



Since July 25, 1890

May 2026

Queen City Letter Carriers - NALC Branch 43
News & Views

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Ted Thompson
President

From the President's Desk

Last month I discussed the testimony of Postmaster General (PMG) David Steiner and his testimony to the Congressional House Committee on Oversight and Government Reform on the Postal Service and our current financial situation along with congressional proposals. This month I want to focus on the NALC's official positions and response to that testimony. Before I do so, it is important to discuss a little of our past to how we got here.

When considering the state of the Postal Service, we must review it from a post Great Recession standpoint and all the attacks or craziness that we have defeated whether that be five day delivery, centralization or centralized delivery, subcontracting, or privatization we have survived attack after attack. Meanwhile, our employer has continued to consistently lose more money (for many reasons), nevertheless, we are not in a good financial situation, and it would be irresponsible not to report the truth. Parcel volume, which accounts for 44% of our revenue, continues to decrease. Therefore, political attacks will continue. While most unions respond to attacks, as we do in the grievance procedure for contractual violations, politically, we must antici-

pate and fight attacks behind the scenes before they rear their ugly head, and we have had to do a lot of this in the last several months. Doing so is both complex and complicated. This is why we consistently request our members to join the Letter Carrier Political Fund (LCPF) as a tool and resource to do so. However, this year and beyond, we are currently projected to have more expenses than revenue. This means for the Postal Service to operate changes must be made, but the menu of possible changes discussed by the Postal Service, not a single one is positive. The Postal Service has discussed ceasing to pay OWCP benefits, unilaterally change (reduce/eliminate) employee benefits, and suspending USPS contributions to the Federal Employee Retirement System (FERS), which they chose as the other options would most likely result in long drawn-out court battles filed by the NALC. While not positive, this was the best bad option in a list of bad options but one day could trigger congressional action, and with the current make up of the federal government today – that is not good for us as letter carriers. This is why it was critical for President Renfroe to respond to the testimony from the PMG when submitting a statement for the record before the House Subcommittee on Government Operations. President Renfroe acknowledged the long-term impacts of legislated financial constraints will soon come to a head and outlined the

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NEWS & VIEWS

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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



Matt McCarren
Leg. & Pol.

Steward News

Discussions, what are they and why do they matter?

As a Step B representative, I spend much time reviewing grievances related to discipline issued to members of Branch 43. You may already know for any grievance filed over disciplinary action; it is Management's burden to prove they had just cause to issue the discipline. As such, Management must ensure the employee is aware of the rules and the consequences for breaking them. In nearly every instance, Management's Formal A and Step B representative will claim the employee was made aware of the rules through an "official discussion". Article 16.2 of the National Agreement covers discussions and how they are to be conducted. Let's examine the language within the Joint Contract Administration Manual (JCAM), what that means for employees and how Union Stewards can investigate a discussion and challenge its validity. Article 16.2, found on page 16-4 of the JCAM states, for *minor offenses by an employee, management has a responsibility to discuss such matters with the employee. Discussions of this type shall be held in private between the employee and the supervisor. Such discussions are not considered discipline and are not grievable. Following such discussions, there is no prohibition against the supervisor and/or the employee making a personal notation of the date and subject matter for their*

own personal record(s). However, no notation or other information pertaining to such discussion shall be included in the employee's personnel folder. While such discussions may not be cited as an element of prior adverse record in any subsequent disciplinary action against an employee, they may be, where relevant and timely, relied upon to establish that employees have been made aware of their obligations and responsibilities.

Management has an obligation to inform the employee what the rule is, how the rule was broken, and what the consequences are for breaking the rule. This discussion must take place in private between the Supervisor and the employee. They cannot occur on the workroom floor. Service talks, handing the employee return to work papers or a list of various rules, and attendance reviews do not qualify as official discussions. Typically, employees do not have the right to Union representation during a discussion. The Supervisor and the employee can take notes during any official discussion. Often, the discussion Management performs does not have much substance or provide explanation of the rules. Instead, Management will just say something like "this is a discussion, you call off too much." Essentially, Management is using a discussion as a prelude to discipline rather than ensuring the employee understands the rules.

What can the employee do to help themselves? First, if Management is not fully describing the rules or failing to answer your questions to help you understand the rules, you should ask to speak with your Union

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Pat Dougherty
Vice President

From the Vice President

Management Delaying Preferential Mail

Several city and associate offices have been instructing carriers to delay preferential mail in order to create undertime for pivoting. The union

bears the burden of proving that a contract violation occurred. In order for the union to be successful it is imperative for carriers to complete a PS Form 1571 Undelivered Mail Report and also write a statement on the incident date reflecting management instruction to delay preferential mail and make your clock rings for time spent off your assignment. Sections 131.44, 131.45, and 131.46 of the M-41 Handbook describe what we are supposed to do as follows:

131.44 Report on Form 1571 all mail undelivered – including all mail distributed to the route but not cased and taken out for delivery. Estimate the number of pieces of mail.

131.45 Do not curtail or eliminate any scheduled delivery or collection trip unless authorized by a manager, in which case you must record all facts on Form 1571.

131.46 Before you leave office, enter on Form 1571 the mail curtailed; when you return, add any mail which was not delivered, and which was returned to the office.

Section 111.2(j) of the M-39 Handbook describes what the supervisor is supposed to do as follows: “Issue Form 1571 when the carrier is instructed to curtail mail, indicating action thereon. Upon request a duplicate of the completed form will be provided to the carrier.” The supervisor must sign the form. Without a signature from a supervisor, the form is not valid or complete. The form should also indicate the action taken, whether it will be cased in the PM or held until the next day for casing and delivery. Remember to request a copy for your records and your protection.

The difference between curtailed and delayed mail is crucial in any case. Curtailed mail

can be delivered at a later date and still meet delivery time standards while delayed mail is delivered after its scheduled delivery date. Example: A carrier was instructed to leave periodicals at his/her case in order to create undertime on his/her route. Periodicals are second-class, preferential mail and Section 621.2 of the Postal Operations Manual (POM) requires that they be delivered on the first scheduled delivery trip following receipt at the delivery unit. Since that was not done in this case the periodicals were delayed. Once periodicals arrive in the delivery unit section 621.1 POM requires that they be delivered as preferential mail. The fact that there is no guarantee on the delivery date of preferential mail is irrelevant. Section 645.1 of the POM is controlling and does not permit the curtailing of preferential mail or the delay of mail beyond delivery time standards in order to create undertime for pivoting. If management is instructing carriers to delay preferential mail at their case in order to create undertime for pivoting, then you need to ask for union time and notify steward and get a grievance initiated. Management would be violating Article 5, 8, 19 and 41 of the National Agreement. I will go over some of the contractual language pertaining to this issue of delaying mail to support our position. Under Article 5 we can argue the Title 18 United States Code 1703, states the following:

“(a) Whoever, being a Postal Service officer or employee, unlawfully secretes, destroys, detains, delays, or opens any letter, postal card, package, bag, or mail entrusted to him or which shall come into his possession, and which was intended to be conveyed by mail, or carried or delivered by any carrier or other employee of the Postal Service, or forwarded through or delivered from any post office or station thereof established by authority of the Postmaster General or the Postal Service, shall be fined under this title or imprisoned not more than five years, or both.” (b) Whoever, being a Postal Service officer or employee, improperly detains, or destroys any newspaper, or permits any other person to detain, delay, or destroy the same, or opens, or



Brian Griffin
Cincinnati AFL-CIO

Cincinnati AFL-CIO Labor Council

Last Saturday's No Kings Rally here in downtown Cincinnati brought together a broad cross section of our community. People from different backgrounds and beliefs stood side by side, united by a shared concern about who our economy is working for and who it is leaving behind. I was honored to speak on behalf of labor and the working families we represent.

One year into this moment, the conversation is no longer theoretical. It is lived. Across our region and beyond, working people are doing what they have always done. They are showing up, putting in the hours, and carrying the load. But for too many, that effort is no longer enough to get ahead. It is barely enough to keep up. That widening gap between effort and reward is not just an economic issue. It is a question of fairness and dignity. It forces us to ask whether working people can still build a stable life in the country they sustain.

The rally's theme, "No Kings," reflects a deeply rooted belief that power should not be concentrated or unaccountable. Yet too often, decisions are being made that feel far removed from the realities of working families. Workers are asked to absorb the pressure while others avoid responsibility.

From a labor perspective, the impact is clear. Job security feels less certain. Wages continue to chase rising costs. Too many workers are treated as replaceable in an economy that depends entirely on their skill and effort. There is nothing pro-worker about an economy that treats working people as disposable. That is why labor must speak clearly in moments like this.

We also need to be honest about what freedom means for working families. It is not the absence of standards or accountability. It is the presence of fairness. It is the ability to earn a fair wage, to come home safe, and to retire with dignity after a lifetime of work. It is also the right to

stand together and have a meaningful voice on the job. At the same time, we must reject the growing sense of division in our communities. Working people are not each other's enemy. The pressures are shared. The challenges are shared. The hopes for our families are shared. Division may be loud, but it does not change the underlying reality that most people are facing the same fundamental concerns.

Labor has always understood that when working people stand together, things change. That remains as true today as it has ever been. In my remarks, I pointed to a simple moral framework that still holds up. We are called to do justice, to love mercy, and to walk humbly. Those principles are not abstract. They apply directly to how we treat one another and how we shape our economy. They remind us that we have a responsibility not just to ourselves, but to one another. That idea carried into the close of the rally. I asked people to look around at those standing beside them and make a simple commitment, to have each other's backs, to lift one another up, and to ensure that no one is left behind. Because that is where change begins. Not in distant systems, but in the relationships between people who recognize their shared stake in one another's success. We are living through a time of real strain but also growing awareness. People are paying attention. They are asking harder questions about how our economy works and who it serves.

For labor, that means leaning into our role as both advocate and unifier. It means advancing solutions that invest in people, strengthen workforce pathways, and ensure that public resources deliver real public benefit. It means speaking clearly about what working families need, without apology and without distraction. Most of all, it means rejecting the idea that anyone should be left to navigate these challenges alone.

We are not powerless. We are not alone.

We are working people. We the people.

And if we stand together, support one another, and remain focused on dignity, fairness, and shared progress, we will not only meet this moment, we will shape what comes next!

CORNHOLE Tournament

To Benefit the NALC Disaster Relief Foundation

Sunday June 14th, 10:30 AM

Double elimination. 50% cash prize payouts to the first, second, and third place teams. Team entry fee is \$30.00 (\$15.00 per player).

Registration deadline is June 5th.

Registration Form

Team Name: _____

Player 1: _____

Player 2: _____

Send registration form and check or drop money to:

NALC Branch 43
11070 Southland Road
Cincinnati, Ohio 45240



Steward Corner cont.

steward. Second, the employee has the right to take notes during any discussion, and they can be very useful if Management chooses to seek discipline. Second, the employee should keep notes of the discussion if one occurs and turns a copy over to their Union Steward if Management conducts a PDI. Because the Union Steward cannot be present for the discussion, you must be your own witness to the events. If Management asks the employee in any Pre-Disciplinary Interview if a discussion occurred, the employee should not answer yes if their “discussion” occurred under any of the previously mentioned circumstances (service talks, return to work, not answering questions, etc.). Additionally, the employee can respond to any question about a discussion by including anything left undefined by Management. For example, the employee might state, “yes, I recall you brought me into the office for a discussion, and I asked several questions that you did not answer. I was not informed how many absences makes me

irregular in attendance during the discussion and I still do not understand the rule.” By simply answering “yes” rather than contesting what occurred, Management will surely prop up their just cause by stating the employee admitted they had a discussion.

How can the Union Steward investigate and challenge a discussion? First, it is important to understand discussions are not part of an official record and typically not able to be grieved themselves. However, discussions cannot be considered part of an employee’s disciplinary record. If Management cites a discussion on any disciplinary charges that discipline should be considered procedurally defective. Union Stewards must be aware Supervisors cannot pass discussion notes to other Supervisors. For us to understand what occurred, we must investigate beyond the surface. When Management cites a discussion date on any disciplinary action request, the Steward should re-

Continued on page 9

STEWARD SEMINAR

Thursday, May 21st

Dinner begins at 6:00 with training beginning at 7:00. Please call the office to reserve your spot.

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.

Motions made at the April Membership Meeting

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

To accept the 2026 Budget, January financial report, and pay the bills. **Carried**

To adjourn. **Carried**

2026 NALC Branch 43 Scholarship Rules & Application



Eligibility Requirements:

1. Applicant must be the son/daughter, legally adopted son/daughter, stepchild or grandchild of an active or retired Letter Carrier of Branch 43.
2. Applicant's parent or grandparent must be in good standing with Branch 43 NALC for a minimum of three (3) years prior to submitting the application.
3. The member may not have applied for or have held a management position with the USPS, including 204-B positions, for three (3) years prior to submitting the application.
4. Application forms will be made available for pickup at Branch 43 headquarters beginning April 30th of each year. The application form will be printed in the May and June editions of the News and Views annually. The form will also be available at the Branch 43 website beginning April 30th of each year.
5. Applications **MUST** be postmarked no later than June 30th of each year. Applications may be dropped off in person at Branch 43 no later than the close of business on June 30th of each year.

Name of Member: _____

Name of Scholarship Applicant: _____

Applicant's Relationship to Member: _____

Applicant's school of choice: _____

Awarding of the Scholarships:

1. Winners will receive a Five Hundred (\$500.00) scholarship to be drawn by lottery at the regular Branch 43 Membership meeting in July each year.
2. Five (5) scholarship winners and five (5) alternates will be drawn. If, for any reason, a scholarship recipient will be unable to use the scholarship, then the alternates, in the order they were drawn, will be awarded the scholarship.
3. Awards are for one (1) year only. However, the winner is free to submit an application each year he or she is eligible to apply.
4. Scholarship Awards will be deposited into the winner's school account, established at an accredited college or trade school, in the applicant's name.

Any and all issues arising from the rules and applications as it pertains to the Branch 43 Scholarships will be reviewed by the Branch 43 Board of Trustees. The findings and decision of the Board of Trustees pertaining to the Branch 43 Scholarship Fund will be FINAL.

Vice President cont.

permits any other person to open, any mail or package of newspaper not directed to the office where he is employed; or whoever, without authority, opens, or destroys any mail or package of newspapers not directed to him, shall be fined under this title or imprisoned not more than one year, or both.

Under Article 19 we can argue the Postal Operations Manual (POM) Sections:

137.423 First-Class Mail—All mailable matter presented to the Postal Service and properly prepaid may be entered as First-Class Mail. First -Class Mail weighing more than 11 ounces is called Priority Mail. Customers may opt to mail First-Class Mail weighing less than 11 ounces at the Priority Mail rate. Instructions and regulations governing First-Class Mail are found in the DMM. Regulations require that handwritten or typed mail, bills and statements of account, actual and personal correspondence, and all matter sealed or otherwise closed against inspection be sent as First-Class Mail.

137.424 Periodicals—Periodicals include newspapers, magazines, and other periodical publications meeting certain eligibility requirements. Eligibility requirements, application procedures, verification procedures, and preparation requirements are contained in DMM E200, DMM M200, Handbook DM-202, and Handbook DM-701, Chapter 2. Periodicals rates are restricted to authorized publishers and news agents. Members of the general public may mail individual copies of Periodicals publications only at the Express Mail, First-Class Mail, or Standard Mail rates.

137.425 Standard Mail—Printed matter, including circulars, catalogs, merchandise, and books, weighing less than 16 ounces may be mailed as Standard Mail. Qualifications and requirements are found in the DMM.

458.2.b General Polices-- If Standard Mail is mixed with a higher class of mail (e.g., First-Class Mail) in such a manner as it loses its identity, the Standard Mail must be considered upgraded and treated as the higher class of mail.

621.2 Periodicals--- Deliver Periodicals on the first scheduled delivery trip following receipt at the delivery unit, provided that such delivery does not delay First-Class Mail.

621.3 Standard Mail-- Deliver Standard Mail not later than second delivery day of receipt. (Day of receipt begins at midnight unless the area manager approves a different time.) Deliver mail received on Saturday no later than Tuesday. Deliver circulars received on a day preceding a holiday no later than the second delivery day following the holiday.

645.1 Pivoting Definition—Pivoting is a method of utilizing the undertime of one or several carriers to perform duties on a temporary vacant route or to cover absences. Non-preferential mail may be curtailed within delivery time standards on the vacant route and/or on the route of the carriers being pivoted.

645.2 Pivoting Usage—Pivoting is not limited to periods when mail volume is light and when absences are high but also can be utilized throughout the year for maintaining balanced carrier workloads.

Employee Labor Manual (ELM)

665.21 Incomplete Mail Disposition

It is a criminal act for anyone who has taken charge of any mail to quit voluntarily or desert the mail before making proper disposition of the mail according to 18 U.S.C. 1700.

667.17 Obstructing the Mail

Title 18 U.S.C. 1701 provides penalties for persons who knowingly and willfully obstruct or retard the mail. The statute does not afford employees immunity from arrest for violations of law.

Finally, under Article 41.1.C.4 The successful bidder shall work the duty assignment as posted. Unanticipated circumstances may require a temporary change in assignment. This same rule shall apply to Carrier Technician assignments unless the local agreement provides otherwise. We all need to stick together and file grievances when management instructs you to delay preferential mail at your case to create undertime for pivoting.

In Solidarity,
Pat Dougherty

Steward Corner cont.

quest the employee’s clock rings and determine if the grievant was at work on that date. Check to see if the employee made a ring to an operation to indicate a discussion occurred. For attendance discipline, we can determine how many absences the employee had before Management allegedly gave a discussion. If all of the cited dates are after the discussion date, we can credibly claim they never gave a discussion to the employee, because they did not have cause. Before a PDI, and after discipline is issued, we may also interview the employee to get their side of the story. For example, ask them if they recall a discussion? Where did it occur? What did they cover? Did Management take notes? Did the employee take notes? What questions were left unanswered? Encourage the employee to take advantage of their day in court rather than simply answering “yes”.

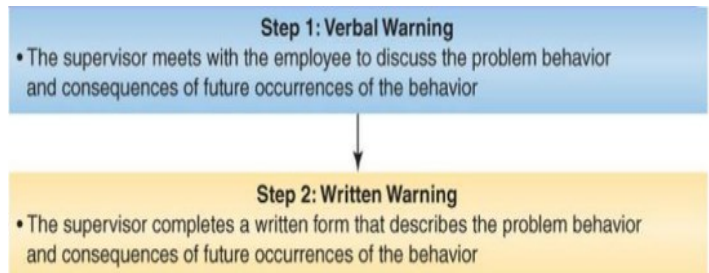
Union Stewards and Letter Carriers alike

President cont.

NALC’s official stance towards postal legislation to address the USPS’s financial situation. To do so, one must first understand over two-thirds of the reported losses in nearly every year over the last decade were due to costs largely outside of the Postal Service’s operational control. For instance, financial constraints imposed by Congress or the executive branch restrict USPS ability to sensibly invest retirement funds and Congress must make take this meaningful first step. But more must be done, including correcting the USPS misallocation of pension liabilities. The USPS is constrained by an unfair overallocation of CSRS liabilities, which has diverted billions of dollars away from the agency. This assessment is supported by the USPS OIG, Postal Regulatory Commission, and the independent Segal Group which found that the methodology used by OPM to allocate CSRS pension costs unfairly placed more responsibility on the USPS. Many of you have heard me reference the Segal report in the

should not allow Management to levy discipline simply by claiming the employee is aware of the rule. We must hold Management to account and require it to be thorough when putting employees on notice. Management must make every effort to correct a problem before resorting to discipline. As such, we must record, investigate, challenge and contend against lazy preludes to discipline. We cannot allow service talks, policy forms, and dismissive “discussions” to be accepted as official discussions under 16.2 of the National Agreement.

United,
Matt McCarren



past which depicts USPS overpaid OPM by upwards of 80 billion dollars; funds from which are due to the Postal Service and we could surely use.

Lastly, the Postal Service is constrained by our regulated borrowing limit of 15 billion dollars. This limit has been in place since 1992 and not adjusted for inflation or the growth of the agency’s universal service obligation and must be increased. If adjusted for inflation, that amount would be 35 billion dollars today. The NALC strongly holds no further legislation should take place without addressing these three issues first. President Renfroe stated, “ By allowing the USPS to responsibly invest its retirement funds, recalculating the agency’s CSRS pension obligation, and raising its borrowing authority, Congress and the administration can improve the Postal Service’s finances while guaranteeing quality service that America depends on.” Lets hold our congressional leaders accountable to these changes.

Fraternally,
Ted Thompson

Gregory	Bach
Linda	Baker
Scott	Charcholla
William	Dryden
Kathleen	Griesinger
Connie	Griffieth
Paul	Guidugli
Ralph	Jordan II
Craig	King
Deborah	Marksberry
Jaimee	McNulty
Terrill	Nolan
David	Perine
Joseph	Reis
Judy	Russell
Michael	Scott
George	Smed, Jr.
Alan	Wileman

May Retiree Birthdays

April YOPC Attendees

- Deborah Bryant
- Liz Darby
- Sue Egbers
- Gerry Giesting
- Art Holt
- Burt Hughes
- Dick Keller
- Ken Pflanz
- Angela Stone
- Robert Wilkinson

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



May Gold Carders

- | | |
|---------|-------------|
| Charles | Bryant, Jr. |
| Robert | Curtis |
| Ronald | Furnish |
| Harry | Humphries |
| James | Koch |
| Bill | Lipp |
| Billie | Powell |
| Thomas | Rieskamp |
| William | Steward |
| George | Wagner |



Bill Price

Paul Wilbers

YOU WILL BE missed.

Join fellow retirees for lunch

1:00 pm - 1st Monday of each month

June 1st

Ludlow Yacht Club

859 Elm Street
Ludlow, KY 41016

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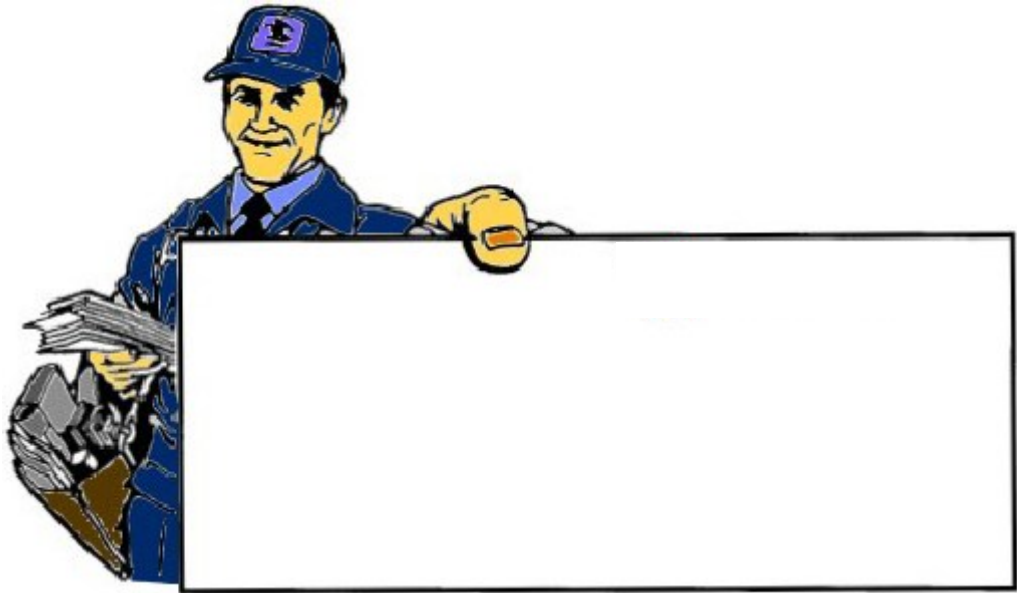
*Balance must be at least \$10,000 or greater to qualify. For loan balances below \$10,000 only the 90 day deferment will be offered. Member must qualify for the loan under normal underwriting guidelines. Minimum rate floor of this offer is 2.99% APR. Interest will accrue over the 90 day deferment period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

"ADDRESS SERVICE REQUESTED"

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Upcoming Events

Voting Day - Tuesday, May 5th

Officers Meeting - May 14th, 6:00 PM

Branch Meeting - May 14th, 7:30 PM

Steward Seminar - May 21st, 6:00 PM

Memorial Holiday - Monday, May 25th

June YOPC - Wednesday, June 3rd

