

Split the Pot - Connie Griffieth

Brian	Bailey
Cynthia	Bidding
Troy	Brock
James	Buchheid
Yvonne	Carter
Celeste	Clooney
Harold	Combs III
Robert	Copenhaver
Frederick	Hafer
Teresa	Iker
Jerome	Janning
Karon	Jansen
John	Karch III
David	Kennedy
Warren	Koenig
Steve	Kruse
Steven	Luttrell
John	Macon
Jeanne	Maxey
Gregory	Mullins
George	Murphy
David	Norris
Gerald	Patton
Roger	Paulinelli
Lloyd	Redmon, Jr.
Patrick	Regan
Janet	Stallkamp
Larry	Stolte
John	Vorholt, Jr.
Larry	Weinel
David	Whitley
Sherman	Williamson
Robert	Zimmerman

August Retiree Birthdays

July YOPC Attendees

- Deborah Bryant
- Ed Colgate
- Sue Egbers
- Diana Enwright
- Jerry Giesting
- Art Holt
- Burt Hughes
- Dick Keller
- Gerry Mees
- Ken Pflanz
- Robert Wilkinson

Join fellow retirees next month for sharing old times, playing cards and lunch



August Gold Carders

William	Hemmerle
Paul	Kolb
Al	Laker
Dennis	Murphy
William	Murphy
Carl	Obermeyer
Ronald	Stacy
Daniel	Warnock
Andrew	Zeiser



Ronald D. Sharp

YOU WILL BE
missed.

Join fellow retirees for lunch

1:00 pm - 1st Monday of each month

**September
11th**

Wishbone Tavern

5251 Delhi Pike
Cincinnati, OH 45238

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Toll Free 1-800-265-4527 • www.URmyCU.org

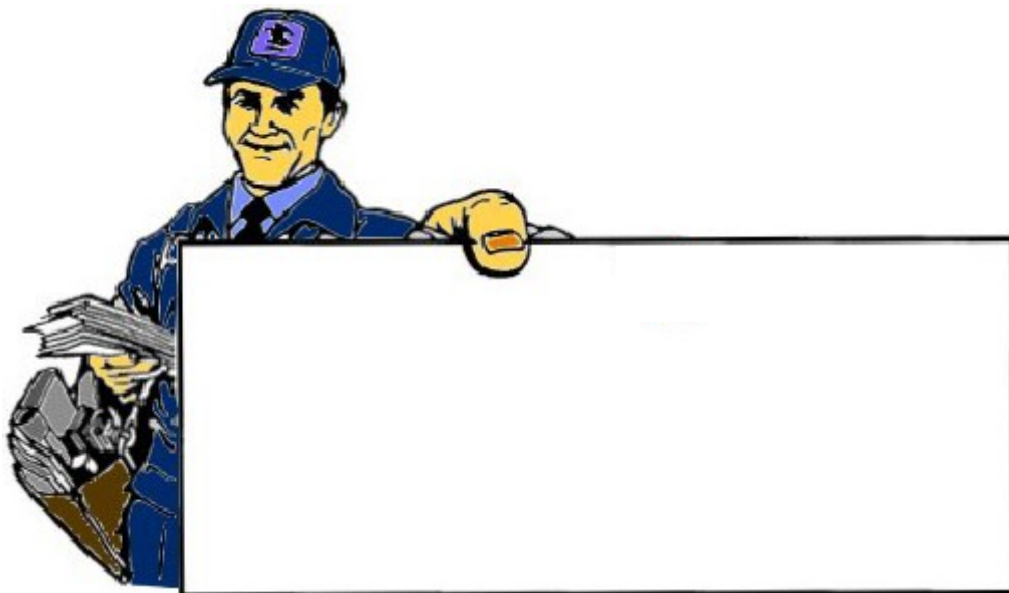
*Balance must be at least \$10,000 or greater to qualify. For loan balances below \$10,000 only the 90 day deferment will be offered. Member must qualify for the loan under normal underwriting guidelines. Minimum rate floor of this offer is 2.99% APR. Interest will accrue over the 90 day deferment period regardless of balance. Member must be able to provide verification of existing rate. Existing PFCU loans are excluded. This institution is not federally insured. **MEMBERS' ACCOUNTS ARE NOT INSURED OR GUARANTEED BY ANY GOVERNMENT OR GOVERNMENT-SPONSORED AGENCY**

Queen City Letter Carriers

NALC Branch 43
11070 Southland Road
Cincinnati, Ohio 45240

"ADDRESS SERVICE REQUESTED"

Non-Profit Org.
U.S. POSTAGE
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Cincinnati, Ohio
PERMIT No. 6919



Upcoming Events

Ohio State Convention - August 4th - 6th

Officers Meeting - August 10th, 6:00 PM

Branch Meeting - August 10th, 7:30 PM

Labor Day Holiday - Monday, Sept. 4th

September YOPC - Wednesday, Sept. 6th

