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September 2024

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 since our last publication, the branch delegation has returned from the NALC's 73rd biennial convention in Boston. At convention there were 5,446 delegates from across the country representing 619 different branches. National conventions are held every two years where delegates across the nation discuss and vote on proposed resolutions submitted by various branch or state associations. These resolutions, if adopted, become either the NALC's official bargaining position when it comes to contract negotiations, alter the NALC's constitution or stance on a particular subject matter, or become our stance on the legislative process and our message to capital hill. Personally, I have been attending conventions since 2007, and all I can say after attending this recent national convention is wow! Bar none, this convention was the most spirited and electric of any convention I have ever attended in the past. I want to inform you of all the various contractual resolutions, general resolutions, and legislative resolutions the delegates discussed and voted on, but I would be remiss if I didn't first discuss the historic nature of this convention. Unfortunately, what made this historic was that this was the first NALC convention in history where a national President has been charged by a member(s) on serious representational and conduct matters.

By now all, or most of us, should be aware of the four Article 10 charges brought against President Renfro. All four of these charges previously progressed through the process of the NALC constitution. Ultimately, President Renfro was found guilty on one of the four charges through decision of the

NALC Executive Council. NALC Director of City Delivery Chris Jackson, Branch 70 President Ricardo Guzman, and Branch 1100 retired member Charles Miller, all appealed the Executive Councils decisions on the four charges, and penalties, against President Renfro. In a letter dated not long before convention (July 29th) President Renfro made an executive decision on the charges brought against him to deny the members listed appeals and that these appeals do not have standing to the Executive Councils decision.

On Monday morning, the first day of the convention, the lines were at least 10 deep at all microphones in the convention hall to where members have the right to address the convention body. Early into the convention this morning, a motion was made to hear the appeals of brothers Jackson, Guzman, and Miller. There was much debate on this motion among the body. Some delegates were for hearing the charges (and requested penalty), and some delegates were not for hearing the charges and accepting the Executive Councils decisions and punishment. Ultimately, this motion came to a floor vote. As customary, votes are taken by voice vote. This was the first time in my career that the delegate body was so loud that it was hard for me to distinguish between those in favor of the motion and those against the motion. President Renfro ruled that the motion failed by this voice vote and therefore those charges against him will not be heard. One of the makers of the motion then called for division. A division is where the maker of the division proceeds to the main stage and a vote is then taken again, but this time the members stand or sit during their vote. If that is not distinguishable, a teller vote is then called for by which tellers count section to section the votes taken. Ultimately, the outcome of the body was that the convention delegates will hear the charges against President Renfro. This vote

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NEWS & VIEWS

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NALC Branch 43
11070 Southland Road
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www.branch43.org
Phone: 513-542-6400
Fax: 513-542-0043

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Lamont Seaborough, Natasha Wever,
& David Utz

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.

came down to each delegate's constitutional interpretation.

The NALC constitution outlines Article 10 charges and appeal rights as follows, "If the Executive Council finds the officer (President Renfroe) guilty, it shall be empowered to remove them from office, or impose such other penalty as it may deem proper. **Any member aggrieved by such decision** of the Executive Council shall have the right to appeal to the National Convention." Under Article 1 of the NALC constitution in section 4 it reads as, "The National Convention shall be the supreme body to which final appeal shall be made on all matters emanating from Members, Branches, and State Association. There shall be no geographical limitations on the jurisdiction of the Union." With these two provisions, the delegates voted in favor of brothers Jackson, Guzman, and Miller signifying that the convention will hear, and vote on, their appeals. Therefore, for the first time in history, delegates voted on charges against a sitting national President.

Afterwards, a process was laid out, and agreed to by President Renfroe and the charging parties. It was agreed that President Emeritus Fred Rolando would chair the proceedings on all four appeals of the Executive Council's decision. It was further agreed, time consuming, that discussion and appeal will be limited to the charged party and each appealant. Each party was afforded 20 minutes to express their case, and each member got five minutes as rebuttal. Afterwards, votes will proceed. If the delegates voted to uphold the Executive Council's decision and penalty to the charges, the vote is done. If the delegates did not vote in favor of the Executive Council's decision, the appealant would then have their charge heard and voted on as either guilty or not guilty. If the body did not ultimately overturn the decisions of the Executive Council, then that decision will be up-

held. All votes throughout will be conducted though teller vote only.

This process began Wednesday morning with charge #1 (neglect / abandonment of duty). The delegate body voted on this appeal with a vote of 2,997 in favor of the Executive Council's decision and 1,576 against the Executive Council's decision. While overwhelmingly voting to hear the charges on day one, the body did not vote to find President Renfroe guilty and remove him from office. The other three charges were to be heard Thursday.

At the opening of convention Thursday morning, it was determined that all convention business will be set aside until all remaining charges are heard and voted on by the convention floor. I was not in attendance to hear these charges and appeals or vote on these charges Thursday. Ohio District 1 Congressman Greg Landsman was a guest speaker to discuss his 2024 Protect Your Letter Carrier Act that was introduced in congress back in March. Initially, Congressman Landsman was to address the body around 10:30 Thursday morning. I met Congressman Landsman at this hotel that morning and escorted him to the convention hall. At that time, I was informed that all appeals and charges would be heard, and all business would be put on hold. Being that it was somewhat embarrassing that a congressman would hear appeals, I spent some time having conversation with Congressman Landsman and his staff. For the three appeals and charges that were heard on Thursday outcomes were conducted by teller vote. For charge #2 (circulating false or misleading statements about a NALC officer) the resulting vote was 2,949 for the Executive Council's decision and 1,478 against the Executive Council's decision. For charge #3 (impaired driving in a NALC-owned vehicle) from which President Renfroe was found guilty of by the Executive Council and a punishment imposed of not being allowed to drive any NALC-owned vehi-

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Pat Dougherty
Vice President

From the Vice President

Article 13 Assignment of Ill or Injured Regular Workforce Employees

The provisions of Article 13 govern voluntary requests for light duty work by employees who are temporarily or permanently incapable of performing their normal duties as a result of illness or injury. The term ‘light duty’ should not be confused with the term ‘limited duty.’ The term limited duty is not used in the National Agreement. Rather, the term limited duty was established by 5 Code of Federal Regulations, Part 353—the O.P.M. regulation implementing 5. U.S.C. 8151(b), that portion of the Federal Employees Compensation Act (FECA) pertaining to the resumption of employment following job-related injury or illness. USPS procedures regarding limited duty are found in Section 540 of the Employee and Labor Relations Manual (ELM). Limited duty may be provided for an employee who is temporarily or permanently incapable of performing their normal duties as a result of a job-related compensable illness or injury.

Article 13.2 A. Temporary Reassignment reads any full-time regular or part-time flexible employee recuperating from a serious illness or injury and temporarily unable to perform the assigned duties may voluntarily submit a written request to the installation head for temporary assignment to a light duty or other assignment. The request shall be supported by a medical statement from a licensed physician or by a written statement from a licensed chiropractor stating, when possible, the anticipated duration of the convalescence period. Such employee agrees to submit to a further examination by a physician designated by the installation head, if that official so requests.

Article 13.2 B. Permanent Reassignment reads any ill or injured full-time regular or part-time flexible employee having a minimum of five years of postal service, or any full-time regular or part-time flexible employee who sustained injury on duty, regardless of years of service, while performing the assigned duties can submit a voluntary request for permanent reassignment to light duty or other assignment to the installation head if the employee is permanently unable to perform all or part of the assigned duties. The request shall be accompanied by a

medical certificate from a physician designated by the installation head giving full evidence of the physical condition of the employee, the need for reassignment, and the ability of the employee to perform other duties. A certificate from the employee’s personal physician will not be acceptable.

Article 13.2. C reads installation heads shall show the greatest consideration for full-time regular or part-time flexible employees requiring light duty or other assignments, giving each request careful attention, and reassign such employees to the extent possible in the employee’s office. When a request is refused, the installation head shall notify the concerned employee in writing, stating the reasons for the inability to reassign the employee.

On Branch43.org website you can see the local agreements for the Cincinnati installation along with all the associate offices local agreements regarding light duty assignments. I will go over bidding while on light or limited duty. A Memorandum of Understanding dated March 16, 1987 (M-00752), governs bidding by letter carriers on light or limited duty. It provides: The following procedures will be used in situations in which a regular letter carrier, as a result of illness or injury, is temporarily unable to work their normal letter carrier assignment, and is working another assignment on light duty or limited duty basis, or is receiving Continuation of Pay (COP) or compensation as a result of being injured on the job, sick leave, or annual leave, or leave without pay (LWOP) in lieu of sick leave. A) A regular letter carrier who is temporarily disabled will be allowed to bid for and be awarded a letter carrier bid assignment in accordance with Article 41, Section 1.C.1, or, where applicable, in accordance with the provisions of a local memorandum of understanding, provided that the letter carrier will be able to assume the position within the six (6) months from the time at which the bid is placed. B) Management may, at the time of submission of the bid or at any time thereafter, request that the letter carrier provide medical certification indicating that the letter carrier will be able to perform the duties of the bid-for the position within six (6) months of the bid. If the letter carrier fails to provide such certification, the bid shall be disallowed, and, if the assignment was awarded, it shall be posted for bidding. Under such circumstances, the letter carrier shall not be permitted to rebid the next posting of that assignment.

C) If at the end of the six (6) month period, the letter carrier is still unable to perform the duties of the bid-for position, management may request that

Continued on following page

Vice President cont.

the letter carrier provide new medical certification indicating that the letter carrier will be able to perform the duties of the bid-for position within the second six (6) months after the bid. If the carrier fails to provide such new certification, the bid shall be disallowed, and the assignment shall be posted for bidding. Under such circumstances, the carrier shall not be permitted to re-bid the next posting of that assignment.

D) If at the end of one (1) year from the placement of the bid the carrier has not been able to perform the duties of the bid-for position, the letter carrier must relinquish the assignment and shall not be permitted to re-bid the next posting of that assignment. E) It is still incumbent upon the carrier to follow procedures in Article 41.1.B.1 to request notices to be sent to a specific location when absent. All other provisions relevant to the bidding process will also apply. Letter carriers who bid to a higher-level assignment pursuant to the procedures described in the preamble and part 1 bidding, above, will not receive higher level pay until they are physically able to, and actually perform work in the bid-for higher level position.

If an employee who has accepted, and is working, a light or limited duty assignment subsequently bids and is awarded a new bid position pursuant to this memorandum, there is no contractual requirement to adjust the light or limited duty assignment as a result of the newly awarded bid position. If, however, management determines that a new limited duty assignment is in order, the new assignment must comply with the ELM Section 546.142 relative to the newly awarded bid position.

In Solidarity,
Pat Dougherty

ANATOMY OF A POSTAL WORKER



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CINCINNATI AFL-CIO CENTRAL LABOR COUNCIL ENDORSEMENT IN THE 2024 GENERAL ELECTION

President & Vice President

**Kamala Harris &
Tim Walz**

US Senate

Sherrod Brown (Re-Elect)

US House of Representatives

Greg Landsman - District 1 (Re-Elect)

Vanessa Enoch - District 8

Samantha Meadows - District 2

Ohio Supreme Court

Michael P. Donnelly (Re-Elect)

Melody Stewart (Re-Elect)

Lisa Forbes

Ohio State Senate

Ty Hogan District 8

Cecil Thomas District 25 (Re-Elect)

Ohio State House

Dani Isaacsohn 24th District (Re-Elect)

Rachel Baker 27th District (Re-Elect)

Karen Brownlee 28th District

Joe Salvato 29th District

Stefanie A. Hawk 30th District

Katie Vockell 62nd District

Tracey McCullough 63rd District

Hamilton County Sheriff

Charmaine McGuffey (Re-Elect)

Hamilton County Commission

Alicia Reece (Re-Elect)

Denise Driehaus (Re-Elect)

Hamilton County Prosecutor

Connie Pillich

Hamilton County Auditor

Jessica E. Miranda (Keep)

Hamilton County Treasurer

Jill Schiller (Re-Elect)

Hamilton County Clerk of Courts

Pavan V. Parikh (Re-Elect)

Hamilton County Recorder

Scott Crowley (Re-Elect)

Hamilton County Court of Appeals Judge (District 1)

Marilyn Zayas (Re-Elect)

Terry Nestor (Re-Elect)

Candace Crouse (Re-Elect)

Rich Moore

Hamilton County Court of Common Pleas - General Division

Virginia Tallent

Bernard Mundy

(Vote for BOTH)

Hamilton County Court of Common Pleas - General Division

Steve Simon

Clermont County Commissioner

Brad Combs

The Ohio Citizens Redistricting Commission Amendment
A "yes" vote supports replacing the current Ohio Redistricting Commission with the Citizens Redistricting Commission. **YES!**



Matt McCarren
Leg. & Pol.

Steward's Corner

When writing this article, it has been 464 days since the contract expired. All our brothers and sisters nationwide work hard every day while hoping to see the fruits of a new agreement with better wages. The cost of living has dramatically increased, and we need to be properly compensated for our hard work. Frankly, without our dedication through the pandemic, the country would have suffered greatly. Staffing and crime have been immensely detrimental to our craft. No matter which station I am visiting, the most often asked question is always understandably "any news on the contract?" National leadership merely states "We will have a contract any day now." The only official source of contract updates is Nalc.org. Do not believe the contract templates that are circulating on the internet or whatever nonsense your manager might tell you about the contract.

Simultaneously, the postal service is reporting billions of dollars in losses annually. Mail volumes have plummeted to unprecedented lows. The un- and under-qualified leadership we see at every level of the post office merely offers a shrink-to-survive business model and a doom and gloom projection. We urgently need an updated contract for our lives and livelihood. We also need vocal support from the American public and the lawmakers who can strengthen the USPS, our careers, and our wages. Many of us have little faith in our company's ability to lead us towards a more vibrant postal service.



Ultimately, Article 43 of the National Agreement provides Congress with the power to change our hours, wages, and working conditions. At the NALC national convention, we were privileged to hear speeches from the congressmen who sponsored the Protect Our Letter Carriers Act, Greg Landsman (D, OH-1) and Brian Fitzpatrick (R, PA-1) - both avid

supporters of letter carriers and USPS. If every politician were as good of friends towards letter carriers we would have few unresolved issues. Our unresolved issues are many.

Each election cycle there are political platforms and individual politicians who aim at unions and workers' rights, and the United States Postal Service. Certain political entities think the post office is a total joke and would appoint union-busting officials to the National Labor Relations Board. Other political entities want to provide the postal



service with new robust products and services and pass legislation that would enrich our careers and strengthen a public postal service for the American public.

We know firsthand that the American public relies on the postal service every day. I frequently read news articles reporting that the USPS is considering slowing the mail to save money. "Shrink to survive" is their only mentality. If we vote to elect officials who support privatization, we only have ourselves to blame. We must do the research and find candidates who support the postal service, letter carriers, and union workers.

There is little we as letter carriers can do besides wait and see in terms of our new contract. However, this November we have a great opportunity and an immense responsibility to elect our political leaders. I urge every one of us to vote on or before November 5th. When you are deciding which candidates to elect, get informed and vote with your career in mind.

Imagine a congress that passes a bill that increases your retirement benefits or increases USPS revenue streams. Now imagine a congress that passes a bill to strip us of all future cost of living adjustments. Either one is possible. Vote like your job depends on it. See you at the polls.

In solidarity,
Matt McCarren

FALL STEWARD SEMINAR

Thursday, October 3rd

Dinner begins at 6:00 PM Training begins at 7:00 PM

In accordance with Article VII, Section 5 of the Branch 43 by-laws...*Steward Seminars will be conducted two times per year. Stewards will be informed in advance for scheduling. Stewards or their designee will be required to attend one (1) of the two (2) steward seminars given each year. Failure to attend a steward's seminar will result in the forfeiture of one half (50%) of the steward dues reimbursement paid annually.*

DELEGATE NOMINATION & ELECTION NOTICE

Thursday, October 10th

In accordance with Article X of the Branch 43 by-laws, the following is official notification for election of delegates; Section 1 At the regular meeting in November, preceding the State Association Convention, delegates and alternates shall be elected to serve both National and State conventions. The elected delegates shall be chosen from those nominated at the regular monthly meeting in October. Section 2 Any member desirous of becoming a candidate for delegate for Branch 43 must signify in writing not earlier than 45 days and no later than the adjournment of that October meeting.

Burt Hughes
Secretary
Branch 43, NALC

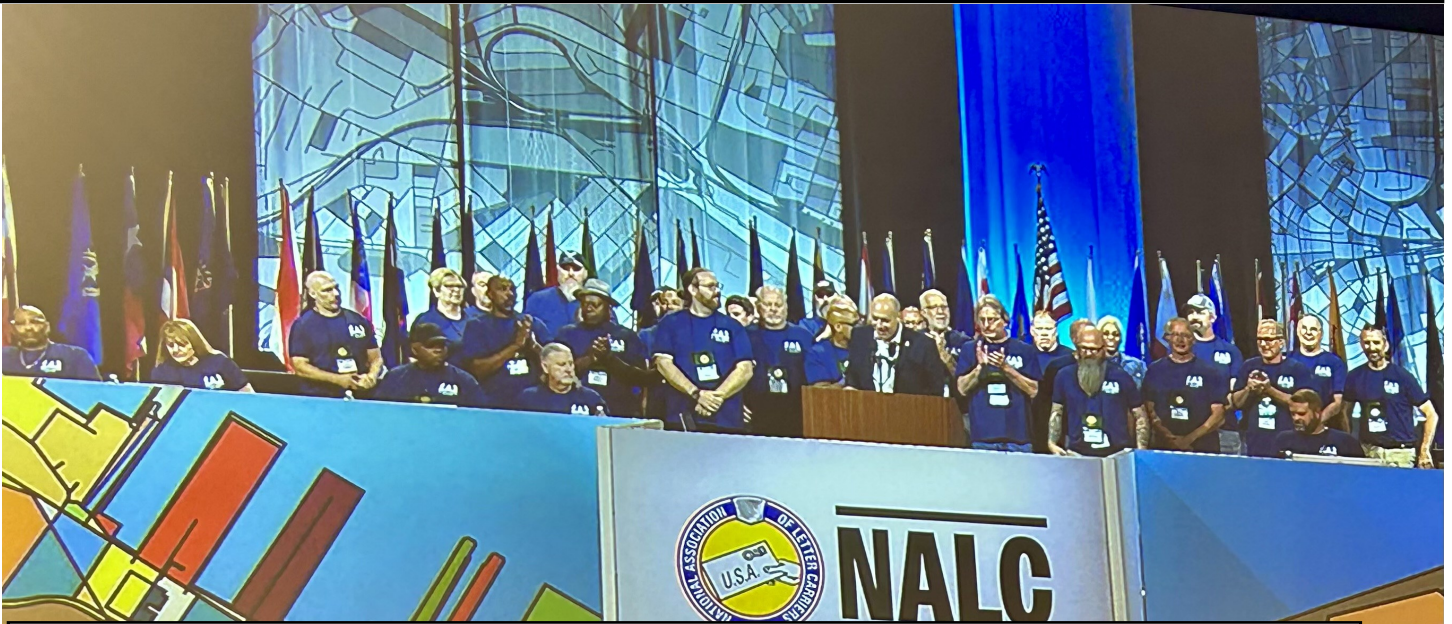
OFFICER NOMINATION & ELECTION NOTICE

Thursday, November 14th

This will serve as official notification to all members of Branch 43 that nominations for election of officers will take place at 7:30 pm, November 14th, 2024 at the Letter Carriers' Hall located at 11070 Southland Rd., Cincinnati, OH 45240. Any member desirous of becoming a candidate for office for Branch 43 must signify in writing not earlier than 45 days and no later than the adjournment of the November 14th, 2024 Branch meeting. Nominations will be taken for the following offices: President, Vice President, Financial Secretary, Recording Secretary, HBR/MBA, Sergeant-at-Arms, five (5) Trustees, Director of Retirees, Director of Legislative and Political Affairs, five (5) AFL-CIO delegates and Compensation IOD. These elected offices will be for a three (3) year term beginning January 1, 2025. Balloting will be done by mail. Results of the election will be announced at the December 12th, 2024 meeting and installation of officers will take place at the January 9th, 2025 regular meeting.

Burton Hughes,
Secretary
Branch 43, NALC

2024 Boston NALC National Convention



Branch 43 Delegates on stage with Congressman (OH-1) Greg Landsman addressing the convention

APPLAUSE FOR TED.
THOSE OF YOU WHO KNOW TED,



President Ted Thompson speaking



Congressman Greg Landsman speaking



Branch 43 Veterans



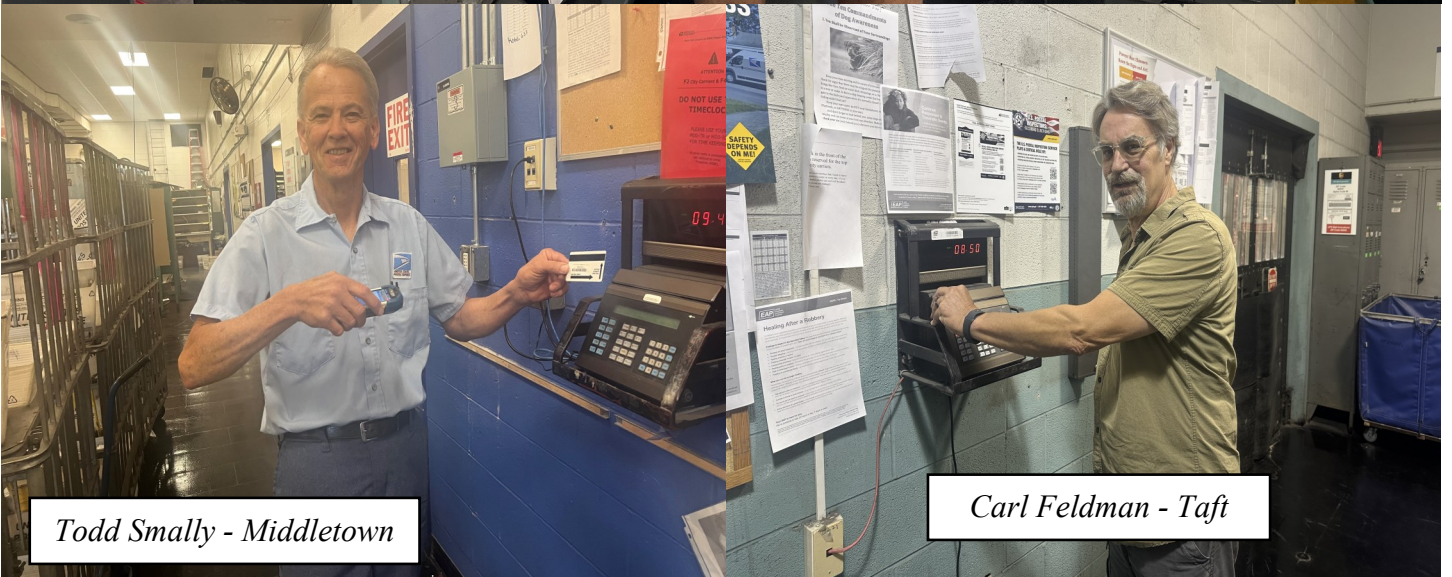
Branch 43 Delegation

Last Punch Bunch



Mike Blair - Anderson

(Current Branch 43 Delegate and previous Branch 43 Steward, Officer, and President)



Todd Smally - Middletown

Carl Feldman - Taft

President cont.

cle for a period of one year. By teller vote the delegates upheld the Executive Councils finding of guilty and the punishment imposed by a vote of 2,783 in favor and 1,438 against. For charge #4 (abandonment of position) the teller vote was 2,674 in favor of the Executive Council's decision and 1,712 against the Executive Council's decision.

Regrettably, because of this outcome, rumors began to spread like wildfire. The Branch office has taken calls from members on rumors that delegates were told how to vote by either their National Business Agent or their branch President. I want to make one thing certain and unequivocally clear here. All Branch 43 delegates voted, by their own authority, without persuasion or intimidation, on these appeals and charges. At no time did I interject my opinion, let alone persuade or threaten a branch delegate. While there may be other National Business Agents out there that did conduct business in this manner, Branch 43 delegates were not a part to any of that, so please put these rumors to bed within our own branch. I am not responsible for other branches; therefore, those branches are not my concern; their

business is theirs, but Branch 43's is mine. I encourage all branch members with any questions, opinions, or concerns to have these conversations with branch delegates. Like most of the nation, Branch 43 was divided on these appeals. While opinions matter and are important, regardless of mine, yours, or anyone else's opinion on President Renfro, he is not guilty by the convention body and will not be removed from office. That matter is officially closed.

I would like to thank all Branch 43 delegates who represented our branch at convention and voting with courage and conviction on behalf of branch members. Anyone interested in becoming a delegate, I encourage you to sign up at the October membership meeting so that you may become apart of the NALC's supreme body.

While still without a contract and very little regarding updates, hopefully in my next couple articles I will be able to inform you on what the business of a convention normally is and discuss the contractual, general, and legislative resolutions.

Fraternally,
Ted Thompson



**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

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ADDRESS:

CITY, STATE, ZIP:

NALC BRANCH NUMBER: BRANCH OF SERVICE:

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USPS Employee Assistance Program
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www.EAP4YOU.com

Motions made at the August Membership Meeting

August's membership meeting was cancelled due to National Convention. All branch business will be conducted through the Branch 43 Board of Officers until the September meeting.

Marvin	Anderson
Stephanie	Baker
Robert	Basler
Greg	Behrmann
William	Bennett
Gary	Berling
Gregory	Brauer
James	Conner
John	Conway
Susan	Deweese
Ronald	Durrett
Suzanne	Egbers
Robert	Gavin
Keith	Gibbs
Rhonda	Guidugli
Thomas	Hamberg
Loretta	Henderson
Steven	Holt
Burton	Hughes
Mark	Jansen
Karen	Joy
Fred	Kirchgessner
Daniel	Kramer
Tony	Livengood
Charles	Losey
Jerome	Mahlenkamp
Randolph	Maifield
Michael	Metzger
Donna	Nelson
Patricia	Nuss
Richard	Raybourne
Leroy	Roberts Jr.
Kelly	Rudd
Dennis	Selmeyer
Daniel	Stallkamp
Gregory	Stulz
Darel	Titus
Timothy	Tobias
William	Vandervort
Daniel	Walsh

September Retiree Birthdays

August YOPC Attendees

- Liz Darby
- Sue Egbers
- Diana Enwright
- Skip Grant
- Burt Hughes
- Dick Keller
- Gerry Mees
- Ken Pflanz
- Robert Wilkinson

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



September Gold Carders

Bernard	Becker
Jerry	Bedford
Michael	Christopfel
Dennis	Hudson
Harold	Neff
Thomas	Paolello
Charles	Schweppe
William	Stoy
Mick	Vuotto
Edward	Welch



Ruth J. Biddle
James Ellis

YOU WILL BE
missed.

Join fellow retirees for lunch
1:00 pm - 1st Monday of each month

October 7th

Barleycorns

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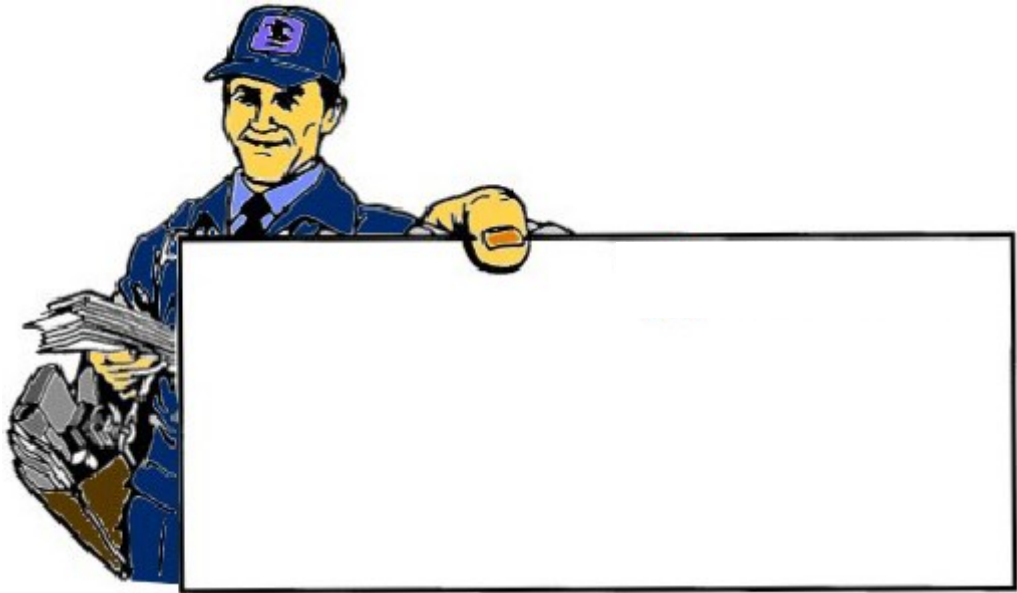
*Balance must be at least \$10,000 or greater to qualify. For loan balances below \$10,000 only the 90 day deferment will be offered. Member must qualify for the loan under normal underwriting guidelines. Minimum rate floor of this offer is 2.99% APR. Interest will accrue over the 90 day deferment period 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

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Upcoming Events

Officers Meeting - Sept. 12th, 6:00 PM

Branch Meeting - Sept. 12th, 7:30 PM

October YOPC - Wednesday, Oct. 2nd

Steward Seminar - Oct. 3rd, 6:00 PM

Delegate Nominations - October 10th

