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April 2025

Queen City Letter Carriers - NALC Branch 43 News & Views

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Ted Thompson
President

From the President's Desk

On January 31st the active membership of the National Association of Letter Carriers voted to reject the ratification of the tentative agreement. The vote to ratify was 63,680 to reject the agreement versus 26,304 to accept it, as reported by NALC ballot committee chairman, from which I was a committee member. President Renfroe subsequently stated, "NALC has notified the Postal Service of the result of the ratification balloting and our intent to reopen negotiations within five (5) days in accordance with Article 16 of the NALC Constitution. Negotiations will not exceed a period of fifteen (15) calendar days from when they are reopened. The NALC Executive Council will meet to discuss whether to send a second ballot to each member for ratification or rejection of a potential new tentative agreement or to proceed to binding interest arbitration. Under the law, decisions of that arbitration board would be final and binding upon the parties. In a democratic vote, the will of NALC's membership has been made clear - the tentative agreement that represented the best offer the Postal Service put on the table is not good enough for America's city letter carriers. We have earned more, and we deserve more. We will negotiate in good faith with the Postal Service at the bargaining table during the limited

timeframe set forth in the NALC Constitution. We call on the Postal Service to do the same. As I made clear since the very beginning of this process, NALC is well prepared to fight like hell for a better contract in interest arbitration, and that is exactly what we will do if the Postal Service is unwilling to reach agreement on terms that fairly compensate and reward our members." There was no resolution at the end of this negotiation period and Arbitrator Denis Nolan was solicited to hear the parties' positions and render a final and binding decision on the terms of our National Agreement.

On February 21st, reports of President Trump issuing an Executive Order that would call for the elimination of the Postal Service Board of Governors, the elimination of the Postal Service Regulatory Commission, the removal of Postal Service leadership, and a form of merger moving the Postal Service from an independent federal agency to operate under the oversight of the United States Department of Commerce. These reports drastically changed President Renfroe's opinion on how to proceed with arbitration. After convening the members of the NALC Executive Council, the council unanimously decided to proceed with an accelerated form of arbitration to get an award as soon as possible should any administration actions take place in the immediate or near future.

This accelerated form of arbitration has resulted in many mixed positions among the membership of Branch 43. With an overwhelming vote to reject the terms offered by the Post-

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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

President cont.

al Service, that rejection included the disapproval of the economic, or pay portion, as well as the proposals or Memorandum of Understandings (MOU) within the proposed terms. President Renfro also addressed the form in how this accelerated arbitration process would proceed with the NALC and USPS jointly discussing impasse proposals to Arbitrator Nolan, and then both sides separately meet with the arbitrator. This process was designed as a form of mediation as opposed to the original anticipated 20 dates of traditional hearings.

On March 24th, President Renfro announced pursuant to an agreement reached by the parties on February 26th, that Arbitrator Nolan conducted the mediation process with the parties while serving as the sole and neutral arbitrator to resolve the collective bargaining impasse. Arbitrator Nolan opinioned and issued his award on March 21st. This award is available to view in totality on the NALC's website. Subsequently, President Renfro issued the following statement on the arbitration award when declaring, *We are pleased that the award includes consistent pay increases with the largest annual general wage increases since the 2006 National Agreement, and six cost-of-living adjustments, as well as full back pay for all hours worked. The terms awarded also address our key objectives regarding higher starting pay, and further increasing top-step pay, where letter carriers spend most of their careers at the salary on which retirement calculations are based. During the interest arbitration process, we fought for wage in-*

creases and rebuffed arguments based on the Postal Service's financial difficulty. Previous interest arbitration boards have cited such arguments to justify increasing our share of health insurance premiums and reductions in back pay. This award contains no changes to these or other provisions that could negatively impact pay for letter carriers. It only moves us forward. In recent years, we've reduced the CCA workforce by 15,000 positions and added 12,000 career PTF positions as we've moved to transition the Postal Service's flexible workforce from 100 percent non-career to now over 30 percent PTFs using MOUs we've negotiated. The National Agreement resulting from this award will allow us to continue that process in pursuit of our goal of an all-career workforce. This award follows years of work by the NALC, including its officers, staff, attorneys, consultants and expert witnesses who diligently put together the case for interest arbitration. Their hard work allowed the case to be presented effectively and efficiently. I thank all the members of the NALC for their activism and involvement throughout the collective-bargaining process."

Highlights of the award for wage provisions called for three general wage increases, and six Cost of Living Adjustments (COLA). General wage increases of 1.3 percent in November 2023 (paid retroactively), 1.4 percent in November 2024 (paid retroactively), and 1.5 percent in November 2025. These increases exceed the general wage increase pattern established in collective-bargaining agreements between the Postal Service and the other postal unions in the previous round of col-

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Pat Dougherty
Vice President

From the Vice President

Attendance discipline

Over the course of the last year there has been a significant spike in unsatisfactory attendance discipline being issued throughout the Ohio 2 District. Carriers are being issued with Letter of Warnings (LOW), 7-Day Suspensions, 14-Day Suspensions, and Notice of Removals (NOR) all for unsatisfactory attendance throughout the Cincinnati Installation and the other 23 associate offices that Branch 43 represents.

A typical letter of charge(s) letter will have the following wording: A review of your records indicates that you have not been regular in attendance on the following dates and have a list of all your tardies and absences over a selected period of time. The letter will further state your continued failure to meet the attendance and reporting requirements of your position constitutes a violation of the USPS Standard of Conduct as expressed in the Employee and Labor Relations Manual. Management will also cite contract language in an attempt to prove just cause for issuing discipline. For example:

Section 511.41 Definition- Unscheduled absences are any absences from work that are not requested and approved in advance.

Section 665.43 Tardiness- Any employee failing to report at his or her scheduled time in installations where time recorders are not used is considered tardy. Tardiness in installations equipped with time recorders is defined as any deviation from schedule.

Section 511.43 Employee Responsibilities- Employees are expected to maintain their assigned schedule and must make every effort to avoid unscheduled absences. In addition, employees must provide acceptable evidence for absences when required.

Section 665.41 Requirement of Regular Attendance- Employees are required to be regular in attendance. Failure to be regular in attendance may result in disciplinary action, including removal from the Postal Service.

In a discipline grievance, management bears the full burden of proof to prove that they had just cause to issue an employee discipline. Management must prove that they have passed all the tests of “just cause” listed in Article 16 of the National Agreement and the failure to pass any of these tests means that the discipline is defective and must be removed from an employee file.

The principle that any discipline must be for “just cause” establishes a standard that must apply to any discipline or discharge of an employee. Simply put, the just cause provision requires a fair and provable justification for discipline. Just cause is a term of art created by labor arbitrators. It has no precise definition. It contains no rigid rules that apply in the same way in each case of discipline or discharge. However, arbitrators frequently divide the question of just cause into six sub-questions and often apply the following criteria to determine whether the action was for just cause. These criteria are the basic considerations that the supervisor must use before initiating disciplinary action and this is outlined in Article 16 of the National Agreement.

Is there a rule? If so, was the employee aware of the rule? Was the employee forewarned of the disciplinary consequences for failure to follow the rule? Certain standards of conduct are normally expected in the industrial environment, and it is assumed by arbitrators that employees should be aware of these standards. For example, an employee charged with intoxication on duty, fighting on duty, pilferage, sabotage, insubordination, etc., may be generally assumed to have understood that these offenses are neither condoned nor acceptable, even though management may not have issued specific regulations to that

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Region 11 Report Spring 2025

Mark Camilli
Region 11 NBA

At a time when we are filled with uncertainty and have more questions than answers, it is reassuring to see our membership engaged and proactive. We just recently completed our Region 11 Rap Session and Training Seminar in Schenectady, NY. Nearly 200 active participants from across the Region took part in an aggressive schedule of training classes and a Q&A session with National President Brian Renfroe. While I was proud to report to the assembly the progress we have made as a Region, we also had an opportunity to share ideas and raise the bar on what we want to accomplish in the following year.

Region 11 has just under 21,000 active and retired members. We are currently just under 95% organized, which is great – but we can do better! To raise that number, our opportunity lies with increasing our CCA membership ranks. I ask that the branches have a program in place to reach out to our nonmembers and make sure we discuss the importance of being a member of the NALC.

Another area where I want our Region to improve is in our winning percentage of grievances we take to arbitration. As a Region, we have been aggressive in taking impasse cases forward to arbitration and have been maintaining just under a 70%-win rate. Representation will always be our primary goal, and we will continue offering training opportunities and assistance when/where needed.

Another topic that I asked the Rap Session participants to improve on is their branch participation in LCPF (Letter Carrier Political Fund). The LCPF is NALC's non-partisan political action committee (PAC) used for the purposes of electing candidates who support Letter Carriers. If you are

not a contributor, please inquire within your branch about how you can be. If you are a contributor, please look to get at least one other person to do so!

At the time of this writing, plans are well underway for NALC's "Fight Like Hell" rallies that will be held across the country on Sunday, March 23, 2025. This is our opportunity to voice out a "hell no" to dismantling and/or privatizing the USPS. We need to educate the public on what's at stake. Taking an essential-service and dismantling or selling off profitable parts of the USPS making it a for-profit business might be a good deal for a billionaire or two, but it would be a bad deal for the American Public! For a rally near you, please visit www.nalc.org and go to the "News and Updates" section. On March 16, 2025, along with nearly 100 participants, I had the opportunity to join NALC Branch 78 Columbus, OH and some surrounding branches for their combined demand of a fair contract and anti-dismantling of the USPS rally. This is truly a time for us to set aside our differences and come together united, energized and resilient.

Our success as a union is primarily driven by the participation of our membership. There hasn't been a time as significant as now (at least during my tenure) where all of us coming together with one voice fighting for the institution we all rely on – as employees and/or citizens, is as important as it is now. Please do your part. Attend a rally, attend your branch meetings, and educate friends, family and neighbors. The Postal Service celebrates its 250th anniversary this summer. Let's be the generation that makes sure we save it – not lose it...

Mark Camilli

National Business Agent Region 11





Steward's Corner

Dignity of Work

Thank you all for your dedication to serving the American public. I hope 2025 brings your family and our membership great prosperity, safety, and health. As we look forward to the year ahead, I decided to research the Cincinnati Installation's perceived workplace culture and practices by reviewing grievances our members have filed inside the 17 city offices. I believe the United States Postal Service's daily mission is impactful and necessary for the prosperity of communities across America. Factually, the company cannot accomplish its imperative mission without us, the Letter Carriers. With that in mind, it is hard to fathom why Letter Carriers have so many workplace culture and practice issues. One might estimate that Letter Carriers would be treated like an indispensable resource we truly are. Unfortunately, the data suggests otherwise.

The results, as you might expect, are staggering. My first query focused on 5 categories of workplace culture and administrative practices in the year 2024: Harassment, Hostile Work Environment, Disparity of Treatment, Health and Safety, and the Joint Statement on Violence in the Workplace (JSOV) – A memorandum stating zero tolerance of bullying, and threats of violence. In total, Branch 43 members who worked in the Cincinnati Installation filed **60** grievances related to these categories. Categorically, they are divided as such: **41** Harassment, **11** Hostile Work Environment, **2** Disparity of Treatment, **5** Health and Safety, and **1** JSOV. I have not included any unjust Leave Without Pay grievances in this query, but there were several. Weaponized LWOP also diminishes a mutual respect atmosphere.

While I have not conducted a thorough query for previous years, a simple glance at our

catalog of grievances indicates that 2024 had an uptick in grievances of this nature. This is likely because Taft Station filed 14 Harassment grievances, almost 25% of the total harassment grievances in the Cincinnati Installation in 2024. No outside investigation was ever conducted to determine the credibility of the claims at Taft Station, and I would guess this is commonplace throughout the entire Cincinnati Installation.

From the beginning of my career, it has been glaring that employee retention is a large factor that burdens the economic viability of USPS. Employee retention remains a major issue over a decade later. One major contributing factor is the poor workplace culture that Letter Carriers must endure. While upper management is woefully aware of the problems caused by unprofessionalism and poor workplace culture, they have done nothing short of harboring those responsible for the practices.

With this presented knowledge, the question remains, what can we do as Letter Carriers to help improve workplace culture and practices? I cannot stress how impactful solidarity is in rendering management's unprofessional tactics. Speak up for others. Educating junior employees goes a long way toward holding management accountable for their actions. Help your union steward by keeping records and providing witness statements or other evidence when necessary. Most importantly, never be afraid to file a grievance and uphold your rights. Improving workplace culture does not seem to be a priority to management in the Cincinnati Installation. It is up to us, the Postal Service's most underappreciated and most important resource, to ensure that our workplace is free from harassment, hostility, disparity, and safe.

In solidarity,
Matt McCarren

**Harassment Free
Workplace**



Vice President cont.

effect.

Is the rule a reasonable rule? Management must make sure rules are reasonable, based on overall objective of safe and efficient work performance. Management's rules should be reasonably related to business efficiency, safe operation of our business, and the performance we might expect of the employee.

Is the rule consistently and equitably enforced? A rule must be applied fairly and without discrimination. Consistent and equitable enforcement is a critical factor. Consistently overlooking employee infractions and then disciplining without warning is improper. Singling out employees for discipline is usually improper. If several similarly situated employees commit an offense, it would not be equitable to discipline only one.

Was a thorough investigation completed? Before administering the discipline, management must make an investigation to determine whether the employee committed the offense. Management must ensure that its investigation is thorough and objective. This is the employee's day in court privilege. Employees have the right to know with reasonable detail what the charges are and to be given a reasonable opportunity to defend themselves before discipline is initiated.

Was the severity of the discipline reasonably related to the infraction itself and in line with that usually administered, as well as to the seriousness of the employee's past record? If an installation consistently issues a 7-Day Suspension for a particular offense, it would be extremely difficult to justify why an employee with a past record similar to that of other disciplined employees was issued a 14-Day Suspension for the same offense.

Was the disciplinary action taken in a timely manner? Disciplinary actions should be taken as promptly as possible after the offense has been committed.

The requirement that discipline be corrective rather than punitive is an essential element of

the just cause principle. In short, it means that for most offenses management must issue discipline in a progressive fashion, issuing lesser discipline (LOW) for a first offense and a pattern of increasingly severe discipline for succeeding offenses (7-Day, 14-Day, and then NOR). The basis of this principle of corrective or progressive discipline is that it is issued for the purpose of correcting or improving employee behavior and not as punishment or retribution.

The Pre-Disciplinary Interview (PDI) is extremely critical in the union defense of employees. This is the employee day in court, and it is not taken seriously enough by the employee being interviewed for possible discipline that I see in numerous case files throughout the Cincinnati Installation. For instance, I have observed responses from carriers in PDI's when questioned about their absence without leave (AWOL) charges, such as, "I don't remember, I don't work on Sundays, why are you wasting your time? What does it matter? I have sick leave, personal, etc." These types of responses are not helpful in defending yourself. Unsatisfactory attendance is one of the most difficult issues to defend in an arbitration hearing.

Either you are protected by law with FMLA coverage for an absence or you are not. How do you think it will go in front of an arbitrator when your employer has AWOL charges for multiple dates and 10 plus other unscheduled absences, and the employee had answers like above in the PDI and had none of the dates protected by FMLA. If employees continue to not take their PDI interview seriously and do not provide the union with good and reasonable arguments for your defense, there will be some employees fired for unsatisfactory attendance. I know it is sometimes difficult to remember a date or dates when management is going back six or more months in the PDI. I strongly recommend that when you call out for unscheduled leave that you write down your conformation number and

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Vice President cont.

write yourself a couple of good sentences on why you called out for unscheduled leave and keep it in a folder for 12 months in case you have to refer back to it in the future. For example, in the PDI you can say I don't remember back six months ago on that specific date or dates, but I can review my notes that I keep in my folder at home, and we can do this PDI tomorrow or I can better address that question in my statement upon reviewing my notes. It is imperative that employees provide good answers in the PDI to give union representatives good arguments to try and defend unscheduled occurrences when discipline is issued to employees.

It is a basic principle in an employer and employee relationship that the employer hired and pays you to show up to work and perform a job. I have seen numerous employees case files where employees were issued discipline, and the employees had no FMLA protection and still had between 400 to 600 plus hours of unscheduled leave and tardies cited in unsatisfactory attendance discipline ranging from LOW, 7-Day suspension, 14-Day suspension, and NOR. The union will not be successful in defending these types of case files based on the merits of the case. The union will only be successful if the employer violated the grievant due process rights somewhere throughout the grievance arbitration process. If you do not have FMLA protection and you are struggling to come to work because of various issues or problems you are dealing with, it might be a good idea to reach out to Employee Assistance Program (EAP).

Getting help is easy, convenient, and confidential. Just call 1-800-327-4968 (1-800-EAP-4YOU) to speak with an EAP representative at any time, 24 hours a day, 7 days a week, 365 days a year. Crisis counseling is always available to ensure that you get the help you need when you need it. Whether there is an immediate personal crisis or a need in the workplace, EAP is ready to provide services to meet your needs. Counselors at the national service center are always available to talk with you by tele-

phone about your concerns, or to help you schedule an appointment with an EAP counselor. The www.EAP4YOU.com website is also available. The website has lots of information on a variety of wellness topics and resources for employees and their families.

In Solidarity,
Pat Dougherty



Alex Harper
AFL-CIO

AFL-CIO Report

According to data gathered by the Economic Policy Institute, just over 1 in 10 American workers were represented by a union in 2024. Of that percentage (11.1% of all American workers), the public sector accounted for 35.7% of total unionized jobs in 2024. While there was a slight decrease in the percentage of public sector jobs covered by a union contract (down from 36% in 2023) union membership among federal government workers increased by 0.9%. Roughly one third of all federal employees are protected by unions; in the face of countless federal layoffs, it is more important than ever that we stand together to safeguard our livelihood and our service to the American people. Regardless of the grumblings you may hear on the workroom floor regarding our efficacy at the local, regional and/or national levels, letter carriers and other federal employees must recognize and advocate for the vital importance of labor unions, as they advocate for and recognize us.

This is imperative for several reasons, foremost of which is the fact that, every day, the corporate economic powers that lobby our elected representatives to align with their business interests gain ground, urging them to pass legislation like "Right to Work," attempting to prevent union dues collection via payroll, or ad-

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AFL-CIO cont.

vocating for state preemption laws — all of which weaken our ability as workers to organize, negotiate better conditions and pay, and protect our livelihood. As the gap between the wealthy elite and the worker widens, and the influence of the former expands in a manner commensurate with their net worth, we have a massive fight ahead of us to expand—shit—to RETAIN the rights and privileges that our own union affords us. As of this writing, Postmaster General Louis DeJoy has signed an agreement with the Department of Government Efficiency (DOGE) inviting it to “assist...in identifying and achieving further efficiencies” within the USPS. Furthermore, several House Republicans have made budget proposals that affect your working conditions, the union’s ability (financially and practically) to represent you at work, your healthcare, your retirement, and your very classification as a federal employee, any and all of which could be included in their budget reconciliation bill as “policy changes.” Make no mistake, the current administration is pursuing all options when it comes to reducing your federal benefits, your protections, and your quality of life, all under the pretext of fiscal responsibility (read: worker sacrifices for the transfer of OUR wealth to the rich).

For those of you who might say that “they’ve been talking about privatizing the USPS for years, this is the same old story,” I argue that, while the ultimate goal of the Trump-Musk administration might be the privatization of the USPS, it is clear that they are considering burdening the taxpayer in order reach that end. If Trump decides to strip us of our independence, what is likely to follow? Consider the recent events by the administration that dissolved the Collective Bargaining Agreement (CBA) of the TSA, taking aim at around 47,000 people who dedicate themselves to our health and safety whenever we step into an airport. The acting TSA Administrator Adam Stahl, according to the Associated Press, wrote that the

decision to terminate the collective bargaining agreement would “restore meritocracy to the workforce,” and gave assurances that the TSA will devise alternate procedures to handle employee concerns and grievances. These employees are now without the protection of a CBA. What do you think about that? Do you believe that the TSA will adopt procedures and policies that are better than those that existed under the CBA, especially without the duress of economic and administrative recourse? Do you think workers should have a voice and a seat at the table when dealing with their employers, or should we simply accept our lot, however poor, with a smile and gratitude? If the USPS is absorbed into the Department of Commerce, our own CBA is likely to go the same route as the TSA’s, how can you stomach that?

I ask because I hear a lot of sentiment on the workroom floor that is consistent with the above statement made by acting TSA Administrator Stahl. In fact, often I find our cause is supported more by people external to it (whether a member of a union or not) than those who work in it every day—why? It confounds me how any of us could put any other plight before our own. Why would we subsidize our managers’ bonuses with our own sweat and blood? Why would we point fingers at each other for the working conditions that management creates? Why would we strive for more work and less pay? My brothers and sisters, this is the time to stand together in solidarity. This is the time put aside the divisions that management engineers between us. To put aside our own prejudices and insecurities, to take on those would take us for granted. This is the time, as Americans, as letter carriers, as laborers, to clearly declaim to those who would seek to destroy us that we are not going down without a fight.

Come to a membership meeting, have a beer (or soda!) with us, voice your concerns, please, please join the Letter Carrier Political Fund (or LCPF; Matt McCarren, our Director of

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Motions made at the March Membership Meeting

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

To send up to six people, at the presidents discretion, to the Ohio State Association of Letter Carriers legislative conference in Washington D.C on June 35th & 26th, to include travel, lodging, wages, and per diem. **Carried**

To sign Branch 43 a petition submitted on contract negotiations and mail it to National President Brian Renfroe via certified mail with return receipt. **Carried**

To pass the hat for donations for the Tom Schroeder memorial fund and that Branch 43 match any donations up to \$500.00. **Carried**

To accept the December & Year End reports and to pay the bills. **Carried**

AFL-CIO cont.

Legislative and Political Affairs, would love to help you join), contact your representatives (the NALC website can assist with that, call the hall for more info) talk to your neighbors, your coworkers, your friends—do ANYTHING you can to protect our independence as a government agency and to protect our bargaining rights. Your working conditions, your union and your livelihood are at stake, get involved! If you complain about anything the union does that displeases you, I humbly submit that you consider the above before doing so.

Thank you to those of you who joined us at the rally on the 23rd, those who took the time to read this, and thank you all for the work you do every day. I hope to see you at the next membership meeting.

Yours in service,
Alex Harper
AFL-CIO Delegate

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

March Membership Meeting Raffle Winner

Split the Pot - Jim Metz

John	Ambrose
Frances	Carpenter
Mark	Franxman
Charles	Grant
Richard	Grimes
Kristi	Henry
Thomas	Horn
Russell	Kater
John	Landers
Patrick	McGowan
James	Merritt
Michael	Molloy
Cynthia	Mulvaney
Kevin	Murphy
Linda	Murphy
Lewis	Reffitt
Carmelo	Romito III
Virginia	Schomaker
Paul	Schotte
Dennis	Shields
Michael	Siemer
Lewis	Southall
Alan	Steely
Gary	Wilson
Thomas	Winters
Michael	Young

April Retiree Birthdays

March YOPC Attendees

Deborah Bryant
Liz Darby
Sue Egbers
Diana Enwright
Jerry Giesting
Burt Hughes
Dick Kelleer
Gerry Mees
Ken Pflanz
Angela Stone

April Gold Carders

Joseph	Brock, Sr.
Stan	Burch
Melvin	Cain
Chester	Cox
John	Fields
Paul	Heger
Larry	Irvin
James	Jenkins
Thomas	Keane
Kelly	Marshall
Daniel	Mugavin
Theodore	Ridder
Charles	Williams
Willard	Woodall
Joseph	Yount



**Robert Gabbard
Thomas Schroeder**

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May 5th

**McCoy's Place
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President cont.

lective bargaining. The award also provides for the payment of six COLAs to career letter carriers using the formula that has been included in Article 9.3 for many years. That proportional COLA provides all career carriers equal protection against inflation. Four of these COLAs, totaling \$2,725 per year at Step P, will be paid retroactively pursuant to Article 9.3. The amounts of the final two COLAs will, as usual, depend on the Labor Department's Consumer Price Index.

As with typical prior interest arbitration awards, this decision included retroactive (back pay) provisions. Full back pay for all letter carriers, covering all paid hours since the expiration of the 2019-2023 contract, was awarded by the arbitrator. Back-pay calculations will include the November 18, 2023, and November 23, 2024, general wage increases (plus the 1 percent additional increase for CCAs on those dates) and the first four COLAs.

Regarding pay table modifications, Steps AA and A will be eliminated from Table 2, raising starting career pay by 4.5 percent. CCAs converted to career PTF position will see wages rise by more than \$4.31 per hour. Additionally, the annual rate at Step P in Tables 1 and 2 will be increased by \$1,000. This increase is in addition to the general wage increases and COLAs mentioned above. Both of these modifications will be effective within 180 days of the date of the arbitration award.

Additional provisions in the award cover uniform allowances modifications, maintain layoff protections, and maintain employees share of health insurance premiums remain the same as the prior 2019-2023 National Agreement, re-configuration of Article 8 and the 12/60-hour work rule and overtime desired lists. The overall period awarded this contract will cover is from May 21, 2023, to May 22, 2026 (3 years). Overall, the changes from the proposed tentative agreement to this award that changed were there were additional percentages to wage increases maximizing at 1.5% and modifying the elimination of steps

AA, A, and B to the elimination of only Steps AA, and A.

Presently, there are many questions members, as well as myself, have regarding the implementation of workroom rule changes and approximate dates salary will be adjusted and back pay received (within six months – but no specific date at this time). I have a teleconference with National a few days after I write this article. Hopefully, I will have more information to discuss in detail at the April membership meeting. I have also spoken to Special Assistant to the President, and Branch 43 member Doug Lape about the possibility of national providing detailed training to Branch 43 stewards and members to thoroughly address these contractual changes and additional MOU's.

Furthermore, candidate for President Mike Caref (NBA Region 3) is scheduled to be at the April membership meeting. As a special guest, this would be a great opportunity for all to hear from Mike about his positions, discussion of the National Agreement, and any of the Article 10 charges he has filed regarding President Renfroe's performance of duties. I also plan to have candidate for President James Henry at a later membership meeting, and hopefully President Renfroe at some point himself. For now, come on out and hear Mike speak. I hope to see many of you there.

Fraternally,
Ted Thompson

UNITED STATES POSTAL SERVICE
and
NATIONAL ASSOCIATION OF
LETTER CARRIERS, AFL-CIO

2023 NATIONAL AGREEMENT

AWARD OF DENNIS R. NOLAN, INTEREST ARBITRATOR

INTRODUCTION

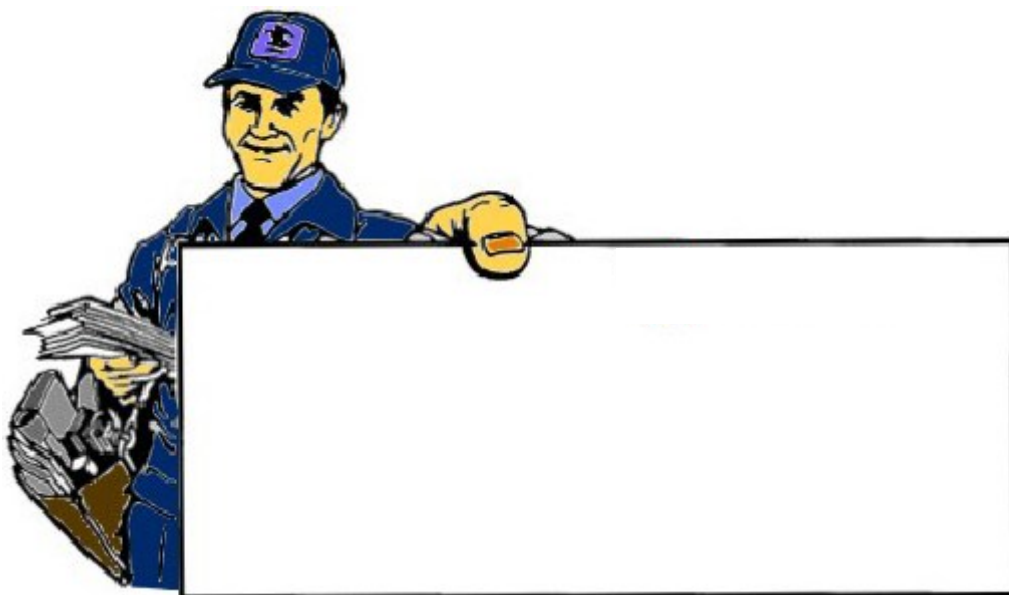
Pursuant to Section 1207 of Title 39 of the U.S. Code, the Postal Reorganization Act, P.L. 91-373, 39 U.S.C. Section 101 et seq. ("PRA"), the United States Postal Service ("USPS" or "Postal Service") and the National Association of Letter Carriers, AFL-CIO ("NALC" or "Union") enjoy substantial rights to bargain collectively over the wages, hours, and working conditions of the employees represented by the Union. When the parties cannot achieve a new contract through voluntary agreement, the PRA provides for a process of dispute resolution that may culminate in final and binding arbitration. The Act further authorizes the parties to establish the specific, or even alternative, processes for resolving the collective bargaining disputes.

Queen City Letter Carriers

NALC Branch 43
11070 Southland Road
Cincinnati, Ohio 45240

"ADDRESS SERVICE REQUESTED"

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



Upcoming Events

Officers Meeting - April 10th, 6:00 PM

Delegate Meeting - April 10th, 7:00 PM

Branch Meeting - April 10th, 7:30 PM

May YOPC - Wednesday, April 30th

