



Since July 25, 1890

August 2021

# Queen City Letter Carriers - NALC Branch 43 News & Views

## NALC Branch 43 Proudly Serving

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Ted Thompson  
President

### From the President's Desk

A large delegation of Branch 43 members recently attended the 70<sup>th</sup> Biennial Convention for the Ohio State Association of Letter Carriers in Cleveland July 22<sup>nd</sup>-24<sup>th</sup>. Branch 43 mustered a body of 34 delegates consisting of both active and retired members. First, a big shout out for Eric Poston and the members of Cleveland Branch 40 for hosting this state convention and a job well done. Branch 43 members are well aware of all the work that goes into hosting a state convention and Cleveland did a tremendous job. This convention was the first in-person event held by the state in which members travel since the beginning of the COVID-19 pandemic. It was a nice return to some sense of normalcy and great to see delegates from across the state again. While conducting business of the state association regarding bylaws, rules, resolutions and the constitution, the state assigned members to committees for oversight and to provide recommendations for approval of the state assembly. Further, the state provided training sessions for delegates and heard from an array of dynamic speakers.

As a state officer on the Executive Board, I served on the audit committee. There were 6 other Branch 43 members assigned to state committees. Connie Griffith served on the credentials committee, Pat Dougherty served on the mileage and per diem committee along with the escort and greeting committee, Lamont Seaborough served on the rules committee, Sue Egbers served on the officers' report committee, and Skip Grant served on the retirees committee. These branch members provided over-

sight on finances and rules along with providing services to the delegates in attendance. Branch 43 was also heavily involved in training.

Training sessions were provided on 6 topics – Retirement, Thrift Savings Plan, Legislation, Workers Compensation, CCA Conversion, and the 2019-2023 National Agreement. Of those 6 training sessions, Branch 43 members were facilitators in 4 of them (Ted Thompson, David Kennedy & Pat Dougherty). Thus, 66% of state training was conducted, at least in part, by Branch 43. Most of the time this convention was allocated for the 14 guest speakers.

For national NALC members in attendance, the state association heard from Executive Vice President Brian Renfro, Director of Retired Members Dan Toth, Region 11 National Business Agent Mark Camilli, and Region 11 Legislative and Political Organizer Marc Ashmon. Other guest speakers the association heard from were from the local and state AFL-CIO. Members heard from President of the Ohio AFL-CIO Tim Burga and Executive Secretary of the North Shore AFL-CIO and President of the Lakewood City Council Dan O'Malley. Politically, the members heard from Cincinnati Mayor John Cranley, Dayton Mayor Nan Whaley, former US Congressman Dennis Kucinich, US Congressional candidates Shontel Brown and Nina Turner, current US Congressional Representatives Marcy Kaptur (D-OH 9), Tim Ryan (D-OH 17), and Anthony Gonzalez (R-OH 16). For political speakers, this is the most for any state convention in recent memory. These guest speakers discussed many topics and issues affecting the Postal Service and the labor movement that directly affect our membership. Guest speakers also discussed topics and issues affecting Ohio and the nation. Ohio State President John Dyce did a tremendous job in acquiring these speakers that play such a vital role in the

*Continued on following page*



### NEWS & VIEWS

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Lamont Seaborough  
& David Utz

### EDITOR'S (Taylor Whitt) 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: [taylorwhitt777@gmail.com](mailto:taylorwhitt777@gmail.com)

Printed in House

*President cont.*

oversight and future of the Postal Service and our job as letter carriers.

While at convention, the NALC announced resolutions for four national-level grievances. M-01954 concerned the assignment of deliveries to Contract Delivery Service (CDS) prior to the effective date of the 2006 national agreement. In this settlement, the parties agreed any grievances held on the improper assignment of city delivery to contract delivery providers needs to be processed in accordance with Article 15 for resolution. M-01955 settles the issue of the PS Form 3971 and those on official union business certifying that any LWOP request will not be for the purpose of engaging in partisan political activity as defined by the Hatch Act and its implementing regulations. While this arouse out of initial congressional intervention, Office of Special Council concerns, and USPS overreach, this settlement will implement National Arbitrator Goldberg's AWPU award, and the USPS will revise the PS Form 3971. Recently, the NALC has used an entirely retired workforce for any partisan candidate or labor campaign and hopefully, this settlement will resolve issues this created. M-01957 resolves the issue of the Postal Service's unilateral implementation of the Office Sortation Equipment Reconciliation (SER) initiative. The parties agree all changes to city letter carrier cases or configurations, including those resulting from the SER initiative, must comply with provisions of the national agreement and appropriate handbooks or manuals. If any member or stewards have any questions on case reconfiguration, please contact the branch.

On July 16<sup>th</sup>, with guidance from the Centers for Disease Control and Prevention (CDC), the Postal Service revised its face covering policy. Fully vaccinated employees can work without wearing a mask or physically distancing, except where required by federal, state, local, tribal, or territorial laws, rules, and regulations, including

local business workplace guidance are in force. Employees who are not fully vaccinated are still required to wear a face covering in any situation in which they cannot achieve or maintain a social distance of 6 feet from those around them. However, this policy had no mechanism to police those that are vaccinated from those that are not, and questions arose. Thus, on July 27<sup>th</sup>, the Postal Service again revised its policy to state, "Supporting verification of COVID-19 vaccination status is not required and will not be requested." Currently, we are operating under the honor system. With the spread of different variants including the Delta, I hope all members are being honest of their status and we all work together to achieve safety in the workplace.

I want to give everyone an update on our property and building. We are currently under contract with an initial acceptance and a back-up acceptance. The building committee discussed multiple times and have accepted a \$374,900 cash offer for the property and building "as is, how is." Current closing is scheduled for August 13<sup>th</sup>. The branch can stay and rent until December 31<sup>st</sup>; however, we are in search of a new home. If you see or know of any property that may be suitable, please contact the branch office.

As a final note, I hope everyone enjoys a wonderful Labor Day this year. This holiday is, after all, a celebration of the American worker. After last year's virtual event, the AFL-CIO will be hosting the Labor Day Picnic at Coney Island again. Unfortunately, with the branch in the process of selling, and declining participation in the last few years, the branch will not be hosting a picnic area and providing food and beverages. All members wishing to attend can still go the day of the event and purchase tickets (see flyer on page 5). As a member of the Cincinnati AFL-CIO Executive Council, I plan to attend. Hope to see you there and happy Labor Day.

Fraternally,  
Ted Thompson



Pat Dougherty  
Vice President

## 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 than management must provide the Form CA-16, Authorization for Examination and/or Treatment and management must provide it 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.org 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 a 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. 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 filed 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

*Continued on page 6*





Taylor Whitt  
Editor

## FROM THE EDITOR

### Hi, I'm Exhausted

Is it just me, or is everyone exhausted? I know I am exhausted, and I'll tell you why. I work over-time daily, and I'm not even on the list. I work most of my off-days, and some Sunday's, too. My office barely has enough people to cover the routes we have, and I am aware that many offices are not nearly as lucky. So, work is grueling, of course, but on top of that I have things to do at home that just seem to keep piling up. Those things will continue to pile up until I can manage to get home at a decent time. Wouldn't you know it, I have a News & Views newsletter to work on, as well. I have friends and family who would like to see me on the few days I get off. And although I have put it off for years, at some point I'm going to have to go to an optometrist, because these peepers are headed down the toilet. But I'm exhausted. I'm spent. I'm down and out. I'm a battery on empty, and in desperate need of a recharge. But these are the hardships of being a letter carrier right now. By contract, I am mandated to work up to but no more than 60 hours a week. I am mandated to give up my days off when my managers deem it necessary. Thanks to my low seniority status, I am usually chosen to work harder and longer shifts than those with higher seniority. Like I said, I am exhausted, and I just wanted to know that I'm not the only one.

So, tell me, how are you doing? How are things going at your office? Would you like to share your experiences? Maybe vent some frustrations? Please, just tell me I'm not the only one struggling here. I would even be glad to hear some encouragement or friendly advice on the topic of work exhaustion. Either way, I would love to hear from you. Send any responses to me at [taylorwhitt777@gmail.com](mailto:taylorwhitt777@gmail.com) by August 28<sup>th</sup> if you would like to be included in next month's issue. Before I go, I just want you to be aware that this is *your* union's News & Views. *Your* opinions and experiences matter. Plus, the more responses I receive the easier my job will be for next month's newsletter, so help a sister out, and shoot me

an email! Until next time.  
Keep on keeping on,  
Taylor Whitt

## *Last Punch Bunch*



Tim Hofmann - Anderson



Becky Dunaway - Batavia

*Join Your Friends of Labor for  
the Annual AFL-CIO*

**PICNIC**



*at*

*Coney Island*

*Labor Day*

*Monday Sept. 6th*

**This year tickets must be purchased on the day of the event.** Upon arrival, please proceed past gate 1 along Penn Avenue leading you to the Z-Lot Parking entrance. Once at this entrance you will be greeted by an attendant from whom you can purchase tickets to the event. Once you have your tickets you will proceed to general parking and enter the event as usual. **Please be patient and kind if you experience a delay while waiting in the “Day Of” ticket sales line.** Everyone there will be doing their best to get you entry as quickly as possible. You will not need to show any membership identification to receive admission.



**General Admission (Ages 8-61) \$12.00**

**Senior Admission (Ages 62+) \$10.00**

**Junior Admission (Ages 2-7) \$8.00**

AFL-CIO Discounted Rates includes: Parking, admission to the 2021 event in Picnic Grove area as well as full admission into Coney Island's Sunlight Water Adventure which consists of Sunlight Pool, paddle boats & miniature golf.

Food & Soft Drink are NOT included this year

Park hours: 10 am - 8 pm

*Vice President cont.*

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 compensa-

tion 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.org. 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 reasons for the denial. It often involves further medical documentation and new medical opinions from your doctor or a specialist.

At our recent state convention in July Doug Lawrence our Regional Workers Compensation Assistant explained to us that it is easier to file a claim for Covid-19 due to the American Rescue Plan Act of 2021 that President Biden signed on March 11, 2021. The passed act makes it much easier for federal workers diagnosed with Covid-19 to establish coverage under the Federal Employees Compensation Act (FECA). To establish a Covid-19 claim, you simply need to establish that you are a "covered employee," meaning that: 1) You were diagnosed with Covid-19. Specifically, within 21 days of your diagnosis of Covid-19, you carried out duties that required contact with patients, members of the public, or co-workers; or include a risk of exposure to the novel coronavirus. What does the change in the law mean? 1) you are only required to establish that your duties included a risk of exposure to Covid-19. 2) If you establish that you are a "covered employee," any diagnosed Covid-19 will be deemed to have been proximately caused by your federal employment. If you were previously diagnosed with Covid-19 you should consider filing a Covid-19 FECA claim now even if you have fully recovered and/or had an asymptomatic infection. You have three (3) years to file a claim from the day of injury (DOI). For a Covid-19 claim fill out the CA-1 and the DOI will be the last day you worked prior to the positive Covid-19 test. Be safe and enjoy the rest of your summer.

In Solidarity,  
Patrick Dougherty



# Did you hear it's Easier to File a FECA Claim for COVID-19 now?

The American Rescue Plan Act of 2021 that President Biden signed on March 11, 2021, makes it **much easier** for federal workers diagnosed with COVID-19 to establish coverage under the Federal Employees' Compensation Act. To establish a COVID-19 claim, you simply need to establish that you are a "covered employee," meaning that:

1. **You were diagnosed with COVID-19.** Specifically, you were diagnosed with COVID-19 while employed in the Federal service at any time during the period of January 27, 2020 to January 27, 2023; and,
2. **Your duties include any risk of exposure.** Specifically, within **21** days of your diagnosis of COVID-19, you carried out duties that—
  - a. required contact with patients, members of the public, or co-workers; or
  - b. included a risk of exposure to the novel coronavirus.



## What Does the Change in the Law Mean?

1. **You are only required to establish that your duties included a risk of exposure to COVID-19.** You do not have to prove you were engaged in high-risk employment; that you were actually exposed to the virus; or that you were exposed to someone who had the virus while performing your duties.
2. **If you establish that you are a "covered employee," any diagnosed COVID-19 will be deemed to have been proximately caused by your Federal employment.** You no longer have to establish a causal link between your employment and your COVID-19 diagnosis.



## What to Do:

You can quickly and easily file a **CA-1** Claim for COVID-19 through the Employees' Compensation Operations and Management Portal (ECOMP). You can access ECOMP at [ecompany.dol.gov](https://ecompany.dol.gov). If you have never used ECOMP, you can [view this instructional video](#) to learn how to register for an ECOMP account, [and this video](#) to learn how to file a COVID-19 claim. If you don't have access to a computer, contact your supervisor.



## Why File Now? What if I Think I Am OK?

If you were previously diagnosed with COVID-19 or even if you believe you just have a mild case of COVID-19, you should consider filing a COVID-19 FECA claim **now** even if you have fully recovered and/or had an asymptomatic infection.

- In the event you develop a consequential injury, impairment or illness later as a result of your COVID-19 diagnosis, timely filing your claim **now** will facilitate the processing of any future claim for any such consequential condition or impairment.
- If you wait until you experience a consequential injury or illness to file your COVID-19 claim, your claim may be subject to time limitation and you will have to establish **both** the initial COVID-19 claim and the consequential condition claim before benefits can begin.





# 2021 Ohio State Convention







# NALC Health Benefit Plan



## NALC Health Benefit Plan

### Customer Service

For eligibility, claim and benefit information

**1-888-636-NALC (6252)**

For additional information visit our website at:

[www.nalc.org/depart/hbp](http://www.nalc.org/depart/hbp)

[www.nalchbp.org](http://www.nalchbp.org)



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### 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**

### July Membership Meeting Raffle Winners

**Split the Pot** - Burt Hughes (\$50.00)

**MDA** - Stacey Stewart, Mike Siemer, Kaitlyn Herder, Jim Metz & Ed Colgate

Peter	Almond
Cynthia	Bidding
Troy	Brock
James	Buchheid
Yvonne	Carter
Celeste	Clooney
Harold	Combs III
Robert	Copenhaver
Frederick	Hafer
Teresa	Iker
Jerome	Janning
Karon	Jansen
John	Karch III
David	Kennedy
Warren	Koenig
Steve	Kruse
Steven	Luttrell
John	Macon
Jeanne	Maxey
Gregory	Mullins
George	Murphy
Dennis	Murphy
Steve	Murray
David	Norris
Gerald	Patton
Roger	Paulinelli
Lloyd	Redmon, Jr.
Patrick	Regan
Janet	Stallkamp
Larry	Stolte
John	Vorholt, Jr.
Gregory	Wagner
Daniel	Warnock
Larry	Weinel
David	Whitley
Sherman	Williamson
Robert	Zimmerman

**August Retiree Birthdays**

**August Gold Carders**

William	Cottrell
Wm.	Hemmerle
Paul	Kolb
Al	Laker
Wm.	Murphy
Ronald	Stacy
Andrew	Zeiser



**Charles N. Haehle**  
**Gordon M. Schnur**

**Motions made at the July Membership Meeting**

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

To pay officers Sue Egbers & Matt Bauer two hours for attending virtual Branch Officer Training. **Carried**

Take up to six people, at the Presidents discretion, to the Ohio Legislative Conference in Washington, DC September 29-30 to include travel expenses, per diem & salary. **Carried**

Take up to two people, at the Presidents discretion, to the Committee of Presidents in St. Petersburg, FL October 24-25 to include travel expenses, per diem, salary & hotel. **Carried**

To pay the bills. **Carried**

To adjourn. **Carried**

**July YOPC Attendees**

- Deborah Bryant
- Ed Colgate
- Liz Darby
- Diana Enwright
- Jerry Giesting
- Art Holt
- Burt Hughes
- Dick Keller
- John Macon
- Jaimee McNulty
- Jim McNulty
- Gerry Mees

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

**Join fellow retirees for lunch**

**1:00 pm - 1st Monday of each month**

**September**  
**13th**

Price Hill Chili  
4920 Glenway Ave  
Cincinnati, OH 45238

Call Burt Hughes  
(513) 807-4143  
Or Greg Stulz  
(859) 380-9512

**Not on Labor Day**



# “Bring your loan HOME”



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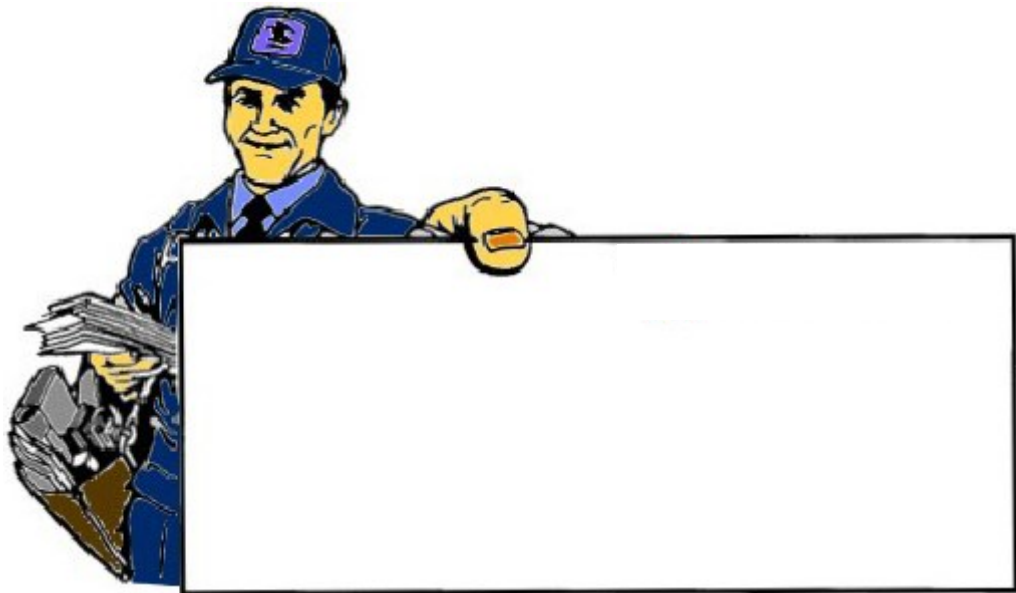
\*Balance must be at least \$10,000 or greater to qualify. For loan balances below \$10,000 only the 90 day deferral will be offered. Member must qualify for the loan under normal underwriting guidelines. Minimum rate floor of this offer is 2.99% APR. Interest will accrue over the 90 day deferral period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

"ADDRESS SERVICE REQUESTED"

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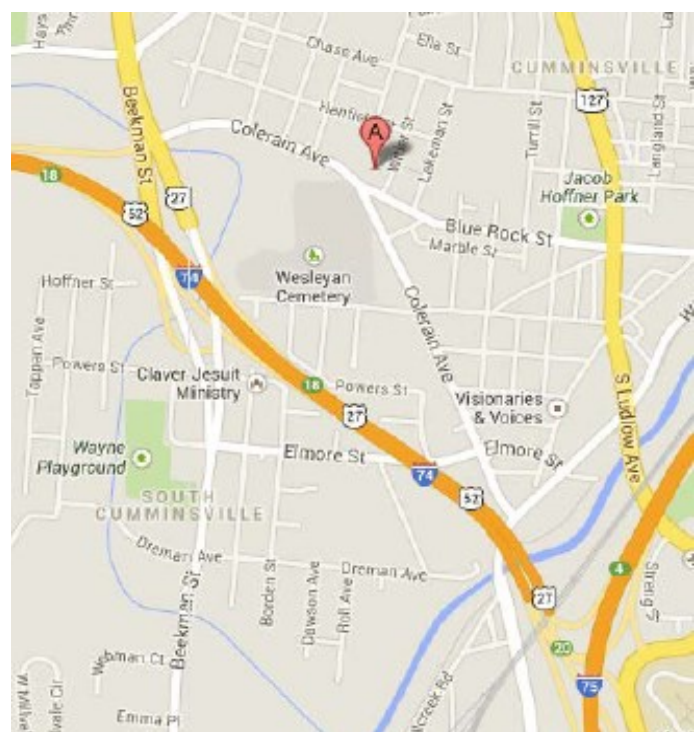
### Upcoming Events

**Officers Meeting** - August 12th, 6:00 PM

**Branch Meeting** - August 12th, 7:30 PM

**July YOPC** - Wednesday, Sept. 1st

**Labor Day Picnic** - Monday, Sept. 6th



Mark Your Calendars

**EVENTS**

