



Since July 25, 1890

December 2020

Queen City Letter Carriers - NALC Branch 43 News & Views

NALC Branch 43 Proudly Serving

Amelia - Batavia - Bethel - Blanchester - Cincinnati - Cleves - Georgetown
Greenfield - Harrison - Hillsboro - Lebanon - Loveland - Mason
Middletown - Milford - Monroe - Morrow - New Richmond - Oxford
Ripley - South Lebanon - Springboro - Wilmington



Ted Thompson
President

From the President's Desk

Regrettably, I must begin my article with addressing the ongoing coronavirus pandemic. Coronavirus continues to decimate our ranks and contributes to historically low staffing levels in some of our offices. Ohio Valley District is a hot spot right now with 447 confirmed positive cases. Nationally, as of November 27th, there are 4,602 confirmed positive cases, 1,681 presumed positive cases, and 12,743 under quarantine. While contributing to current staffing shortages, coronavirus continues to be an obstacle that needs to be addressed moving forward. National Memorandum's addressing coronavirus will expire at the end of the year. Also expiring at the end of the year is the Families First Coronavirus Response Act (FFCRA), which granted us the paid leave if ourself or family member tested positive and guaranteed time off work for those with children whose schools or daycares were closed which many of our members have utilized. The coronavirus pandemic will be debated and addressed both with the NALC and USPS as well as through legislative channels moving forward. In the meantime, I ask all members to do what they can to help quell the spread. Maintain social distancing, wear a mask, wash and sanitize your hands frequently.

The office has received many inquiries into contract negotiations and where we stand. I recently attended a Region 11 teleconference on Sunday to go over the newly released information on a tentative agreement with the Postal Service. From that teleconference, there was still questions and information that was not available at the time. The NALC held back the release of the December

Postal Record to add more information on the tentative agreement and more detailed information will be coming out shortly. National is in the process of setting up a virtual RAP session to discuss the contract, possibly through the members only portal on the national website. As soon as information on the RAP session is available, I will get that out to the stewards and have placed on our website and social media platforms. As for timeline, the last tentative agreement we had with the Postal Service took a little less than three months from the announcement, to the RAP session, to the vote to ratify the contract. I expect this to be similar. This tentative agreement is a 44-month agreement covering September 2019 through May 20, 2023.

For career employees there will be 4 general wage increases in November of each year. 1.1% effective November 23, 2019 (paid retroactively), 1.1% effective November 21, 2020 (paid retroactively), 1.3% effective November 20, 2021, and 1.3% effective November 19, 2022. For CCAs, they will receive the same general wage increases as career employees plus an additional 1 percent on these four dates.

For career employees there will be 7 cost of living adjustments (COLA) based on changes in the Consumer Price Index (CPI-W). The first COLA effective February 29, 2020 is \$166 (paid retroactively), the second COLA effective August 29, 2020 is \$188 (paid retroactively), the third COLA will be effective March, 2021, the fourth COLA will be effective September 2021, the fifth COLA will be effective March 2022, the sixth COLA will be effective September 2022, and the seventh COLA will be effective March 2023. All remaining COLAs amounts will depend on changes to the CPI-W and determined at the time.

In addition to the general wage increases and COLAs, this contract provides for the addition of a new step to

Continued on following page



NEWS & VIEWS

Volume 131, Number 12
Published Monthly by:
Queen City Letter Carriers
NALC Branch 43
4100 Colerain Avenue
Cincinnati, Ohio 45223-2684

www.branch43.org
Phone: 513-542-6400
Fax: 513-542-0043

Board of Officers

President / Editor: Ted Thompson
Vice President: Patrick Dougherty
Financial Secretary: Burt Hughes
Recording Sec: Sue Egbers
Treasurer: Connie Griffith
H.B.R. / M.B.A.: Jim Metz
Sgt.-At-Arms: Mike Mize
Comp. Officer: Tom Roos
Dir. of Retirees: Gerald Giesting
Dir. of Legislative & Political Affairs:
Matthew Bauer
President Emeritus: Gary Gabbard
President Emeritus: Gerald Giesting
President Emeritus: David Kennedy

Trustees:

Denny Doud, Dave Durbin, Diana
Enwright, Skip Grant, Randy Utz
A.F.L.- C.I.O. Delegates:
Exec. Council— Ted Thompson
Brian Bailey, Kevin Hensley,
Lamont Seaborough
& David Utz

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.

tables one and two of our pay scale. The new career step P will be \$444 annually greater than our current to step of step O. Carriers with at least 46 weeks in step O on November 19, 2022 will advance to step P. Those with fewer than 46 weeks on that date will advance to step P upon reaching 46 weeks in step O. For CCAs, effective June 19, 2021 the current step CC hourly pay will be eliminated and the higher CCA step BB will become the new entry step for newly hired CCAs. For PTFs, a new PTF step AA, with a waiting period of 46 weeks to PTF step A, has been created as the starting wage for CCAs converted to career (under conversion memo). That hourly pay of PTF step AA will equal the hourly pay of a full-time regular at step A.

This contract calls for a new 24-month automatic conversion of CCAs to career status. All CCAs, regardless of office size, after reaching 24 months of relative standing will now be automatically converted to career status. For those CCAs converted under this memo, they would be converted to PTF step AA (equal to hourly pay of a full-time step A). Upon conversion to regular, regardless of how long they served as PTF, they will be placed in the full-time step commensurate with their number of weeks served as a PTF and retain their time credit towards the next step increase. Most likely, this automatic conversion will have little to no impact on Cincinnati CCAs. In Cincinnati, most CCAs have been converted around a year of relative standing. However, this memo could have a dramatic impact in our associate offices. We have numerous PTFs in our associate offices that have been converted to career after national level grievances on CCA cap percentages. In one office, without career opportunity, this CCA would have been a career non-career employee. This memo should help our CCAs in associate offices tremendously.

On health insurance, for career

employees, the Postal Service contribution will not change from its current rate of 73% for 2020 and 2021. For 2022 and 2023, the Postal Service share will decline by one percentage point to 72%. For CCAs, their health insurance will not change from its current status for 2020 and 2021. However, becoming effective in plan year 2022, the Postal Service will contribute 75% of the premiums for self only, self plus one or self plus family, regardless of their years of service.

There are other notable provisions included in this tentative agreement worth addressing. There will be a 7.5% increase in uniform allotments through the end of the contract. There will be changes to Article 15 and the Dispute Resolution Process memo. There will be additional issues added to what may be heard during expedited arbitration as well as the addition of allowing expedited awards to be cited for their own enforcement. Article 41 will be updated with the additions calling for the posting of relative standing rosters and defining the language for carriers on a hold down who are converted to career that the member may choose to end that hold down at any time. Article 12 and the transfer memo will be updated putting a timeframe of 14 days for those considering transfer. The no-layoff clauses currently in the contract as well as the prohibition against contracting our city carrier work will be maintained. Another option has been added for city carriers who opt to work their holiday. Article 11 will be modified to allow full-time employees who work their holiday to elect to have their annual leave balance credited with up to eight hours of annual leave in lieu of receiving holiday pay. Other notable MOUs contained in the tentative agreement include an exemption for CCAs converted to career employee with a minimum 90 days of service without a break in service are exempt from the ninety day qualifying period and can now take annual leave during such time. All Managed Service Points Scans (MSPs) on the street will be removed.

Continued on page 8



Pat Dougherty
Vice President

From the Vice President

Article 13 Assignment of Ill or Injured Regular Workforce Employees

We have recently been receiving a lot of phone calls from carriers who have been hurt on the job and from those who have been hurt off the job. These carriers now have medical restrictions that effect their ability to perform their normal duties. The provisions of Article 13 govern voluntary requests for light duty work by employees who are temporarily or permanently incapable of performing their normal duties as a result of illness or injury. The term 'light duty' should not be confused with the term 'limited duty.' The term limited duty is not used in the National Agreement. Rather, the term limited duty was established by 5 Code of Federal Regulations, Part 353—the O.P.M. regulation implementing 5. U.S.C. 8151(b), that portion of the Federal Employees Compensation Act (FECA) pertaining to the resumption of employment following job-related injury or illness. USPS procedures regarding limited duty are found in Section 540 of the Employee and Labor Relations Manual (ELM). Limited duty may be provided for an employee who is temporarily or permanently incapable of performing their normal duties as a result of a job-related compensable illness or injury.

Article 13.2 A. Temporary Reassignment reads any full-time regular or part-time flexible employee recuperating from a serious illness or injury and temporarily unable to perform the assigned duties may voluntarily submit a written request to the installation head for temporary assignment to a light duty or other assignment. The request shall be supported by a medical statement from a licensed physician or by a written statement from a licensed chiropractor stating, when possible, the anticipated duration of the convalescence period. Such employee agrees to submit to a further examination by a physician designated by the installation head, if that official so requests.

Article 13.2 B. Permanent Reassignment reads any ill or injured full-time regular or part-time flexible employee having a minimum of five years of postal service, or any full-time regular or part-time flexible employee who sustained injury on duty, regardless of years of service, while performing the assigned duties can submit a voluntary request for

permanent reassignment to light duty or other assignment to the installation head if the employee is permanently unable to perform all or part of the assigned duties. The request shall be accompanied by a medical certificate from a physician designated by the installation head giving full evidence of the physical condition of the employee, the need for reassignment, and the ability of the employee to perform other duties. A certificate from the employee's personal physician will not be acceptable.

Article 13.2. C reads installation heads shall show the greatest consideration for full-time regular or part-time flexible employees requiring light duty or other assignments, giving each request careful attention, and reassign such employees to the extent possible in the employee's office. When a request is refused, the installation head shall notify the concerned employee in writing, stating the reasons for the inability to reassign the employee.

On Branch43.org website you can go and see the local agreements for the Cincinnati installation along with all 22 associate offices local agreements regarding light duty assignments. In Cincinnati installation local agreement line item 15 states there will be one (1) full-time assignment reserved for light-duty for letter carriers at each station. In the event the full-time assignment is occupied, light-duty will be provided at the next closest office without an occupied light-duty assignment. I will go over bidding while on light or limited duty. A Memorandum of Understanding dated March 16, 1987 (M-00752), governs bidding by letter carriers on light or limited duty. It provides: The following procedures will be used in situations in which a regular letter carrier, as a result of illness or injury, is temporarily unable to work their normal letter carrier assignment, and is working another assignment on light duty or limited duty basis, or is receiving Continuation of Pay (COP) or compensation as a result of being injured on the job, sick leave, or annual leave, or leave without pay (LWOP) in lieu of sick leave. A) A regular letter carrier who is temporarily disabled will be allowed to bid for and be awarded a letter carrier bid assignment in accordance with Article 41, Section 1.C.1, or, where applicable, in accordance with the provisions of a local memorandum of understanding, provided that the letter carrier will be able to assume the position within the six (6) months from the time at which the bid is placed. B) Management may, at the time of submission of the bid or at any time thereafter, request that the letter carrier provide medical certification indicating that the letter carrier will be able to perform the duties of the bid-for the position within six (6) months of the bid. If the letter carrier fails



Matt Bauer
Leg. & Pol.

Before the coronavirus pandemic, the NALC was putting all efforts into the Senate Bill 2965 (USPS Fairness Act). We had just had a huge win passing the equivalent bill in the House just 3 months before the pandemic. This bill would have removed the mandate to pay for future retiree benefits that equates to a \$5 billion price tag each year to the Postal Service. It was going to be a very difficult task at hand especially since Senate Majority Leader Mitch McConnell was against the bill.

Fast forward to the present to now and it is now becoming more and more possible that the Senate will be a 50-50 split between Democrats and Republicans. Currently 48 Democrats and 50 Republicans are expected in the Senate. There are 2 runoff elections in Georgia. These 2 runoffs will be decided on January 5th. If the Senate becomes a 50-50 split, the Vice President would be the deciding vote in a case of a tie. The Democrats in this scenario would be have majority power in the Senate but would not be a Democratic controlled Senate. There will still be a lot of work by all NALC members to get new Postal friendly legislation passed. The pandemic still causes obstacles for us and building rapport with Congress. We are unable to meet face to face and many communications are done by mail and email during this time.

The election this year was different in many ways, but none more than absentee ballots. Nationally, the Postal Service delivered about 610 million pieces of election mail and 4 billion pieces of political mail. 97.9% of ballots were delivered to election officials within 3 days and 99.7% of ballots were delivered with 5 days. This was a 1.6 day average. This was incredible as we had record numbers of ballots delivered by mail this election.

As many know, we have lost a lot of volumes from Amazon as they have increased their own fleets. However, during this busy time, we will see a lot of this volume return as Amazon will not be able to handle the volume by themselves. Walmart and Target are expected to utilize USPS more than ever as well and you may have already noticed an increase in these packages.

Lastly, it is important that everyone give to the Letter Carrier Political Fund (LCPF). We are asking for \$5 a paycheck to go to this fund so that we may find more success in legislative needs for the Postal Service. Our new tentative contract is great,

but many items can be taken away just by Congress passing laws that would require us to lose without any say. The LCPF is our best option in fighting back. If you would like to sign up, please call me at 513-550-6436 or email me at Matt.Bauer@branch43.org.

Matt Bauer
Director of Legislative and Political Affairs



How to Protect Yourself and Others

- Know the symptoms; monitor yourself and co-workers.
- Drink warm, sweetened fluids (no alcohol).
- Dress properly:
 - Layers of loose-fitting, insulating clothes
 - Insulated jacket, gloves, and a hat (waterproof, if necessary)
 - Insulated and waterproof boots

What to Do When a Worker Suffers from Cold Stress

For Hypothermia:

- Call 911 immediately in an emergency.
- To prevent further heat loss:
 - Move the worker to a warm place.
 - Change to dry clothes.
 - Cover the body (including the head and neck) with blankets, and with something to block the cold (e.g., tarp, garbage bag). Do **not** cover the face.
- If medical help is more than 30 minutes away:
 - Give warm, sweetened drinks if alert (no alcohol).
 - Apply heat packs to the armpits, sides of chest, neck, and groin. Call 911 for additional rewarming instructions.

For Frostbite:

- Follow the recommendations "For Hypothermia".
- Do not rub the frostbitten area.
- Avoid walking on frostbitten feet.
- Do not apply snow/water. Do not break blisters.
- Loosely cover and protect the area from contact.
- Do not try to rewarm the area unless directed by medical personnel.

For Trench (Immersion) Foot:

- Remove wet shoes/socks; air dry (in warm area); keep affected feet elevated and avoid walking. Get medical attention.

For more information:



U.S. Department of Labor
www.osha.gov (800) 321-OSHA (6742)



NALC, USPS reach tentative National Agreement

Nolan interest arbitration proceeding suspended pending ratification vote

The National Association of Letter Carriers and the U.S. Postal Service have reached tentative agreement on a new 44-month national labor agreement, covering approximately 205,000 active city letter carriers across the United States. The agreement emerged after several months of continuous bargaining sessions, even as the parties pursued a resolution through an interest arbitration conducted via video link with a three-member panel chaired by Arbitrator Dennis Nolan. The Nolan proceeding has been suspended pending the results of a membership ratification vote.

The tentative agreement provides four annual general wage increases and seven cost-of-living adjustments (COLAs). In addition, effective Nov. 19, 2022, a new top step (Step P) will be added to the career letter carrier pay scales, which will be \$444 annually greater than Step O. The agreement also provides for the automatic conversion of city carrier assistants (CCAs) to career status no later than after 24 months of relative standing, providing full fringe benefits and peace of mind to non-career carriers. It also maintains existing protections against subcontracting and layoffs.

NALC President Fredric Rolando issued the following statement after the NALC Executive Council unanimously recommended approval of the tentative settlement:

"I'd like to thank all the officers and staff—as well as our counterparts in postal management—who worked so hard to reach this tentative National Agreement. As I have reported repeatedly over the past several months, NALC followed a dual-track approach to achieve a new contract with both ongoing negotiations and the presentation of the best possible case for our proposals in interest arbitration. That we have done. I am proud of the case and the evidence we amassed in the interest arbitration proceeding up to this point, but I am even more pleased that letter carriers will get to decide whether or not to accept this tentative agreement in a ratification vote, following the procedure outlined in the *NALC Constitution*. The Executive Council unanimously recommends ratification of this contract."

The major features of the contract are summarized below. Full details about the tentative agreement, along with projected pay charts, other contractual changes, and information about new and amended memorandums of understanding (MOUs), will be presented in the December issue of *The Postal Record*. They will also be distributed through the union's electronic platforms in the days to come.

In view of the ongoing COVID-19 pandemic, we are still discussing how to conduct a virtual rap session on the new contract and the mechanics for safely convening a ballot committee to oversee a contract ratification vote in compliance with the *NALC Constitution*. We will use all of our communication channels in the days and weeks ahead to inform the membership as we work out the details.

NATIONAL ASSOCIATION OF LETTER CARRIERS HIGHLIGHTS OF TENTATIVE AGREEMENT WITH THE U.S. POSTAL SERVICE

2019-2023 NATIONAL AGREEMENT

Contract term

The 2019 National Agreement will last 44 months, covering the period Sept. 20, 2019, to May 20, 2023.

General wage increases

All letter carriers, career and non-career alike, will receive four wage increases under Article 9 as follows:

- 1.1 percent effective Nov. 23, 2019, paid retroactively.
- 1.1 percent effective Nov. 21, 2020, paid retroactively.
- 1.3 percent effective Nov. 20, 2021.
- 1.3 percent effective Nov. 19, 2022.

CCAs will receive additional wage increases of 1 percent on these four dates for a total of: 2.1 percent on Nov. 23, 2019 (paid retroactively); 2.1 percent on Nov. 21, 2020 (paid retroactively); 2.3 percent on Nov. 20, 2021; and 2.3 percent on Nov. 19, 2022. These additional 1 percent increases will be paid in lieu of COLAs for CCAs.

Cost-of-living adjustments for career letter carriers

All career letter carriers will receive seven COLAs based on changes in the Consumer Price Index (CPI-W) using the existing COLA formula and the July 2019 CPI-W as the base month. The first two will be paid retroactively:

- The first COLA will be \$166 annually effective Feb. 29, 2020, paid retroactively.
- The second COLA will be \$188 annually effective Aug. 29, 2020, paid retroactively.

The remaining five will be paid in the future as follows:

- The third COLA will be effective March 2021.
- The fourth COLA will be effective September 2021.
- The fifth COLA will be effective March 2022.
- The sixth COLA will be effective September 2022.
- The seventh COLA will be effective March 2023.

The COLAs will be applied to the two pay tables for career city carriers in the same manner used in the 2016 National Agreement.

Wage schedule changes

The contract provides for the addition of a new top step to Tables One and Two on Nov. 19, 2022. The new career Step P will be \$444 annually greater than Step O. Carriers with at least 46 weeks in Step O on Nov. 19, 2022, will advance to Step P. Those with fewer than 46 weeks will advance to Step P upon reaching 46 weeks in Step O.

Effective June 19, 2021, the CCA Step CC hourly pay rate (currently \$17.29) will be eliminated, and CCA Step BB and its higher pay rate (currently \$17.79) will become the new entry step for newly hired CCAs.

A new PTF Step AA, with a waiting period of 46 weeks to PTF Step A, has been created as the starting wage for CCAs converted to career under the new 24-month automatic conversion. The hourly pay of PTF Step AA will equal the hourly pay of Full-time Regular Step A.

New 24-month automatic conversion of CCAs to career status

While the Postal Service will maintain additional CCAs afforded to it under the Sunday package formula mutually agreed to during the previous contract, all CCAs in every size office who would have otherwise continued as non-career employees after 24 months of relative standing will now be automatically converted to career status. Those CCAs who have reached 24 months of relative standing without being converted to career will be converted to part-time flexibles and placed in a new PTF Step AA in Table Two. The Step AA hourly rate will equal the Full-time Step A hourly rate, and the waiting period in PTF Step AA to PTF Step A will be 46 weeks. Upon conversion to full time, regardless of the PTF step they are currently in, PTFs will be placed in the full-time step commensurate with their number of weeks as a PTF, and retain their time credit toward the next step.

Recently retired letter carriers

Letter carriers who have retired over the last several months will receive applicable retroactive general wage increases and COLAs. The Office of Personnel Management will also make any annuity adjustments made necessary by the retroactive increases.

Health insurance

In 2020 and 2021, there is no reduction in the Postal Service's share of premium costs for career letter carriers' health insurance (73 percent of the weighted average Federal Employees Health Benefits [FEHB] Program plan premium, capped at 76 percent of any given plan's premium). The Postal Service's share will decline by a percentage point to 72 percent in 2022 and 2023, and will be capped at 75 percent of any given plan's premium. The biweekly impact of this Article 21 change will depend on which plans carriers enroll in, but will, in any case, represent a small fraction of the biweekly pay increases provided by Article 9 of the tentative agreement.

On health insurance for CCAs, the tentative contract maintains the Postal Service's biweekly contribution of \$125 toward self-only coverage in the USPS Non-career Health Plan for Plan Years 2020 and 2021. For CCAs who wish to select self-plus-one or self-and-family coverage under the USPS plan, the first-year contribution by USPS will be 65 percent in Plan Years 2020 and 2021, rising to 75 percent in their second year of service. However, effective in Plan Year 2022, the Postal Service will contribute 75 percent of the premiums for self only, self plus one or self plus family, regardless of the year of employment.

Uniform allowance

Increase in uniform allowance on May 21, 2021, to \$487 (5 percent increase from current rate) and on May 21, 2022, to \$499 (another 2.5 percent increase). Additional allowance credits for newly eligible employees have been increased by the same percentages.

Job security protections for letter carriers

The no-layoff clause that protects letter carriers after six years of service as career employees is retained in the tentative agreement, as well as the prohibitions against contracting out city carrier work.

Another option for full-time letter carriers who work their holiday

Article 11, Sections 3 and 4 have been modified to now allow full-time employees who work their holiday to elect to have their annual leave balance credited with up to eight hours of annual leave in lieu of receiving holiday pay.

Other notable MOUs

The new contract updated, revised and combined several MOUs, continued dozens of others, and added several new MOUs on a variety of topics. Among the most notable new MOUs are:

MOU Re: Qualifying period—exception for City Carrier Assistants—CCAs with a minimum of 90 days of service prior to conversion to career status without a break in service are exempt from the Ninety-Day Qualifying Period in *ELM* 512.313. Previously, all newly converted employees, regardless of time in service, were required to complete 90 days of employment as a career employee prior to being allowed to take annual leave.

MOU Re: Managed Service Point Scans—No later than 60 days from the ratification date of the 2019 collective-bargaining agreement, Managed Service Points (MSPs) will be removed from the street delivery portions of city letter carrier routes.

MOU Re: City Delivery and Workplace Improvement Task Force—This renamed MOU modifies the MOU Re: City Delivery Task Force and expands the role of the task force for the purposes of jointly seeking methods to improve the cultural and operational environment in city delivery offices.

MOU Re: City Carrier Uniform Task Force—Establishes a national-level task force to improve the efficiency and accessibility of the uniform program and to improving the overall quality of available uniform items in a cost-effective manner. The task force will also explore ways to incorporate improved materials and uniform designs into the uniform program while continuing to supply city carriers with sufficient uniform items.

Finally, of special interest to NALC branch leaders, the contract set the dates for local MOU negotiations:

MOU Re: Local Implementation—The local implementation period will be April 29, 2021, to May 28, 2021.

Look for updates on the NALC Member App and visit nalc.org for further information on the new contract and the ratification process. A more detailed summary of the contract will be provided in the December issue of *The Postal Record*.

National Association of Letter Carriers

100 Indiana Ave. NW
Washington, DC 20001-2144
202-393-4695 | www.nalc.org

Fredric V. Rolando, President

EDITORIAL STAFF:

Philip Sims, Director of Communications and Public Relations
Mike Shea, Designer/Web Editor
Paul Pridgen, Senior Editor
Heather Wagner, Writers/Editor
Clark Pridgen, Editorial Assistant

NALC Bulletin is published semi-monthly by the National Association of Letter Carriers. Postage paid at Washington, DC, and at additional mailing offices.
Copyright © 2020. All rights reserved. Printed using 100% recycled paper.
POSTMASTER: Send address changes to Membership Department, NALC, 100 Indiana Ave., NW, Washington, DC 20004-3744.

CHANGE OF ADDRESS? Contact the Membership Department.

© 2020 by the National Association of Letter Carriers.
Copyright © 2020. All rights reserved. Printed using 100% recycled paper.

Follow us on Facebook, Twitter, Instagram and YouTube by going to NALC.org.



STEWARD'S CORNER



Denny Doud
NALC DRT Rep

Delivering in the Dark

As we move past fall daylight hours are getting shorter and time has changed, you may find yourself delivering in the dark. Here are a few simple reminders regarding delivering in the dark.

Delivering mail in the dark is never easy. So, you may ask, is it safe to deliver mail in the dark? It depends on you and your route. Darkness in and of itself is not unsafe. However, cutting across the grass could be unsafe, not being able to see the steps when walking up and down them is unsafe, delivering in a bad area is unsafe, and not being able to see the dogs is unsafe. Delivering may take even longer because you are carrying mail in the dark. You may also be delivering on a route that you are not familiar with in the dark and this could cause you to deliver longer than expected.

The number one priority you have is being safe. This consist of you delivering your mail and returning safely, completing your day and returning safely to your family. Nothing else is of higher importance no matter what anyone says or orders you to do. If you find yourself in a situation from such orders which puts your safety at risk or in jeopardy, you have the right and obligation to refuse. There are several things you can do to keep safe while delivering when it is dark. However, remember darkness in itself is not a reason to refuse an order.

First and foremost, if you bring any mail back you must fill out a PS Form 1571 and have it signed by management and request a copy of it for your records. Also, if you bring the mail back there will be an incredibly good chance you will find yourself being interviewed and possibly issued discipline. If you find yourself being interviewed remember to ask for a steward to be present during such interview. If the outcome is discipline being issued, then this can and should be grieved but at least you will be safe and alive to grieve it. For the regular carriers look out for the new CCA carriers and pass this advice on to them. Many of them do not start as early as the regulars and are not afforded the opportunity of a service talk in the mornings or to hear the stories shared amongst the carriers in the morning from the day prior. If you have any questions regarding delivering in the dark see your Steward or contact the union office.

Remember to be safe out there every day all

day so you can return to your family at the end of the day.

In Solidarity,
Denny Doud
NALC DRT Representative



Protecting Workers from Cold Stress

Cold temperatures and increased wind speed (wind chill) cause heat to leave the body more quickly, putting workers at risk of cold stress. Anyone working in the cold may be at risk, e.g., workers in freezers, outdoor agriculture and construction.

Common Types of Cold Stress

Hypothermia

- Normal body temperature (98.6°F) drops to 95°F or less.
- **Mild Symptoms:** alert but shivering.
- **Moderate to Severe Symptoms:** shivering stops; confusion; slurred speech; heart rate/breathing slow; loss of consciousness; death.

Frostbite

- Body tissues freeze, e.g., hands and feet. Can occur at temperatures above freezing, due to wind chill. May result in amputation.
- **Symptoms:** numbness, reddened skin develops gray/white patches, feels firm/hard, and may blister.

Trench Foot (also known as Immersion Foot)

- Non-freezing injury to the foot, caused by lengthy exposure to wet and cold environment. Can occur at air temperature as high as 60°F, if feet are constantly wet.
- **Symptoms:** redness, swelling, numbness, and blisters.

Risk Factors

- Dressing improperly, wet clothing/skin, and exhaustion.

For Prevention, Your Employer Should:

- Train you on cold stress hazards and prevention.
- Provide engineering controls, e.g., radiant heaters.
- Gradually introduce workers to the cold; monitor workers; schedule breaks in warm areas.

For more information:



U.S. Department of Labor
www.osha.gov (800) 321-OSHA (6742)

2021 Pay Period Chart				
Pay Period	Begins	Ends	Pay Date	Holidays
1	12/19	1/1	1/8	12/25-1/1 (Wed)
2	1/2	1/15	1/22	
3	1/16	1/29	2/5	1/18 (Mon)
4	1/30	2/12	2/19	
5	2/13	2/26	3/5	2/15 (Mon)
6	2/27	3/12	3/19	
7	3/13	3/26	4/2	
8	3/27	4/9	4/16	
9	4/10	4/23	4/30	
10	4/24	5/7	5/14	
11	5/8	5/21	5/28	
12	5/22	6/4	6/11	5/31 (Mon)
13	6/5	6/18	6/25	
14	6/19	7/2	7/9	
15	7/3	7/16	7/23	7/5 (Mon)
16	7/17	7/30	8/6	
17	7/31	8/13	8/20	
18	8/14	8/27	9/3	
19	8/28	9/10	9/17	9/6 (Mon)
20	9/11	9/24	10/1	
21	9/25	10/8	10/15	
22	10/9	10/22	10/29	10/11 (Mon)
23	10/23	11/5	11/12	
24	11/6	11/19	11/26	11/11 (Thur)
25	11/20	12/3	12/10	11/25 (Thur)
26	12/4	12/17	12/24	
1	12/18	12/31	1/7/20	12/25 (Sat)
2021 Leave Year				
	Begins: PP 02-2021 (Jan 2, 2021)			
	Ends: PP 01-2022 (Dec 31, 2021)			

Vice President cont.

to provide such certification, the bid shall be disallowed, and, if the assignment was awarded, it shall be posted for bidding. Under such circumstances, the letter carrier shall not be permitted to rebid the next posting of that assignment. C) If at the end of the six (6) month period, the letter carrier is still unable to perform the duties of the bid-for position, management may request that the letter carrier provide new medical certification indicating that the letter carrier will be able to perform the duties of the bid-for position within the second six (6) months after the bid. If the carrier fails to provide such new certification, the bid shall be disallowed, and the assignment shall be posted for bidding. Under such circumstances, the carrier shall not be permitted to re-bid the next posting of that assignment. D) If at the end of one (1) year from the placement of the bid the carrier has not been able to perform the duties of the bid-for position, the letter carrier must relinquish the assignment, and shall not be permitted to re-bid the next posting of that assignment. E) It is still incumbent upon the carrier to follow procedures in Article 4.1.B.1 to request notices to be sent to a specific location when absent. All other provisions relevant to the bidding process will also apply. Letter carriers who bid to a higher level assignment pursuant to the procedures described in the preamble and part 1 bidding, above, will not receive higher level pay until they are physically able to, and actually perform work in the bid-for higher level position. If an employee who has accepted, and is working, a light or limited duty assignment subsequently bids and is awarded a new bid position pursuant to this memorandum, there is no contractual requirement to adjust the light or limited duty assignment as a result of the newly awarded bid position. If, however, management determines that a new limited duty assignment is in order, the new assignment must comply with the ELM Section 546.142 relative to the newly awarded bid position.

I want to personally thank every one of you for the hard work and effort you displayed during the many difficult obstacles (Covid-19 pandemic, presidential election year, etc.) that we faced as an organization in 2020. I wish everyone of you and your family's a very Merry Christmas and a safe and prosperous New Year!!

In Solidarity,
Pat Dougherty

2021 Carrier Bid Schedule				
	opens	1/8/2021	1/22/2021	closes
		3/5/2021	3/19/2021	
		4/2/2021	4/16/2021	
		5/21/2021	6/4/2021	
		7/2/2021	7/16/2021	
		8/27/2021	9/10/2021	
		10/1/2021	10/15/2021	
		11/26/2021	12/10/2021	

President cont.

There will be task forces created on carrier uniforms as well as the creation of a city delivery and workplace improvement task force.

This tentative agreement calls for a local implementation period of April 29, 2021 through May 28, 2021. Branch 43 has 23 local agreements from the offices we represent. It is very difficult to discuss, alter, impasse and appeal issues or items in local agreements within a 30-day window. I have begun the process of creating a local agreement committee to help with this process. If any branch member has items or issues you would like discussed during local implementation, please contact your steward or the branch office to discuss.

In other news, the branch has received notification that we have 12 zones covering 11 different branch offices that have been scheduled for spring route inspections. This has already begun to impact branch members during choice vacation selection. While I am not certain this inspection list will be maintained, I do want to immediately address any concerns with vacation selection. If your office is on the list for spring inspections (beginning first week of February and ending last week of May) and you are having issues with management improperly blocking out weeks, please contact the branch office.

With the holidays coming up, I wanted to update that we will continue accepting financial donations for the Cincinnati Children's Hospital for their drive this year. In past years we collected toys and delivered to the hospital. This year, due to the pandemic, the hospital changed the way donations would be accepted and the branch opted to collect funds. I want to thank all the members and those collecting for this. I also want to take the opportunity to thank all you hard working men and women. Staffing has been terrible, coronavirus has impacted our ranks, and you have just gone through a strenuous elections season with the mail and are dealing with increased workloads due to the season. Adding to long hours worked, it is now dark early, and the cold weather has arrived. I personally want to thank you for your hard work and tremendous work ethic you continue to exhibit each and every single day. From my family to yours, I wish you all a happy and healthy Christmas and a great new year!

Fraternally,
Ted Thompson

Last Punch Bunch



David Benter- Milford

Motions made at the November Membership Meeting

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

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

To amend the motion of the October membership meeting from to paying eligible delegates that attended the Cincinnati convention in 2019 to all delegates that attended the state convention in Cincinnati in 2019 shall receive their share of the state delegates fund. **Carried**

To accept the 60 names as read at the meeting as delegates for the 2021 state and 2022 national conventions. **Carried**

To adjourn. **Carried**

Sammarco Law Firm LLC

**SAMMARCO
LAW**

Workers Compensation,
Wrongful Termination
& Personal Injury

Protecting Your Rights



15 East 8th Street
Cincinnati, Ohio 45202

(513) 763-7700

Fax (513) 763-7704

On Your Side!

www.SammarcoLegal.com

AJS@SammarcoLegal.com



Roy Tailors Uniform Co.

1905 Dalton Avenue
Cincinnati, Ohio 45214

(513) 621-4787

Serving **YOU** Since 1958

Union Made with Pride

"Service is the Key to Our Success"

Hamilton County Representative

Retired Member of Branch 43

Pat Mulvaney (513) 284-1504

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

**No raffles were held at the
November membership meeting**

**Raffles will continue at the December
Membership Meeting**

Grant	Address
Donald	Balsley Sr.
William	Butler Jr.
Stanley	Capal
Daniel	Case
Patricia	Castner
Donald	Chapel Sr.
Elizabeth	Clegg
Sandra	Copenhaver
Thomas	Crowley
John	Dinsmore
Rhonda	Doughman
Gregory	Ervin
Manville	Flugum
Robert	Ford
Gary	Griffis
James	Hackney
Danny	Hall
Ronald	Harrison
Martin	Hasenzahl
Timothy	Huesman
Kris	Motley
Charles	Nelson
Don	Nichols
William	Roberts
Joseph	Saylor
Frank	Schreiber
William	Sullivan
Robert	Tierney
Jackie	Tisdale
Daniel	Zeiser

December Retiree Birthdays

**November YOPC
Attendees**

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

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



**December Gold
Carders**

- | | |
|---------|------------|
| Donald | Clay |
| Donald | Duderstadt |
| Roger | Frey |
| James | Gerke |
| Milton | Keifer Jr. |
| Euie | Moreland |
| Patrick | Moyer |
| Carl | Rooks |
| Gary | Volz |



Paul R. Vearil

**Join fellow retirees
for lunch**

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

December 7th

**Long Necks
1009 Town Dr.
Wilder, KY 41076**

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

**NALC Health Benefit
Plan**

Customer Service

For eligibility, claim and benefit information

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

For additional information please visit our website

“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



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

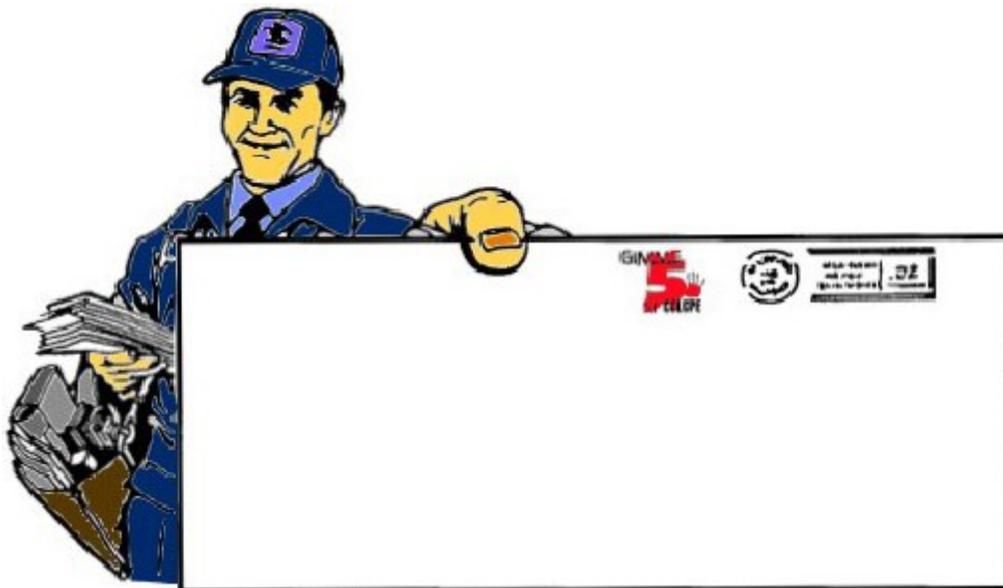
*Balance must be at least \$10,000 or greater to qualify. For loan balances below \$10,000 only the 90 day deferral will be offered. Member must qualify for the loan under normal underwriting guidelines. Minimum rate floor of this offer is 2.99% APR. Interest will accrue over the 90 day deferral period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

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



Upcoming Events

Officers Meeting - Dec. 10th, 6:00 PM

Branch Meeting - Dec. 10th, 7:30 PM

Christmas Holiday - Friday, Dec. 25th

New Year Holiday - Friday, Jan. 1st

January YOPC - Wednesday, Jan. 6th

