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April 2020

Queen City Letter Carriers - NALC Branch 43
News & Views

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Ted Thompson
President

From the President's Desk

Wow! What a difference a month makes. Welcome to the News & Views COVID-19 (coronavirus) addition. Coronavirus has officially impacted all of us dramatically. The issues surrounding the coronavirus pandemic are rapidly evolving. From initial USPS mandatory stand-up talks in January on staying healthy and providing tips to avoid illness, to February when the USPS put out health tips on coronavirus for the first time, to March videos put out by Postmaster General Megan Brennan and Ohio Valley District Manager Jean Lovejoy and the daily service talks we should be having now. On the home front, state Governors have shut down daycares, schools, and much more when instituting stay-in-place orders. I will try to address many of the questions and comments the office has been receiving from the membership.

Jurisdictionally, the Postal Service falls under the Executive Branch of the federal government. While there has been much confusion with what different state Governors have stated or ordered, we fall under the jurisdiction of the federal government, therefore what one Governor may require through executive action what employers and employees must do during this crisis, those mandates do not fall on us while we are at work. These do, however, affect us while we are not at work. As Postal employees, we provide a wide range of essential services for the American public. Although business is not as usual, and conditions have or may need to change more, the American public is relying on us more at this critical time. All employees should have been provided an essential service provider

letter by your office. If you have not, or need one, please contact your steward or the branch office.

The Centers for Disease Control and Prevention (CDC) has a wealth of knowledge available on coronavirus, but this situation is evolving for their organization as well and updates are frequent. If you have not already, I would encourage everyone to take a moment and educate themselves on what the CDC is putting out on coronavirus by visiting their website at www.cdc.gov/COVID19. The CDC provides a wealth of knowledge about the coronavirus disease for symptoms and recommendations on how or when to seek treatment. Beyond the symptoms the CDC provides information on those most vulnerable to contract the disease or have complications in the event of contraction. The CDC also has recommendations for employers to protect their employees. For their part, the Postal Service has committed to following the recommendations of the CDC for its employees. These recommendations include avoiding close contact with those who are sick, practice social distancing, clean and disinfect frequently touched surfaces, washing hands with soap and water or using a 60-percent alcohol hand sanitizer, and **staying home if you are sick!**

Locally, we had a couple issues and questions with management working or requiring carriers to work when they were sick. Those initial issues seem to have passed for now, but I want to reiterate here what you should do if you are sick.... **Stay home.** The Postal Service currently has employees that have been diagnosed with coronavirus, and unfortunately, a 23-year veteran letter carrier from New York has lost his life from complications related to coronavirus. Many employees remain in quarantine. I believe we all have a due diligence to be protective of ourselves and our cowork-

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NEWS & VIEWS

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EDITOR'S 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.

ers. Stay home when you are sick, please do that to help prevent the spread. While it is the requirement of the union to work with management on safety, Article 14 of the National Agreement requires the Postal Service to provide us with a safe work environment. Currently, I am on daily teleconferences with DM Lovejoy strictly going over information and addressing issues related to coronavirus. These talks have been very beneficial in addressing issues as quickly as possible. I am also in daily/weekly discussion with Cincinnati acting Postmaster Lisa Rogers. Therefore, through the information I have and discussions that have taken place I want to discuss what should be happening in your offices.

First, you should all be given mandatory daily stand-up talks on information from the CDC and the Postal Service. You should all have a board or designated area in your office strictly for COVID-19 related information. This vital information should cover communications from the CDC as well USPS guidelines. For example, locally the Postal Service has made available draft letters for your management staff. These include letters for carriers for daycare providers, customers for when alternate delivery is necessary, letters to send to retirement and senior care centers, letters to customers requesting carrier screening, notifications on 30-day holds for business and for opening up vacant P.O. boxes to those who don't or can't receive delivery during this pandemic. You should have received procedures for cleaning our Mobile Delivery Devices (MDD) and for a new delivery method where we sign the MDD instead of the customer to avoid exposure. If you do not have a designated area in your office for COVID-19, or that information is not shared and updated regularly please contact you steward or the branch office.

All carriers should be practic-

ing social distancing to the extent possible. There were many initial issues with all offices that contacted the branch office. I'm aware there are still some issues or concerns with this from some employees on situations that arise, I ask you continue to provide that information to your steward or the branch office so these issues can be addressed. While currently the CDC states there is very low risk of transmission of coronavirus on imported goods or mail, we are potentially at risk while in the office and serving the public. If you have any reason to believe you are or may be unreasonably exposed during your deliver you need to contact your direct supervisor and make them aware. In many cases alternate delivery methods are being implemented to protect both the public and the letter carrier. While on the street, much of our delivery is different on the business front. The Postal Service has advised me that in the event you have no safe local business or area to use the restroom, the time necessary to travel back to the office to use the restroom and wash your hands will be provided. District Manager Lovejoy had a teleconference with all managers informing them to give us this extra time to use the restroom and wash our hands.

Your office, especially high traffic areas should be cleaned daily. These cleanings should include disinfecting and sanitizing your case ledges, time clocks, scanners and all frequently touched surfaces such as doorknobs and handles and restroom fixtures. In some offices the maintenance personnel have called off, in those cases management is seeking and hiring outside cleaning agencies. If your office is not being sanitized effectively contact your steward or the branch office. The Postal Service has committed to obtaining the supplies necessary to clean these frequently touched surfaces.

The Postal Service has also committed to providing all carriers with supplies to keep themselves while at the office and on the street. These items

Continued on following page

President cont.

include masks, gloves, hand sanitizer and wipes or cleaning supplies for our vehicles. While this pandemic initially caught the Postal Service off guard on the supply front, I watch them daily go through great lengths to get these supplies to you. From having local management officials drive across states to reaching out to local distilleries, supplies are starting to come in more frequent. If your office is not providing these supplies to you, please notify the branch office. Many times, the supplies are on hand. I must also add that supplies have been provided to employees only to be gone the next day. Please keep these supplies at work. Taking supplies and sanitizer home only adds to the shortage. Also, if you have sanitizer bottles, please keep them as we are getting local distilleries to fill them. Karrikin Spirits Co is just one such distributor. Just recently you also received the authority to purchase supplies. Not just for yourself, but for your whole office. Carriers can now purchase cleaning supplies through their USPS issued credit card (voyager card). If you are at a gas station and see disinfectant cleaning supplies or hand sanitizer or you deliver to a store that carries cleaning supplies and can get your hands on some, purchase them. You should all have service talks on these. In the event that supplies are not being provided, please contact the branch office so this issue can be elevated. Locally the Postal Service is working extremely close with Branch 43 to provide our members these resources, but if we don't know supplies are lacking, they can't be addressed.

The policies and rules for reporting unsafe hazards or working conditions, however, have not changed. The Employee and Labor Relations Manual (ELM) section 824.6 outlines the procedures employees use to report hazards. Employees are required to report the hazard or unsafe working condition via use of PS Form 1767. These forms should be used if you believe an unsafe or unhealthful condition exists in your office or on your route. Once filled out, this form outlines what management is required to do to investigate and abate the hazard. One such requirement is that the supervisor must promptly within the same tour of duty investigate the condition and either initiate immediate corrective action or make recommendations and forward to his or her direct supervisor. A copy of this form must be immediately provided to the employee for receipt and another copy forwarded to the facility safety coordinator. If you notice a hazard or report a hazard and the issue is not addressed, please contact the branch office with this information and a copy of the submitted PS Form

1767. The Postal Service has stated that employees who do not feel safe working in their office may be allowed to take emergency annual or leave without pay (LWOP), to the extent possible.

As far as leave usage, there are many concerns out there and misinformation floating out there. Since the Postal Service has committed to following the guidelines of the CDC they have also committed to providing other paid leave (administrative leave) to those identified by public health officials as either testing positive for COVID-19 or identified to quarantine. In the event a letter carrier were to contract COVID-19 while in the performance of job duties, those carriers will have full coverage of the Federal Employees Compensation Act (FECA) for all medical treatment and wage loss as result of disability. Carriers diagnosed with COVID-19 may file claims via CA-1 through the Office of Workers' Compensation Programs (OWCP) and submit factual evidence of exposure. In the event you are quarantined or test positive for COVID-19, I ask that you please contact your supervisor, steward and the branch office as quickly as possible as a means to keep other employees and the public we serve safe. Currently, only employees identified by public health officials are being paid administrative leave for the quarantine period. All other leave usage would be sick leave, annual leave or LWOP.

The office has been overwhelmed with calls on what if this or what if that as well as rumors of illness or exposure. I would like to clarify some of your rights to address your worries. When in the office if there is reasonable suspected exposure that has not been confirmed through the CDC or public health officials, or if outside the office you feel as though you have reasonable suspicion to exposure, you may choose to self-quarantine. You may elect to use sick leave for this quarantine period. If you feel you were reasonably exposed at or outside work, you should contact your healthcare provider and follow the instructions you receive from them.

In Ohio, Governor DeWine called for elderly to stay at home and even not expose themselves to children or grandchildren. Again, while we are not governed under state law, those that choose to self-quarantine may use sick leave for the quarantine period. Other employees that have opted to self-quarantine involve those that are high risk with a lowered immune system due to some form of underlying health condition. Those employees may use sick leave as well. For the current time being, if you don't have sick leave, due to whatever reason (newly converted or little to no balance) your only available

Continued on following page

President cont.

option is annual leave or LWOP. National is attempting to address leave issues as they come up, but these are the only options currently. Please do not take advantage of any additional leave policies that do not apply to you as an individual and report to work as normal. While there are liberal leave policies in place this is our opportunity to demonstrate our worth to the public and your services help fulfil that mission. I ask, if you wish to discuss your specific circumstances or questions to contact your steward or the branch office. Many of these options are the result of recent Memorandum of Understandings I want you to be aware of.

M-1910 temporarily expanded sick leave for dependent care. With schools and daycare facilities closed throughout the tristate area, this memorandum provides employees the ability to use up to 80-hours of sick leave for dependent care due to school closures or unexpected childcare needs (daycare closures or unavailability of caregiver) as result of COVID-19. This is just a temporary memo under current conditions and this memo does not provide for use of more than 80 hours in totality for the calendar year.

M-1911 provides additional paid leave for CCAs. In addition to the above MOU, this provides administrative leave for CCAs who have contracted COVID-19 or been directly exposed to someone with COVID-19, the employee has visited any level-3 county within 14 days of returning to work, the employee was on a cruise ship in which COVID-19 was detected or the employee is experiencing symptoms generally associated with COVID-19.

M-1913 allows temporary use of the ELM 432.53 city letter carrier 7:01 rule. Under this memo, a city carrier who actually works more than 7 hours but less than 8 hours of a regular scheduled day will, upon his/her request, be officially excused from the completion of the 8-hour tour and still be credited with 8 hours of work time for pay purposes at the employees regular rate of pay. I must stress this memo also states that, "All delivery service supervisors are reminded that city letter carriers should not be excused under the 7:01 rule unless they have completed their routes and cannot be assigned to any available work at the same wage level." Under this memo and rule, employees are also required to notify their supervisor of their desire to clock out prior to completion of a full 8-hour workday.

M-1914 was initially a notification from the Postal Service that they agreed to with the NALC. This memo calls for allowing to the extent possible

that managers and supervisors accommodate employees who submit for a temporary schedule change due to childcare issues and daycare closures. This memo further states managers and supervisors should allow liberal sick leave usage for employees who are sick and liberal annual leave and LWOP for employees requesting it. Most notably, this memo requires that employee requests for reasons related to COVID-19 be treated as scheduled leave and may not be cited in discipline for failing to maintain a regular work schedule. All these memos are included in this publication.

Branch 43 has many hardworking men and women and it's been an honor to work with you all as we navigate the current health crisis. You go to work and serve your customers to the extent you can and continue to provide essential services through the delivery of news, medications, supplies and more. Which is why it is extremely disappointing to me that in recent stimulus bills the government has failed to recognize your commitment and sacrifices. In the recent CARE Act (stimulus bill) from which checks will be going to millions and businesses across the country will benefit, there was little relief or aid for the Postal Service. The House of Representatives version initially called for a direct \$25 billion appropriation to the Postal Service. It also called for repeal of the prefunding mandate and forgiveness of \$11 billion in outstanding debt. Once again, the Postal Service is left on the outside looking in after the Trump administration opposed these postal proposals. What the bill did call for is an additional \$10 billion in borrowing authority.

With everything going on in the county and the Postal Service I also have national and local updates from the NALC. In early March, President Rolando issued dispensation letters. This letter served state association and locals the ability to cancel or postpone events dictated through bylaws. As such, the Ohio State Association initially cancelled the Ohio Legislative Conference set for the end of March. Branch 43 followed suit with cancelling our April officer and membership meetings as well as the hall clean up. The spring steward seminar has been postponed. A future date will be made available well in advance. A small group will still meet to discuss the 2020 budget on April 2nd and is open to officers only. I anticipate these meetings will be cancelled indefinitely. Headquarters has not yet made official announcement in regard to the 2020 national convention but will be in the coming weeks. Headquarters did put out notification that the annual May Food Drive has been postponed.

Continued on following page

President cont.

The Branch 43 office will run business as usual. Our hours or services have not and will not change unless mandated to do such. I just want to conclude by thanking all the members for everything you do; letter carriers truly are an extraordinary group of individuals. I applaud you. If there is anything I or this branch can do to assist you through this crisis, or you have any questions or concerns please contact the office. In addition to our branch office, Headquarters has also created an additional resource for all your COVID-19 pandemic related questions or issues. Email all questions or issues with your name and branch number to COVID19@nalc.org

Fraternally,
Ted Thompson



New York City letter carrier 1918

safety of USPS employees and their customers has hopefully assuaged any fears of treatment from previous reports stated above but precautions by carriers need to be made.

Looking ahead one can look at the response of Italy during this time. As the most afflicted country initially outside and a country with a similar mail service as the US. Looking at the challenges they have faced, precautions they have taken, and reactions the unions have made may stand as a foreshadowing for what is to come in the states. As early as March 10 Italy had eliminated human-to-human delivery. Instead of delivering to a receptionist or in an office, carriers in Italy were leaving mail and parcels in hallways of multi-tenant buildings. As noted in President Rolando's statement, usage of the scanner by customers should cease. Unions in Italy are urging the Poste Italiane to cut the workload. Italy, in comparison to the US, is more labor centric and unions are larger and much stronger in Italy than they are in America. But even in a labor stronghold state, the unions in Italy are struggling to convince Post Italiane to provide gloves and masks.

Two Italian postal workers have died due to COVID-19 and those deaths have the eight postal unions in Italy urging the federal government to limit employee to employee interaction as well as giving employees the proper equipment to ensure the safety of the public. The Post Italiane is the largest employer in Italy at over 130,000 employees and their delivery operations have yet to stop. The likelihood of the USPS ceasing operations is very small. Stay safe.

Jacob Bingham
Shop Steward, Sycamore



Jacob Bingham
Food Drive Cord

Stewards Corner

We are in trying but not uncharted territory, in 1918 the mis-nominally named Spanish Flu erupted and did more damage than the entirety of the first World War. It effected letter carriers throughout the country. In Lancaster City, Pa 11 clerks and carriers were sick with the flu in a city of

roughly 6,000 people, that is the modern-day equivalent to one of the small sized offices in Branch 43. The city of Minneapolis executed a lockdown and closure like what is happening now and utilized the Post Office to distribute health safety pamphlets. We have done this before and in worse conditions, appeasement from management aided us then and hopefully recent developments out of PMG Megan Brennan's office will corollate with our plight of 1918.

A March 18 story from ProPublica reported carriers being forced to work despite showing symptoms, hand sanitizer and gloves not being available for carriers, as well as a doctor notes for any unexcused absences being required upon return to work. USPS spokesman David Partenheimer said the USPS was aware of five known cases and that those employees were not working. The ProPublica report also stated that two carriers they spoke to on the condition of anonymity from Northwestern US and Denver, CO claimed they were either told they likely had the virus or were showing severe symptoms and yet these employees were told to still go to work.

A statement released today (March 19) by NALC National President Fredrick Rolando pertaining to the

2020 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.

John	Ambrose
Melvin	Cain
Frances	Carpenter
Mark	Franxman
Skip	Grant
Richard	Grimes
Paul	Heger
Thomas	Horn
Russell	Kater
Kelly	Marshall
Patrick	McGowan
James	Merritt
Michael	Malloy
Cynthia	Mulvaney
Linda	Murphy
Theodore	Ridder
Carmelo	Romito
Virginia	Schomaker
Paul	Schotte
Dennis	Shields
Carl	Smith
Alan	Steely
Paul	Thomas Jr.
Gary	Wilson
Thomas	Winters
Williard	Woodall
Michael	Young

April Retiree Birthdays

Gold Carders

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

Join fellow retirees for lunch

1:00 pm - 1st Monday of each month

May 4th (Tentative)
Price Hill Chili
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Cincinnati, OH 45238
(859) 442-3400

Call Gerry Mees
(859) 491-2008
Or Greg Stulz
(859) 380-9512



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

March YOPC Attendees

- Deborah Bryant
- JR Ford
- Jerry Giesting
- Burt Hughes
- Dick Keller
- John Macon
- Jaimee McNulty
- Gerry Mees
- Bob Shepherd
- Robert Wilkinson

Join fellow retirees next month for sharing old times, playing

MEMBER BENEFITS

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M-01910

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO
Re: Temporary Expanded Sick Leave for Dependent Care During COVID-19

For the 60-day duration of this Memorandum of Understanding, in addition to the purposes outlined in the MOU Re: Sick Leave for Dependent Care, sick leave may be used by an employee for unexpected childcare needs as a result of the COVID-19 pandemic.

Specifically, employees may use sick leave for dependent care in the event they must care for a child as a result of daycare closures, school (Pre-K through Grade 12), closures, or the unavailability of a child's primary caregiver as a result of the COVID-19 pandemic.

This MOU does not change the 80-hour-limit for sick leave that may be used for dependent care in any leave year.

Approval of sick leave for dependent care will continue to be subject to normal procedures for leave approval.

The parties will revisit this issue immediately prior to this MOU's expiration to determine if extension is appropriate.

This MOU will expire May 17, 2020.


Doug A. Tullino
Vice President, Labor Relations
United States Postal Service
3-18-20


Fredric V. Rolando
President
National Association of Letter Carriers, AFL-CIO

M-01911

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO
Re: Temporary Additional Paid Leave for CCAs

For the 60-day duration of this Memorandum of Understanding, City Carrier Assistants (CCAs) will be permitted to use up to 80 hours of paid leave for use in conjunction with the COVID-19 pandemic in the following circumstances:

- The employee has contracted COVID-19 or has been directly exposed to someone with COVID-19;
- The employee has visited any country identified by the Centers for Disease Control (CDC) as a level-3 country (currently China, South Korea, Iran, Italy, and most other European countries) within 14 days of the employee returning to work;
- The employee returns from a trip on a cruise ship in which an identified case of COVID-19 was detected on board the ship;
- The employee is experiencing symptoms generally associated with COVID-19; or
- Consistent with the MOU Re: Temporary Expanded Sick Leave for Dependent Care During COVID-19.

Leave used for the above purpose will be coded as TACS Code 086, Other Paid Leave.

Except for emergencies, paid leave for the circumstances listed above must be requested on PS Form 3971, Request for Notification of Absence, and approved in advance by the appropriate supervisor. Employees should designate the reason for the absence as "Other" and write "LC19" in the space provided.

An exception to the advance approval requirement is made for emergencies and unexpected illness; however, in these situations, the CCA must notify the appropriate postal authorities as soon as possible as to the emergency or illness and the expected duration of the absence. As soon as possible after return to duty, CCAs must submit PS Form 3971 and explain the reason for the emergency or illness to their supervisor. Supervisors approve or disapprove the leave request.

The supervisor is responsible for approving or disapproving the application for paid leave by signing PS Form 3971, a copy of which is given to the CCA. If a supervisor does not approve an application for leave, the disapproved block on PS Form 3971 is checked and the reasons must be noted in writing in the space provided.

The total 60-hour allotment will not be increased due to a CCA's break in service during the 60-day period. Any remaining leave balance at the end of the 60-day period is forfeited.

The parties will revisit this issue immediately prior to this MOU's expiration to determine if extension is appropriate.

This MOU will expire May 17, 2020.


Doug A. Tullino
Vice President, Labor Relations
United States Postal Service
3-18-20


Fredric V. Rolando
President
National Association of Letter Carriers, AFL-CIO

M-01914

DOUG A. TULLINO
Vice President, Labor Relations



M-01913

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO**

Re: Temporary Use of the Employee and Labor Relations Manual (ELM) 432.53, City Letter Carriers (7:01 Rule)

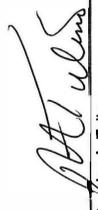
For the 60-day duration of this Memorandum of Understanding, the parties agree that, the Postal Service will institute the use of Employee and Labor Relations Manual (ELM) Section 432.53, City Letter Carriers (7:01 Rule).

A city letter carrier who actually works more than 7 hours but less than 8 hours of a regular scheduled day will, upon his/her request, be officially excused from the completion of the 8-hour tour and still credited with 8 hours of work time for pay purposes. Any hours not worked between the seventh and eighth hour of a regular scheduled day pursuant to ELM 432.53 are included in an employee's regular rate of pay pursuant to ELM 443.212.g.

All delivery service supervisors are reminded that city letter carriers should not be excused under the 7:01 rule unless they have completed their routes and cannot be assigned to any available work in the same wage level.

Local management at all delivery units must reemphasize to all city letter carriers that they must apprise their supervisor of their desire to clock out prior to completion of a full 8-hour workday, minus time covered by the 5-minute leeway rule.

The parties will revisit this issue immediately prior to this MOU's expiration to determine if extension is appropriate.


Douglas A. Tullino
Vice President, Labor Relations
United States Postal Service


Fredric V. Rolando
President
National Association of Letter Carriers
AFL-CIO

3-23-20
Date

3-23-20
Date

March 23, 2020

AREA VICE PRESIDENTS

SUBJECT: Liberal Changes of Schedule and Leave

We have signed a Memorandum of Understanding with our unions temporarily expanding the use of Sick Leave for Dependent Care to allow employees to use their sick leave for unexpected childcare needs as a result of the COVID-19 pandemic.

In addition to allowing Sick Leave for Dependent Care, for the next 60-day period, managers and supervisors should allow liberal changes of schedule in recognition of the disruption caused by the COVID-19 pandemic. To the extent operationally practicable, managers and supervisors should accommodate employees who submit PS Form 3189, Request for Temporary Schedule Change for Personal Convenience as a result of childcare issues caused by daycare closures, school (Pre-K through Grade 12) closures, or the unavailability of a child's primary caregiver as a result of the COVID-19 pandemic.

Managers and supervisors should also allow liberal sick leave usage for employees who are sick, and liberal annual and leave without pay (LWOP) usage to the extent operationally feasible during this time period. If an employee requests leave for reasons related to COVID-19, such leave should be treated as scheduled (as opposed to unscheduled) leave. Leave taken for COVID-19 related reasons between February 29, 2020, and May 17, 2020, may not be cited in discipline for failing to maintain an assigned schedule under ELM 511.43.


Doug A. Tullino

cc: Officers
Managers, Human Resources (Area)
Managers, Labor Relations (Area)
Managers, Labor Relations (Headquarters)

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Retired Member of Branch 43
Pat Mulvaney (513) 284-1504
Retired Human Resource Specialist
Richard Gargana (513) 607-7738
Northern Kentucky Representative
Terry Metz (513) 289-9372

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

Store Hours: Mon-Fri 8:00 AM - 4:30 PM

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 - Diana Enwright (\$48.00)

MDA

Pat Mulvaney, James Logan, Mike
Barhorst, Megan Redden, Tom Roos, Jaimee
McNulty & Dave Kennedy

“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



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Mail: P.O. Box 14403 • Cincinnati, OH 45250-0403

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

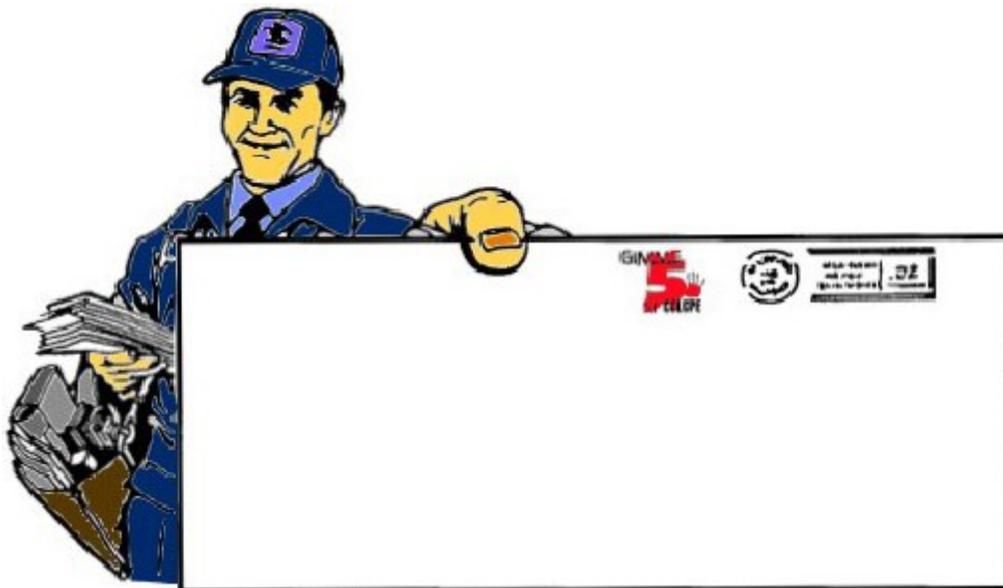
*Balance must be at least \$10,000 or greater to qualify. For loan balances below \$10,000 only the 90 day deferment will be offered. Member must qualify for the loan under normal underwriting guidelines. Minimum rate floor of this offer is 2.99% APR. Interest will accrue over the 90 day deferment period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

Queen City Letter Carriers

NALC Branch 43
4100 Colerain Avenue
Cincinnati, Ohio 45223

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

"ADDRESS SERVICE REQUESTED"



Upcoming Events

- Officers Meeting -** Cancelled
- Branch Meeting -** Cancelled
- Budget Meeting -** Officers Only
- May YOPC -** May 6th
- Steward Seminar -** Postponed TBD
- Hall Clean Up -** Cancelled

Motions made at the March

Membership Meeting

To dispense with the roll call of Officers and reading of the previous month's minutes. **Carried**

To purchase two small hole signs for the Branch 385 Chubby Digamoco Memorial Golf Outing. **Carried**

To accept the financial and year end reports and pay the bills. **Carried**

To adjourn. **Carried**

