Upcoming Events

OSA Convention - August 1st, 2nd, 3rd
Officers Meeting - 6:00 pm August 8th
Branch Meeting - 7:30 pm August 8th
Mark Mueller Fundraiser -
12:00 pm - 6:00 pm Sunday, September 1st
Labor Day - Monday, September 2nd
September YOPC - Wed, September 4th

News & Views

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

Queen City Letter Carriers
NALC Branch 43
4100 Colerain Avenue
Cincinnati, Ohio 45223

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From the President’s Desk
August 2019

Ted Thompson
President

August 1st-3rd
Cincinnati will be host-
ing the biennial Ohio State Association of Letter Carriers state convention. It has been busy down at the office preparing for this great event, but the branch officers, delegates and members have done a tremendous job in this daunting effort. From the members in the units donating items for MDA raf-
fles, to the delegates preparing bags and materials for all attendees, to the officers organizing efforts, creation and printing of the souvenir booklet I want to say thank you to everyone for their part in preparing for this event.

This year will be the Ohio State Association’s 69th biennial convention. In Ohio, we alternate between national con-
ventions and state conventions. During state convention years, as of late, there has been a four-city rotation; Toledo, Cleveland, Akron & Cincinnati. Thus, every eight years Cincinnati is convention host. Under our national constitution, del-
egates serve as the union’s supreme gov-
erning body. Each branch is entitled one delegate for every twenty members. This year, while below capita, Branch 43 will be sending a delegation of fifty-three members to the state convention. These delegates will discuss key issues that can shape our state constitution, bylaws and rules as well as adopt resolutions to be presented at the national convention for consideration of the same or for official bargaining positions during contract neg-
gotiations. Convention debates on these issues have helped shape our union. In some instances, these debates can be an intense but necessary discussion to take place. While the general sessions conduct official business, there is also training sessions conducted as well as distin-
guished guest speakers, USPS guest speakers and affiliate guest speakers. Na-
tional Officers will also be presiding and in attendance.

This year, training sessions will begin Friday morning. Training sessions include topics covering retirement, legisla-
tive, workroom floor issues and CCA rights and benefits geared toward career conversion. Hamilton County Commis-
sioner Denise Driehaus will be addressing the delegation for the city. Cincinnati Mayor John Cranley, while unable to at-
tend, did present the branch a proclama-
tion declaring August 2nd as Letter Carrier Day in Cincinnati, and extended his best wishes for a successful conference. Cin-

nati Postmaster Karen Garber will at-
tend as a guest speaker on behalf of the USPS and AFL-CIO Executive Secretary Treasurer Peter McLinden will attend as a guest speaker on behalf of the Cincinnati AFL-CIO. From national, Assistant Secretary Treasurer Paul Barner will preside over the convention. Other national officers in attendance will include Dan Toth (Director of Retired Members) and Mark Camilli (National Business Agent Region 11). We also get to welcome home Doug Lape (Assistant to the President for City Delivery) and Dave Kennedy (Regional Administrative Assistant Re-
gion 11). While it is my number one prior-
ity as President of the host branch and Ohio State Association board member to put on a productive and successful con-
vention, I am also looking forward to the biennial social gathering that takes place. State conventions are a great way for dele-
gates to make new friends and meet up with old ones all the while discussing letter carrier issues. The branch will be host-
ing a hospitality room to facilitate this gathering on Thursday and Friday nights. We hope to have a great convention and I will report to the membership that status at

Continued on following page
President cont.

The next membership meeting. As a side note, for members looking to get involved with the union that may not be quite as sure how, signing up as a delegate and getting involved in the process can be a great way to start.

Many of you may have seen or heard through the Postal Record or training sessions about LLV’s catching fire on fire. I know I have multiple times. However, it never really seems to strike home until it strikes home. Just recently it struck home. A city carrier out of the Cleves Post Office noticed his vehicle had smoke coming from under the hood upon returning to his LLV from a relay. As he opened the drivers side door, flames shot up from the steering column. Unable to put out the flames through hitting it with a magazine, the carrier ran to a nearby residence and called 911. Nothing further could be done than wait at a safe distance for the fire department to arrive and extinguish the flames and attempt to keep everyone at a safe distance. An investigation is currently underway to determine the cause of the fire. While there were no injuries as a result of this fire, there very well could have been and most contents in the vehicle were destroyed in the blaze. While I can not say with any certainty, and strictly speculation at this time, I have heard of windshield wiper fluid leaking and hitting exposed wiring that may result in a fire. We may edit your article for grammar, punctuation, spelling, etc. We may edit your article for space or coherence, every effort will be made to preserve the substance and intent of the article.

Unsigned articles will not be printed. Letters, criticism and suggestions for improvement of the News & Views are also welcome. If your letter is not intended for publication, please state so. Letters held to 150 words please be aware that these vehicles can do catch on fire.

Published in this month’s News & Views is a flyer for Sycamore letter carrier Mark Mueller. Mark has recently been diagnosed with liver cancer after battling pancreatic cancer for more than a year. There will be a “Let’s Stand Up Together” fundraiser for Mark at the Union Hall on Sunday, September 1st from 12-6 with a cost of $10 per person or $20 per family. Food and soft drinks will be provided. There will be a live band along with games and raffles. This event is open to all so anyone wishing to support Mark, his family and the Sycamore letter carriers come on down.

During our last membership meeting it was established that the branch will take part once again in the annual AFL-CIO Labor Day picnic at Coney Island. This year’s picnic will be on Monday September 2nd. Prices will be the same this year as in the past and I encourage anyone looking for a fun and affordable family day out to come out to Coney and take part in one of the largest Labor Day picnics in the country. I have included a flyer in this months News & Views with pricing and information. Anyone looking to attend please get the information to us on time, so we know how many tickets to purchase for the event. I hope to see you all there.

In Solidarity,
Ted Thompson

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Motions made at the July Membership Meeting

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

Any member taking part in the Branch 43 quarterly Postal Pulse survey drawing must submit both surveys to be eligible. Carried

The Branch do the same as last year for the AFL-CIO Labor Day Picnic. Carried

The Branch take up to 6 people, at the President’s discretion, to the Regional 11 training September 28th-29th to include salary, hotel, travel & per diem. Carried

To pay the bills. Carried

To adjourn. Carried

How does an extra 8 hours of pay on your bi-weekly paycheck sound? At a step O pay that equates to nearly $250.00. As a CCA, you would earn roughly nearly $150.00. This is the amount of money many of us give up each check, just by skipping our lunch and breaks. Fifty (50) minutes helps us put in 4 hours and 10 minutes per week or 8 hours and 20 min per pay period.

I have heard many reasons to skip a break or 2, but the most common is: “I DON’T HAVE TIME, TODAY!” Let me ask you this, why not? Of course this normally means we do not want to confront our management team with a new adjusted time, or we do not want to give a possibility of our workload in the morning, or is it because we have become accustomed to the meeting their numbers game. Are we more accepting on what management says our day should look like? Do we have the knowledge to understand how to estimate our workload?

Our workload is harder to judge today more than it has in the past. Parcels are up and mail volumes are down. More parcels mean we are being assigned to do more mail, which is not really a good thing. If you deliver 40 parcels of mail and then again tomorrow it may take different amounts of time. Today, I might have homes with long driveways that have parcels, or tomorrow I might have 7 parcels going to one house. Parcels do not really add time to our office time (except small parcels). Mail volumes dropping are causing our office time to go down. Do these numbers offset each other? It really depends on the route. No two (2) days are the same. No two (2) days are the same. It is the same. No two (2) days are the same.

You know means the employees must be truthful but can do so without their answers being used against them in criminal proceedings.

A Garrity warning advises suspects of their criminal and administrative liability for any statements made, but also advises suspects of their right to remain silent on any issues that may implicate them in a crime. An example of a Garrity warning, though the exact wording may vary, could read something like this: You are being questioned as part of an internal and/or administrative investigation. You will be asked several specific questions concerning your official duties, and you must answer these questions to the best of your ability. Failure to answer completely and truthfully may result in disciplinary action, including dismissal. Your answers and any information derived from them may be used against you in administrative proceedings. However, neither your answers nor any information derived from them may be used against you in criminal proceedings, except if you knowingly and willfully make false statements. This warning means the employees must be truthful but can do so without their answers being used against them in criminal proceedings.

From the Vice President

Rights & Warnings

Letter carriers have the right to union representation in investigatory interviews conducted by managers, postal inspectors or USPS Office of Inspector General (OIG) agents. It is important to understand your rights in these situations, but it is also critical to understand the different types of warnings a postal inspector or an OIG agent may issue you when an investigatory interview crosses over into the realm of a possible criminal investigation.

The 1975 U. S. Supreme Court decision in National Labor Relations Board (NLRB) vs. J. Weingarten gives each employee the right to representation during any “investigatory interview which an employee reasonably believes may lead to discipline.” These rights are commonly referred to as Weingarten Rights. The Postal Service is not required to inform you of these rights. A steward cannot exercise these rights for you. If you are asked a question by management that you believe could lead to discipline, you are responsible for requesting your shop steward. Management is required to provide a steward upon request. Once a steward has been provided, you have the right to a private discussion with the steward before the interview continues. You also have the right to the steward’s assistance, not just a silent presence. The employer would violate your Weingarten rights if it refused to allow your representative to speak or tried to restrict the steward to the observation role. When an investigatory interview is being conducted by law enforcement officers, such as postal inspectors or an Office of Inspector General (OIG) agent, an employee may be read warnings. The most well-known warning is Miranda. Most people are familiar with this warning from watching crime programs on television. The Miranda warning is: You have the right to remain silent. Anything you say can and will be used against you in a court of law. You have the right to have an attorney present before any questioning. If you cannot afford an attorney, one will be appointed to represent you before any questioning. Once this warning is given, anything you say can be used in a court of law to try to prove guilt. If you are given a Miranda warning, you should consult with an attorney before answering any questions.

Postal inspectors and OIG agents often present a PS Form 1067, Warning and Waiver of Rights and request that employees sign it. By signing this form, postal employees waive their Miranda rights. Letter carriers should not sign PS Form 1067 without first consulting with an attorney. If you do sign a PS Form 1067, anything said from that point forward can be used against you in a court of law. Since ELM Section 6653 requires all postal employees to cooperate with postal investigations, cooperation by post- 
Proclamation

City of Cincinnati

Be It Proclaimed:

Whereas, branch 43 of the National Association of Letter Carriers at present has a membership of more than 1400, including gold card members and retirees; and,

Whereas, branch 43 is rightfully proud of its past and current successes, proud of its contribution to the success of the Ohio State Association, proud of its part in the success of the National Association of Letter Carriers, and stands ready and eager to support the future aims of these great organizations; and,

Whereas, the 69th Biennial Convention of the Ohio State Association of Letter Carriers is being held in Cincinnati, Ohio; and,

Whereas, Cincinnati extends warm greetings to members of the Ohio State Association of Letter Carriers from other cities and extends best wishes for a successful conference;

Now, Therefore, J. John Cranley,
Mayor of the City of Cincinnati do hereby proclaim August 2, 2019 as
“Letter Carrier Day”
in Cincinnati.

IN WITNESS WHEREOF, I have hereunto set my hand and caused this Seal of the City of Cincinnati to be affixed this Second day of August in the year Two Thousand and Nineteen.

J. John Cranley
Mayor, City of Cincinnati
August News & Views

***LET’S STAND UP TOGETHER***

1st September 12-6pm

Mark Mueller

BRANCH 43 Union Hall
4100 Colerain Avenue
Cincinnati, OH 45223

Carrier for 36 Years – 25 in Blue
Ash-Montgomery
Battled Pancreatic Cancer for a Year
Now has Liver Cancer

$10 per person
$20 per family

Skft Drinks, Water, Hamburgers, Hot Dogs will be provided

Bring a side dish and BYOB.

Live Band, Games, Raffles, Split the Pot

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***STEWARDS’ CORNER***

**Origin of Collective Bargaining Rights**

It appears that the USPS management again does not respect the postal workers! As we are in the beginning of negotiating a new contract, it is important to remember how we find ourselves in this position.

A very important event happened in March 1970 that affected every past, present, and future postal employee! This event, 49 years ago, was also a major event in the history of the United States of America.

Time magazine had the headline that read, “The Strike that Stunned the Country.” What was this strike? It was the U.S. Postal Strike of 1970.

President Nixon called out the United States armed forces and the National Guard to break the strike and to help process the mail. The strike crippled the nation’s mail system.

The stock market fell due to the strikes effect on trade volume.

It was an eight-day (March 18 through 25, 1970) strike by federal postal workers. The strike began in New York City and spread across the country.

The strike against the federal government, regarded as illegal, was the largest wildcat strike in U.S. history. Approximately 200,000 workers participated in the strike.

At the time, postal workers were not permitted by law to engage in collective bargaining. Striking postal workers felt wages were low, benefits poor, and working conditions unhealthy and unsafe.

Plenty of postal workers qualified for food stamps. Postal union lobbying of Congress had proven fruitless.

Some could call it collective begging. An immediate trigger for the strike was a Congressional decision to raise the wages of postal workers by only 4% at the same time as Congress raised its own pay by 41%.

The strike result was that the Post Office Department was forced to represent employees.

No increase in pay rates – a freeze for current employees.

One lump sum payment in lieu of the usual annual pay raise.

Lump sum payments in lieu of COLA’s.

Decrease in career workforce.

Pay and benefits substantially cut for all future conversion to career and future hires.

Current career employees with less than six years seniority must work 15 years to gain “no lay-off protection.”

Elimination of no lay-off provision for all future workers.

Eliminate all existing Local Memos.

Eliminate any on-the-clock steward union time to represent employees.

This will affect what our salary for retirement will be based on, it doesn’t add to our salary.

Management’s proposals are regressive and defeat all the hard work that the 1970 strikers earned.

As we are currently negotiating a new contract, I thought that a reminder of how we got here was important. A more detailed history of Branch 43 and the carriers who lived through the strike is available on our website Branch43.com.

Sign up to receive alerts and updates about legislative activities that affect postal workers and then contact our legislative representatives to ask them to vote for or against the issue.

Remember that the Congress, Senate, and the President can wipe all this out with the passage of legislative action and a signature!!

In Solidarity,

Michael J. Winters

Formal A Representative
Join Your Friends for the Annual Branch 43

PICNIC

at Coney Island

Labor Day

Monday Sept. 2nd

$10 per family up to 6 tickets
$5 per individual adults

Includes: Park Admission, Food & Soft Drinks

Park hours: 9 a.m. - 8 p.m. Food served: Noon - 1 p.m.

(Poney Parking fee of $5 NOT included, enter at West Gate)

Rides & Swim tickets available at AFL-CIO Discounted Rates

Sunlight pool: $8.00 per person (Pool hours 10 a.m. - 8 p.m.)

Picnic Registration Form

Forms MUST be returned to Branch 43 by AUGUST 23rd!

Family Tickets @ $10 # of Adult: _____ # of Children: _____

Individual Tickets @ $5 ea.: _____

Name: ____________________________
Address: __________________________

Make Checks Payable to NALC Branch 43

4100 Colerain Ave.

Cincinnati, Ohio 45223

Cynthia     Bidding
Troy        Brock
James       Buchheid
Yvonne      Carter
Celeste     Clooney
Harold      Combs
Frederick   Hafer
Teresa      Iler
Jerome      Janning
John        Karch III
David       Kennedy
Warren      Koenig
Steve       Kruse
Steve       Luttrell
John        Macon
Jeanne      Maxey
William     Moore
Dennis      Murphy
George      Murphy
Gerald      Patton
Roger       Paulinelli
Rose        Pelfrey
Lloyd       Redmon Jr.
Patrick     Regan
Larry       Stolte
John        Vorholt Jr.
Daniel      Warnock
Larry        Weinel
David        Whitley
Sherman     Williamson
Andrew      Zeiser
Robert      Zimmerman

July YOPC Attendees

JR Ford
Jerry Giesting
Bob Heis
Art Holt
Burt Hughes
Jaimee McNulty
Jim McNulty
Jerry Mees
Tony Sciannana
Bob Shepherd
Robert Wilkinson

Any Cincinnati carrier looking to transfer to Northern Ohio Freemont /Toledo area contact the Branch office. Freemont carrier with 20yr seniority looking for transfer / mutual exchange to Cincinnati.