From the President’s Desk

With the season change, seasonal route inspections return. For spring 2019, the Postal Service has notified me their intention to inspect 10 Branch 43 offices inspecting a total of 13 different zones. It is my understanding that our branch has more zones on the list for inspection than any other branch in the Ohio Valley District. It is also my understanding that this is due, in part, to notification from Amazon that the Postal Service will not be receiving any parcels for delivery from Amazon in multiple areas by the end of April. National Director of City Delivery Chris Jackson addressed the Amazons intentions at the recent Committee of Presidents (COP) meeting in Schenectady, NY. In this address, Chris reported that Amazon is taking over delivery of their own products in over a thousand zip codes throughout the country and have every intention of taking over more when their delivery network expands. With an Amazon hub across the river in Hebron, undoubtedly the greater Cincinnati area was bound to be impacted. Amazon has what they call the “customer experience” and in areas around hub locations offer same day delivery. Simply put, the Postal Service is anticipating a massive reduction in parcel volume in many of our zones impacted so their solution is to go into offices and inspect zones to, as one employee explained to me, “right size routes.” Essentially this means the Postal Service has intentions to eliminate or reduce route assignments. While we may not be able to directly have an extreme impact on the volume we receive, we can provide a fair day’s work for a fair day’s pay while protecting what’s feasible. For any offices on the inspection list the branch will provide training if requested on the route inspection process and have someone in the office monitoring management’s inspections. Recently, two branch offices that went through unilateral inspections resulted in over $100,000.00 in payment to one office and another one currently in the grievance process that will result in tens of thousands of dollars as well. Both these offices that had route assignments eliminated had routes put back in as well. And while the route adjustment process can be cumbersome, justice has been served. While I hope to avoid this debacle on this round of inspections, this branch will be prepared to tackle improper adjustments if necessary. While I believe the Postal Service at times makes knee-jerk reactions to situations, their reaction to the expected loss of Amazon deliveries must be addressed.

President Rolando at the recent COP also discussed the loss of Amazon delivery emphasizing to all branch presidents in attendance the importance of finding other sources of revenue. The Postal Service is currently expanding medication delivery with CVS, testing next day delivery with Walmart and in the infancy of testing 5 delivery locations where we will be providing same day delivery for Target. The NALC is always working with the Postal Service to find new sources of revenue and I must stress the importance of participating in Customer Connect as a way of establishing that. While out on the route if a customer asks or you identify customers or business that the Postal Service has the potential of securing business with, please bring this up with your office’s Customer Connect Coordinator and office postmaster or manager. Customer Connect is an imperfect process but nonetheless it is a vehicle we must continue to pursue to do our part in securing our future. Another important aspect to monitor

Continued on page 10
Since my last newsletter, President Fred Rolando has appointed David Kennedy as a Regional Administrative Assistant (RAA) for Region 11. Prior to his appointment as RAA, Dave has held numerous positions within the NALC and OHSALC. From Shop Steward, Recording Secretary, Vice President, and President of Branch 43 Cincinnati, Ohio; to Step B Team Member, Arbitration Advocate and OHSALC Executive Board Member – Dave brings along a wealth of experience and knowledge to “Team 11”. We’re happy to have him as part of the Regional staff and I know he’ll do his best to work for the hard working letter carriers and retirees of Region 11. On a more somber note for us but a joyous occasion for his family – RAA/RWCA Ron Adams has decided to retire. Ron was an incredible worker, mentor who will be missed but he will remain active through his branch and you will most likely see him at some of our Regional training events. We wish him a happy, healthy and very long retirement!

The numbers are in and what the letter carriers and the USPS were able to accomplish this last holiday season was simply amazing. From Thanksgiving Day 2018 to New Year’s Day 2019 we delivered nearly 16 billion pieces of mail including approximately 955 million packages. This is a time of year that is extremely busy for us personally but also a time for us to stand out above the rest -and did we ever! Once again proving (in my opinion) that we provide the best service at the most affordable rates making us second to none. Our mission now is to keep providing the best service while keeping an eye on overzealous politicians who want to dismantle our services and degrade our pay and benefits!

In early February 2019, I had the opportunity to attend the Temporary Emergency Committee of the Board of Governors (BOG) open session meeting in Columbus, Ohio. For those of you who are unfamiliar with the BOG, you will find under the leadership tag at “about.usps.com”, the USPS describes the Board of Governors of the USPS as being similar to a board of directors of a publicly held corporation. It is comprised of up to 9 Governors appointed by the President of the United States. The Governors select the PMG and they all select the Deputy PMG for a total of eleven members. Six are needed for a quorum. The BOG was established by the Postal Reorganization Act in 1970. Initially, the Governors (were staggered) to serve nine year terms which was changed to seven years during the 2006 Postal Accountability and Enhancement Act. The 2006 act also added professional qualifications to be a member of the BOG. At least four of the Governors shall be chosen based on their demonstrated ability in managing organizations or corporations (public or private) that employ at least 50,000 employees. Also, not more than five of the nine may belong to the same political party and no one is allowed to serve more than two terms. The BOG currently does not have a quorum but has authority to operate under the Temporary Emergency Committee (TEC). At
the meeting I attended, the BOGs gave prepared remarks and presenters gave the first quarter financial reports illustrating the USPS had a net loss of $1.5 billion. Of that total there was a $500 million worker’s compensation charge. Other expenses noted that while there was an increase in workhours due to an increase in parcel volume, parcel growth has slowed due to an increase in competition. Overall, I found the meeting to be informative. One of the goals of the BOG is to have more open session meetings across the country to give them the opportunity to hear from customers. At this meeting, a few customer representatives (ex. Valpak) made encouraging remarks on the importance of the mail stream and looked forward to innovative ways of utilizing our network and then there were others who commented that the USPS should sell off post offices and access to the mailbox (a point of view that I certainly did not agree with!)

As you can see, there are factions out there that don’t necessarily align with having a Postal Service providing universal service at universal rates shared by the American public and corporations alike. A service provided by hard working women and men who receive “a fair day’s wage for a fair day’s work”. If you’re for the latter – how do you plan to help? Please talk to your branch leadership to learn how you can help protect the USPS and your pay and benefits.

From the Vice President

Filing a CA-1 for a Traumatic Injury

A traumatic injury is defined as: “A wound or other condition of the body caused by external force, including stress or strain, which is identifiable as to the time and place of occurrence and member or function of the body affected. The injury must be caused by a specific event or incident or series of events or incidents within a single work day or work shift.” The key to this definition is that an event or events must have occurred during a single workday or work shift.

Step 1: Notifying your supervisor- Immediately notify your supervisor and request a Form CA-1, Federal Employee’s Notice of Traumatic Injury and Claim for Continuation of Pay/Compensation this form must be supplied to employee immediately. If a carrier needs medical treatment then management must provide the Form CA-16, Authorization for Examination and/or Treatment, Management must provide this to the carrier within 4 hours. The Form CA-17, Duty Status Report, must be provided immediately and the CA-1 and CA-17 are available at the Department of Labor and Branch 43 website.

Step 2: The CA-1- Request a CA-1 from your supervisor. The Postal Service is required to provide you the form upon request, which is available on your supervisor’s computer. If you are refused the form, contact your shop steward immediately. Complete the employee portion of the CA-1; do not let a supervisor fill it out for you. Be thorough in describing the cause and nature of the injury. If you cannot describe the cause and nature in the space provided, write them down on a separate piece of paper, placing your name, address, phone number and Employee ID number at the top of the page. Sign and date the extra page and make a copy. At the bottom of the CA-1, question number 15 allows you to choose between Continuation of Pay (COP), or Sick and/or Annual leave. To qualify for COP you must:

1) File your claim within 30 days of the date of injury.
2) Begin losing time within 45 days of the date of injury.
3) Provide medical evidence of your disability, signed by a doctor, within 10 days.

If you elect COP, you will be paid your regular pay for 45 calendar days. You should always elect COP. The first three work days of COP are waiting days and you must use either sick and/or annual leave. After the waiting days, you will continue to get paid every two weeks as if you were working. Once you have reviewed and signed your CA-1, physically hand the completed CA-1 to your supervisor. Do not leave it on your supervisor’s desk or inbox. The supervisor’s instructions for the CA-1 requires them to give you the signed receipt on page 4 immediately. The CA-1 receipt establishes a record of your injury and the date you filed your claim. If the supervisor does not give you the receipt, ask for your shop steward. Make a copy of the CA-1 page you filled out. You should also request a copy of the completed CA-1 once management has filled out their portion. The Postal Service is required to give the completed CA-1 to you. The Postal Service has 10 working days to submit the CA-1 to the Office of Worker’s Compensation Programs, (OWCP.)

Step 3: Seeking Medical Treatment- You
have the right to seek treatment from your own doctor. If the Postal Service insists that you go to their doctor, you must be seen by them, but you do not have to be treated by them. Injured workers should always choose the doctor that treats them. Medical reports must be signed by a doctor. If you are examined by a physician’s assistant or nurse practitioner, ask them to have a doctor review and counter-sign the report. Request a CA-16. The Postal Service is required by law to provide the CA-16 within four hours of your request. If for any reason your supervisor refuses to give you a CA-16, contact your shop steward and call the OSHA Whistleblowers hotline at 1-800-321-6742 to report it. You can use the CA-16 to see the doctor of your choice. If your doctor refers you to a specialist, the CA-16 will also cover those expenses. Review the CA-16 to make sure your supervisor properly fills out sections 8-11 including a signature. Section 12 of the CA-16 should contain OWCP’s address. You also need to request a CA-17 Duty Status Report from your supervisor. The Postal Service is responsible for filling out the job requirements on the left (side A) of the CA-17. Your doctor fills out the right (side B) of the CA-17, listing any medical restrictions. Once your doctor has completed the CA-17, make a copy of the completed CA-17 and give one copy to your supervisor. The CA-17 normally provides enough medical evidence for the Postal Service to make you a job offer and entitle you to COP. The Postal Service has 10 business days to send your CA-1 claim to OWCP, OWCP will send you a notification including your claim number within a month. If you do not receive a notice from OWCP that your claim has been received, contact your shop steward or National Business Agent’s office. Note: Your medical records are protected by the Privacy Act. Except for the CA-17, the Postal Service is not entitled to your personal medical records.

Step 4: Once your claim has been filed-
OWCP’s goal is to return each disabled employee to work as soon as he or she is medically able. Thoroughly explain your work duties to your doctor. Delivering mail is physically demanding work and returning to work before you have properly healed can lead to debilitating, life-long injuries. Take a CA-17 to every medical appointment and provide a copy of the completed form to your supervisor. The Postal Service has an obligation to offer you work within your restrictions and the completed CA-17 must be provided to the Postal Service to determine if there is work available within your restrictions. Never refuse a job offer. Refusing a job offer can lead to termination of your benefits. If the Postal Service offers you work and compels you to either accept or refuse a job offer, always accept the job offer. If you are uncertain if you can perform all the duties of the job, write “under protest” next to your signature. You have the right to take the job offer to your doctor. If your doctor believes the job offer exceeds your limitations, he or she must write a medical narrative listing the specific duties you cannot perform. Your doctor should send medical reports directly to OWCP. You can also upload medical reports into your claim file via ECOMP. Your medical reports are protected by the Privacy Act and should be sent directly to OWCP, not the Postal Service. The Postal Service is prohibited from calling your doctor. Any contact with your doctor must be in writing, and the Postal Service is required to send you a copy of the letter, and your doctor’s response.

Step 5: Once you have filed your claim, OWCP has three options: 1) Request more information- OWCP will notify you if your case lacks enough information to decide your case. They will send you a development letter requesting more information listing a series of questions for both you and your doctor to answer. These letters always give you exactly 30 days from the date on the letter to respond. 2) Accept the claim- OWCP will send you a letter accepting your claim, listing the accepted conditions and a “Now That Your Claim Has Been Accepted” attachment that includes tools for managing your claim. Read the attachment carefully and keep it handy as it has important information you can reference regarding your claim. If you are on COP and it appears you will not return to work after 45 days, the Postal Service is required to provide you with form CA-7 to request wage-loss compensation after 30 days. The CA-7 comes with instructions on how to properly fill it out and submit it. If you do not receive a CA-7 from the Postal Service, request one from your supervisor or print one off Branch43.com. Submit the completed CA-7 every two weeks to your supervisor or district Health Resource Management, HRM office. Send a written request for a copy of the completed CA-7, including management’s portion every time you submit it to HRM. The Postal Service has five working days to complete their portion of the CA-7 and send it to OWCP. Keep a copy of every CA-7 for your file. 3) Deny the Claim- If OWCP denies your claim, they will normally list the basis for the decision. Along with the denial, OWCP will give you a list of your appeal rights. Each venue has specific time limits that are absolute. In order to successfully appeal a denial, you must address OWCP’s rea-
Watch Out for Cameras

Recently, a carrier from our branch was caught on video throwing parcels onto a customer’s porch from at least 10-15 feet away. This wasn’t a blurry, fuzzy black and white video that many of us are used to seeing. These cameras are high definition. They can see just about everything. This usually includes our faces, and our often our LLV numbers. Unfortunately, this carrier now will be dealing with the repercussions from their action.

Most, if not all of us, have seen the cameras on customers’ porches. Whether it’s one of the doorbell cameras or the small spherical cameras that are often above the door or in the corner of the porch; they are everywhere. No matter what type of camera it is, you can count you being watched all day. Many of these cameras even pick up sound as soon as the motion sensor detects you. So obviously, this affects all carriers. 

The incident with the carrier throwing the parcels isn’t the first time, and probably not the last time someone has been caught doing something on camera that they shouldn’t. I know for a fact that the guys at the hall regularly receive videos from management showing carriers doing things that they aren’t allowed to do. At my home office of Middletown, I represented a carrier who was disciplined when he was caught on camera backing up on a mounted route as he forgot to deliver a package. These things happen all the time. Often, these videos show things worse than someone backing up or throwing parcels. The reason I bring this up is to encourage everyone to do their job the right way.

I know we all feel pressure from management to make a certain time. What we must remember is that there is a right way to do this job. The “right way” is to be safe, accurate and provide quality customer service. We are required to do “a fair day’s work for a fair day’s pay”. That doesn’t mean going as fast as you can. I know that we feel that way a lot of the time, especially our newer CCAs. But, a fair day’s work for a fair day’s pay doesn’t have anything to do with getting the job done as quickly as possible. What it does mean is taking the time to walk the parcel up to the door. It means using the sidewalk to get onto the porch instead of trampling on Granny’s tulips that she’s waiting to bloom. It means taking a contractually permitted comfort stop by going to a bathroom instead of having to use a bottle or finding a bush or tree somewhere (never do this by the way). If you do your job the “right way”, then you can rest easy that no matter what management may say; you can take pride in the way you did your job that day. And, you know that there won’t be any videos surfacing of you doing something that you’ll regret.

Finally, I encourage everyone to pay attention to what they are doing, be safe out there and let’s provide the best service to our customers, so they continue to want to use our service. Many of us have a long way to go in this place, so let’s make sure our actions put us in the best light possible.

In solidarity,
Chris Rhea
· Both CSRS and FERS retirements will be covered
· Requesting the retirement paperwork (Blue Book)
· Scheduling a phone counseling session
· Age and service requirements
· Prior federal service including military
  · Crediting unused S/L
· Payout of accumulated A/L
· How the annuity is computed

| It’s never too early to plan for retirement! |
| Branch 43 |
| Retirement Seminar |
| Sunday, April 28 |
| 11:00 am |

Many Topics Will be Covered!!

Please call the office to reserve a spot.
Spouses are also welcome!

· FERS Annuity Supplement
· Survivor Annuity
· FEHB/Life Insurance after retirement
  · Medicare
· Thrift Savings Plan strategies and investments
  · Social Security
  · Annuity estimates
...as well as any other questions will be answered
March YOPC Attendees

Deborah Bryant
J.R. Ford
Jerry Giesting
Art Holt
Dick Keller
John Macon
Jaimee McNulty
Jim McNulty
Gerry Mees
Tony Sciamanna
Bob Shepherd
Robert Wilkinson

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

April Retiree Birthdays

Gold Carders

Brock, Sr.    Joseph
Burch        Stan
Cox          Chester
Fields       John
Irvin        Larry
Jenkins      James
Keane        Thomas
Lyons        James
Mugavin      Daniel
Rosenstiel   Edwin
Williams     Charles
Smith, Jr.   Walter

DID YOU KNOW???
The Letter Carrier Political Fund is a non-partisan political action committee (PAC) established for the purpose of electing qualified candidates who support letter carriers and who are committed to maintaining a strong and innovative U.S. Postal Service. Since union dues can’t be used to support candidates for political office, NALC relies 100 percent on member contributions to the LCPF, which in turn helps us support those on Capitol Hill who defend the issues that matter most to us. Our PAC brings together in Washington strong letter carrier advocates—from all political parties—who are dedicated to helping to defend a strong USPS that provides universal, innovative and affordable service.

Sign up or for more information call Matt Bauer at 513-550-6436 email Matt.Bauer@branch43.org

April Retiree Birthdays

Cain          Melvin
Carpenter     Frances
Franzman      Mark
Grant         Charles
Grimes        Richard
Heger         Paul
Horn          Thomas
Kater         Russell
Marshall      Kelly
McClure       George
McGowan       Patrick
Merritt       James
Molloy        Michael
Murphy        Linda
Reif          William
Ridder        Theodore
Schomaker     Virginia
Schotte       Paul
Smith         Carl
Steely        Alan
Thomas Jr     Paul
Wilson        Gary
Woodall       Williard
Yount         Joseph

In Loving Memory

Jerome Johnson

Join fellow retirees for lunch

1:00 pm - 1st Monday of each month

May 6
Ludlum Bromley Club
860 Elm St.
Ludlow, KY 41016
(859) 291-8132

Call Gerry Mees
(859) 491-2008
Or Greg Stulz
(859) 380-9512
2019 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 March 1st of each year. The application form will be printed in the March and April editions of the News and Views annually. The form will also be available at the Branch 43 website beginning March 1st of each year.
5. Applications MUST be postmarked no later than April 30th of each year. Applications may be dropped off in person at Branch 43 no later than the close of business on April 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 Branch 43 Membership meeting in May each year.
2. Four (4) scholarship winners and four (4) 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.
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 Winners

Split-the-Pot - Mike Saylor ($38.00)

MDA
Jaimee McNulty, Jim Metz, Mark Mercer, Harold Benson, Melissa Tilton

CHECK OUT OUR COLUMBUS DAY AND PRESIDENTS DAY SALES GREAT SAVINGS!!!

Store Hours: Mon-Fri  8:00 AM - 4:30 PM
with Amazon taking control of their own delivery services is the wages and benefits those employees, or contractors, receive. These employee’s wages could affect us at the bargaining table, so the NALC, in conjunction with the AFL-CIO, is in the process of identifying Amazon’s delivery network structure to figure out ways to organize and unionize these employees so they don’t drive delivery wages to the ground.

I believe Amazon does not properly train these employees on how to deliver and as a result many of these employees deliver to customer mailboxes. If you find a courier delivering to mailboxes the M-41 section 131.23 addresses what to do. If you find in a mail receptacle mailable matter on which postage has not been paid, take the matter back to the post office. What is supposed to happen is the Postal Service is to charge the mailer the amount it would have cost to deliver. If management instructs otherwise, this should be grieved under Article 19. As a reminder, by April 30th all scholarship applications must be postmarked or received at the branch office. Winners will be drawn at the May membership meeting.

In Solidarity,
Ted Thompson

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**Motions made at the March Membership Meeting**

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

*Authorize President Thompson to spend up to $5000 to cover cost of hospitality room and delegate gifts for the 2019 convention* **Carried**

*Accept the 2019 proposed budget of $355,300.00* **Carried**

*Send up to 5 volunteers to UCAN training March 28-29, 2019, pay $45 after the course is completed.* **Carried**

*To pay the bills.* **Carried**

*To adjourn.* **Carried**

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**Last Punch Bunch**

*Tommy Williams, Monroe*
"Bring your loan HOME"

✓ Receive a $100 Gas Card! *
✓ Defer your payments for 90 days!
✓ We will match or beat your rate! *

Transfer an existing loan or credit card balance from another institution and bring your loan home!

How can you say no?

Stop in or call 513.381.8600 Ext. #3

POSTAL Family Credit Union, Inc.
1243 West 8th Street • Cincinnati, OH 45203-1004 • 513-381-8600
1111 East Fifth Street • Dayton, OH 45402-2299 • 937-228-7691
Mail: P.O. Box 14403 • Cincinnati, OH 45250-0403
Toll Free 1-800-265-4527 • www.URmyCU.org

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

Spring Clean Up - April 7, 10:00 AM
Officers Meeting - April 11, 6:00 PM
Branch Meeting - April 11, 7:30 PM
Steward Seminar - April 25, 6:00 PM
Retirement Seminar - April 28, 11:00 AM
May YOPC - May 1st (Wednesday)