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December 2021

Queen City Letter Carriers - NALC Branch 43 News & Views

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Ted Thompson
President

From the President's Desk

Tis the season for.... Parcels. The Postal Service recently decoupled all Sunday delivery hubs and have parcels being delivered directly from individual units. While this will temporarily relieve the issue of carriers being mandated to work only to find they will not be delivering parcels from their perspective office, parcel volume is expected to increase and mandated overtime to continue. The Postal Service is currently leasing or utilizing secured buildings for parcels. In these areas, parcels from which are usually sent to the delivery unit will be redirected to these facilities and letter carriers will be used at these locations to deliver the parcels. The Postal Service is also utilizing a pilot test for Sunday delivery in which one carrier is used to load multiple vehicles (similar to UPS). Lebanon is the only Branch 43 office selected under this pilot program currently. However, no matter how many pilot programs or buildings we lease, without letter carriers to deliver the parcels (and mail) the Postal Service and its employees will continue to struggle with a massive workforce shortage. In another attempt to address staffing, the NALC and USPS agreed to a Memorandum of Understanding (MOU) on the temporary detail of letter carriers to other installations (M-01968).

Under this memorandum, the parties recognize that staffing issues may be temporarily addressed by the voluntary detail of city letter carriers to different installations while long-term solutions are being developed or implemented. To facilitate such temporary staffing solutions, the parties agreed under this MOU to establish a process to temporarily detail city letter carriers to other in-

stallations. While Cincinnati has been submitted to the Ohio 2 District Manager, ultimately the Postal Service will determine the number of carriers, location and duration of detail needed (currently looking like a few weeks). After that, the parties at the headquarters level will review those that volunteer for a detail and jointly select the city carriers to be detailed. Full-time, part-time flexible, and CCAs are eligible to volunteer.

Of those that volunteer, and are accepted, they will be compensated for travel, lodging, meals, etc. consistent with Handbook F-15 (Travel and Relocation) and any relevant provisions of the Employee and Labor Relations Manual (ELM). Seniority in the carrier's home installation continues to accrue throughout the detail. Carriers may be required to work up to the daily and weekly contractual hour limits for the duration of the detail. Detailed carriers will not be considered for overtime equitability or in the daily administration of overtime. Detailed carriers will not be eligible for out-of-schedule pay due to schedule changes from the home installation to the gaining installation. Detailed carriers are not eligible to exercise preference for opts, hold-down assignments or temporarily vacant higher-level assignments. Detailed carriers will be represented by the branch of jurisdiction where the employee is working at the time of the event(s) that cause a possible grievance. Detailed carriers will not affect any complement or formula for leave that may exist. With exception of cases of emergency, requests for annual leave will be handled by the installation head.

Under this memo, consideration will be given to the potential impact on staffing in the losing installations. This is where the most potential for issues may occur. There is the old saying of you can't rob Peter to pay Paul, but any help will, well, help. So, this MOU then becomes an issue of if we can get carriers to

Continued on following page



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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

Printed in House

President cont.

volunteer to come to Cincinnati, and if so, if the losing installations will be truthful of their staffing and let these carriers come. Ultimately, we just need volunteers for the time being so if you know of carriers outside the city or in other areas of the country, encourage them to volunteer!

Another national MOU (M-01967) recently added was the end result of the Postal Service challenging in District Court a regional arbitration award. The Postal Service moved to vacate a regional arbitration award. The NALC then moved to confirm the award. The Postal Service challenged that a regional arbitrator exceeded their authority when issuing a punitive award. The Postal Service argued this under two different premises. First, they argued that as an independent establishment of the federal government the doctrine of "sovereign immunity" protects the Postal Service from punitive remedies or liabilities and limits liability to strictly the loss of the claim, nothing more. Second, they argued that punitive remedies are outside the authority of an arbitrator.

On July 26, 2021, a Federal District Court in Washington, DC held that (1) the legal doctrine of "sovereign immunity" does NOT shield the USPS from punitive remedies in arbitration awards, and (2) arbitrators do NOT exceed their authority under the National Agreement when issuing punitive remedies against the Postal Service (USPS vs NALC, Case No. 19-3685). This is a recent decision that, as of this writing, has not been appealed. This decision is, however, extremely important for letter carriers. This decision will now accompany every grievance file from which the union seeks more than a simple make whole remedy. The Postal Service, as stands, should not have any ground in regional arbitration when making the argument that the remedy requested by the union exceeds arbitral authority as a result of this decision.

The Postal Service has report-

ed its financial results for fiscal year 2021 (October 1, 2020, through September 30, 2021). Operating revenue was \$77 billion, an increase of 5.3% from the previous year. Shipping and package revenue increased 12.2% while marketing mail revenue increased 4.9%. First-class mail revenue decreased by 2.1%. Total volume was 128.9 billion pieces. Operating expenses for the year were \$81.8 billion, which was down 0.4% compared to the year prior. On a generally accepted U.S. accounting principles basis, the Postal Service had a net loss of \$4.9 billion for fiscal year 2021, compared with a net loss of \$9.2 billion for the previous fiscal year. NALC president Fred Rolando responded to the USPS financial report when stating, "The postal revenue increase for Fiscal Year 2021 over Fiscal Year 2020 makes two things clear. The first is how much the American people and their businesses rely on the Postal Service. During the pandemic, letter carriers have helped tens of millions of Americans shelter safely at home, while also helping them vote safely from home – and providing a sense of normalcy through the worst months. Secondly, even with the demonstrated strength of the postal business model, USPS reported a net loss, which drives home the need for postal reform to address the artificial red ink caused by the 2006 congressional mandate that the USPS, alone among all U.S. companies and agencies, pre-fund future retiree health benefits." Legislation to address this (USPS Fairness Act) is close to coming to the floor of the U.S. House of Representatives. Once any infrastructure or reconciliation issues are addressed in Congress, one of the next priorities for Congress is postal reform. While the NALC feels confident to have the votes to pass postal reform which would abolish the pre-funding mandate in both the House of Representatives and the Senate, information on possible votes will be shared with the membership as soon as possible so that all

Continued on page 6



Pat Dougherty
Vice President

From the Vice President

PS Form 1571 Undelivered Mail Report

Do you know what a PS Form 1571 is? Along with a multitude of other United States Postal Forms, you may not regularly use a PS Form 1571, but you likely should. The PS Form 1571 is the “Undelivered Mail Report.” What does that mean to a letter carrier? The rest of this article will inform you when, how, and why to use the PS Form 1571, as well as a few other important pieces of information about our reporting requirements as letter carriers.

There are a few times when the PS Form 1571 should be completed. 1) Any time a member of management instructs you to curtail mail at your case. 2) Any time you are instructed to bring back mail or are unable to deliver all the mail assigned to you within your work hour limitations/scheduled return time. First, you should request the PS Form 1571 from your supervisor. If there are not any forms where your station has forms, request your supervisor to print one out on the computer. If you are instructed to curtail mail management is required to provide the carrier the PS Form 1571. If a carrier needs to bring back mail from the street because they are an 8-hour carrier, medical restrictions, or instructed to return by management at a particular time, it is our duty as letter carriers to inform management we must bring back mail and upon return to station request the PS Form 1571 from the closing supervisor.

Sections 131.44, 131.45, and 131.46 of the M-41 Handbook describe what we are supposed to do as follows:

131.44 Report on Form 1571 all mail undelivered – including all mail distributed to the route but not cased and taken out for delivery. Estimate the number of pieces of mail.

131.45 Do not curtail or eliminate any scheduled delivery or collection trip unless authorized by a manager, in which case you must record all facts on Form 1571.

131.46 Before you leave office, enter on Form 1571 the mail curtailed; when you return, add any mail which was not delivered, and which was returned to the office.

Section 111.2(j) of the M-39 Handbook describes what the supervisor is supposed to do as follows:

“Issue Form 1571 when the carrier is instructed to

curtail mail, indicating action thereon. Upon request a duplicate of the completed form will be provided to the carrier.”

The supervisor must sign the form. Without a signature from a supervisor, the form is not valid or complete. The form should also indicate the action taken, whether it will be cased in the PM or held until the next day for casing and delivery. Remember to request a copy for your records and your protection.

The union has seen at the local and regional level more carriers being disciplined for “Delaying Mail” or other such charges. The easiest way to avoid a situation like this is to request and complete a PS Form 1571. This is a simple way to avoid facing discipline or even potential removal by simply filling out this form. It is our responsibility as letter carriers to communicate with management if we cannot complete delivery of all assigned mail. In addition to potentially receiving discipline for “Delay of Mail,” we could even face charges brought under the United States Code by the Office of Inspector General. Delaying mail is a federal offense punishable by fines or even potentially jail time. 18 United States Code 1703, states the following:

“(a) Whoever, being a Postal Service officer or employee, unlawfully secretes, destroys, detains, delays, or opens any letter, postal card, package, bag, or mail entrusted to him or which shall come into his possession, and which was intended to be conveyed by mail, or carried or delivered by any carrier or other employee of the Postal Service, or forwarded through or delivered from any post office or station thereof established by authority of the Postmaster General or the Postal Service, shall be fined under this title or imprisoned not more than five years, or both.”

Remember, if for whatever reason you are instructed to curtail mail or “manage your mail” or need to bring back mail because you cannot finish all your deliveries, ensure you request a PS Form 1571, complete the form, ensure a supervisor signs the form, and request a copy of the form for your records. Protect yourself!

Steward elections were just conducted in several city and associate offices for the term years of 2022 and 2023. By the time you get the News and Views, we will know who the stewards are going to be for the next two years. For all the new and returning stewards I would like to thank you for stepping up and representing your fellow members in your stations. For all the members out there, I would ask that you give your full support to your shop steward. They have the most difficult and the most important



Matt Bauer
Leg. & Pol.

Director of Legislative and Political Affairs

President Joe Biden announced two new nominees to the U.S. Postal Service's Board of Governors and will not re-nominate current board member Ron Bloom (Democrat). This will remove key allies of Postmaster General Louis DeJoy. Biden nominated Daniel Tangherlini and Derek Kan to the board to replace Bloom and Republican member John Barger. Both Barger and Bloom's terms end in December (8th and 22nd).

Biden's decision to not re-nominate Bloom comes after multiple Democratic senators said they would oppose any effort to keep Bloom. After the recent nomination many are reporting that it could be likely that DeJoy could be fired now as Postmaster General. Bloom had been criticized for his vocal support of DeJoy and also raised some ethical concerns after reports that DeJoy had bought \$300,000 in bonds from Bloom's investment firm.

The USPS board had already renamed Bloom as chair during the last meeting earlier this month which some of Biden's appointed members had opposed, claiming it was premature since Bloom's term recently expired.

The new nominee, Tangherlini (Democrat), previously served as the administrator of the General Services Administration (GSA). The GSA was established in 1949 and was created to take on the federal government's administrative work. Today, the agency provides a wide range of support to manage federal real estate, federal procurement and government wide regulations. Tangherlini worked for GSA for nearly 3 years.

Derek Kan (Republican) is an executive at ecommerce startup Deliverr who previously held roles at Lyft, Amtrak and as deputy director of the Office of Management and Budget (OMB). He had held the deputy director at OMB from July 2020 – December 2020.

Of the 9-member board, Biden has now appointed 3 previous members and if the Senate confirms these 2 new nominees, then 5 of the 9 members will be appointed by Biden. Barger and Bloom will continue to serve until the Senate confirms the 2 new nominees.

Last month, I wrote my article regarding the new district map of Ohio. Since then, the Ohio Re-

publican lawmakers have released their map and Gov. Mike Dewine signed it into law, but anti-gerrymandering advocates are saying the new map drawn keeps a stronghold of Republicans in power for the state of Ohio.

The map has 12 of the 15 seats (80%) that either heavily favored or lean in favor of Republicans. Ohioans did vote 53% percent for Trump in 2020; however, with 80% of the state being represented by a republican in the House, this does not represent all Ohioans in the House.

State lawmakers created the map under the new process approved by Ohio voters in 2018. The change was to reform the redistricting and prevent gerrymandering. However, the process was done in a way that the current lawmakers did not agree on any proposed maps until the final step when they could then use any map of their choosing. The map is listed on the following page and with the many curving lines and splitting of counties, it depicts how the lawmakers manipulated the map to serve a purpose.

The result of the map could have national implications. It takes a state that had previously 12 Republican and 4 Democrat delegates in the House to potentially eliminating 2 of the Democrat seats and possibly creating a 13th district that is winnable for the Republicans. Nationally gerrymandering is a real issue. Democrats have also been criticized for proposing maps in favor of their party in the states of Illinois and Maryland. Nationally, the new maps around the country have, so far, resulted in more safe districts for Republicans.

Since the Ohio map did not get bipartisan support, it will only be in place for 4 years, instead of the regular 10-year span; another provision of the 2018 redistricting law. At this point, the National Redistricting Action Fund, an affiliate of National Democratic Redistricting committee filed a challenge in the Ohio Supreme Court saying the map violates the state Constitution.

In closing, I have recently been nominated and accepted a new position at Branch 43. I will be the new Compensation Officer starting in January. I am looking forward to learning about workers compensation and providing support to our members of this process. It will be impossible to replace Tom Roos, who was invaluable to our Branch and will be greatly missed.

Matt Bauer
Dir. Of Legislative and Political Affairs

OHIO CONGRESSIONAL MAP





Mark Camilli
Region 11 NBA

NBA Holiday Report

The Holiday Season has arrived and along with it comes peak season for the nation's letter carriers. If the added volume and day to day personal challenges were not enough, you might as well add colder temperatures and winter precipitation. Year after year, letter carriers step up to the challenge that this time of year brings. Delivering a card from a distant relative to picking up a care package to be sent to a service member overseas and everything in between, letter carriers help make this time of year special to the customers we serve.

Staffing has been an issue throughout the pandemic. Some cities struggle to get applicants while others can't retain new employees (and many face both challenges). There's no way to sugar coat it and we are not alone. It seems like no industry is spared. Help wanted signs are everywhere. Heck - even my local school district must send notifications two to three times per week notifying parents that they must bring their children to school due to not having enough bus drivers! Fortunately, the NALC and the USPS at the national level recognize the position we are in and just signed a new memorandum of understanding, "Re: Temporary Details to Other Installations". This memo addresses staffing issues in offices of need by allowing letter carriers from properly staffed offices to volunteer to be temporarily detailed. Detailed city letter carriers will be compensated consistent with Handbook F-15 for travel, lodging, meals, etc. The goal of this memo is to react quickly and temporarily to staffing needs while long-term solutions are being developed and/or implemented.

For those of you who have had the opportunity to work with or get assistance from RWCA Doug Lawrence, you know the professionalism and dedication he applied to assisting injured letter carriers. As the position is based out of Lorain, OH, Doug has just recently made the decision to leave his position as RWCA to go back home in Syracuse, NY to be with his family. I want to thank Doug for all that he has done. I wish him and his family all the best! Doug is only a phone call away and pledged his assistance. With the newly vacated position, President Rolando has named David Picconi, Br. 38 New Jersey Merged as Region 11 and 14's new RWCA. David brings his experience in assisting injured workers and I look forward to him hitting the ground running. Welcome to Team 11 Dave!

Stay safe this Holiday Season and please help and assist your new co-workers acclimate to winter work. I know we have faced a lot of challenges this past year, but there is a lot to build on and look forward to. We're very hopeful for postal reform, investment in the postal infrastructure, new vehicles and most importantly investment in our employees. Let's focus on our mission in serving the American public - if we have their support and each other's, we'll get thru any challenge. Stay safe, deliver with a smile, make a new friend each day. On behalf of RAAs John Collins and Dave Kennedy, RGA Mike Brim, RWCA's Doug Lawrence and Dave Picconi, LPO Marc Ashmon and Field Secretary Darla Gerace - from all of us to you and yours, we wish you the very best this holiday season and brighter days ahead...

Vice President cont.

jobs in the union and they will need the help and support of the members to keep the NALC strong.

In closing, I would like to wish each of you a Merry Christmas and a Happy New Year! We face a lot of challenges ahead, but I believe that if we stick together, we can accomplish anything.

In Solidarity,
Pat Dougherty

President cont.

members can confirm their representatives' vote or attempt to persuade their representatives' vote. Postal reform is imperative to the long-term viability of the Postal Service. On November 20th, all carriers received a 1.3% general wage increase. CCAs also received an additional 1%. Postal reform is also vital to the NALC's mission of increased compensation and returning to a pre-CCA model of a full-time regular workforce.

Branch 43 will be holding its last membership meeting at our current location on December 9th. Food will be provided to celebrate our many good years and memories with our historic building. I hope to see you there. If you're unavailable to attend, I want to wish you all a happy and healthy Christmas and New Year!

Fraternally,
Ted Thompson





Taylor Whitt
Editor

From the Editor

I don't know about you but whether it's the hectic holiday season, the nonstop overtime, the never-ending challenges in life, or all of the above, stress seems to be abundant wherever I go. Stress has become potent in my life but I'm only twenty-five. As I am told, stress at my age just comes with the territory. But as I look around, I see it not only in my own life, but I see stress affecting my coworkers lives as well. Look, you don't have to convince me that this job can be stressful. I've dealt with the ever increasing hours we've worked; I've heard the asinine things management have said to make us work harder; I've seen the exhaustion hidden behind a smile on so many of my coworkers faces. I'll just come right out and say it, working for USPS can indeed be stressful.

I am no stranger to the stress of this job. In fact, very few Americans are strangers to the stresses of this job. How is this so? Well, just think, the stress of working for USPS is so renowned that it has garnered the infamous colloquialism: Going Postal. Our job is known to be so stressful that not just one, but several people have indeed "Gone Postal" in the glowing history that belongs to our Postal Service. I bring this up not to encourage you to "Go Postal", and not to discourage you from the job, but to show you that you aren't alone.

Burnout is another buzzword you might have heard. Burnout refers to the general symptoms of exhaustion and stress that people may experience when they work too hard for too long. A lot of people who find themselves stressed right now, might also be experiencing burnout from our strenuous job. While I have no proof to support this claim, I believe that most people are experiencing burnout due to the inadequate staffing throughout the city. As you look around on your routes and in your own neighborhoods you might notice that many businesses are hiring. USPS is not the only company suffering from lack of workers. Because of this, I believe that working people all over the nation are experiencing burnout. Thanks to this more people are quitting their jobs, or worse, Going Postal.

High levels of stress can make even the nicest people lose their minds, selves, and sanity. Stress can turn you into that person screaming, shouting and making a scene in front of the whole floor, dock, and parking lot, just like that. Stress can turn you into someone you never thought you'd be. Well, listen here, if you feel this way just know that you are not alone. We all

are fighting our own battles and we all are trying our best out there. When things get too difficult, confusing, or downright unsafe in your work life or home life, please know that the Employee Assistance Program (EAP) is always here for you 24-7, 365.

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Don't let stress get the better of you this holiday season. Visit the EAP website at usps.ndbh.com or call them at 800-EAP-4YOU. Do it for yourself. Do it for your family. Do it for America! Take care of your mental health, do good things, and have a happy New Year.

Taylor Whitt

When you finally clock out at your local station



DONATE TODAY..... BRANCH 43 HOLIDAY BUNDLE CAMPAIGN

Gifts in Kind

COVID-19 Update

The safety, health and well-being of our patients, families, staff and supporters is our top priority. We're excited to see that COVID-19 is waning, and while the state has lifted COVID-19 restrictions, as a pediatric hospital we must continue to be thoughtful and deliberate about updating ours. Most of our patients are not vaccinated, making it vital for us to continue following CDC guidelines for healthcare settings, including masking, screening and distancing to ensure we contain the spread of the virus.

Holiday Bundle Campaign

Monetary gifts are used to purchase age-appropriate books, toys, games and activities for every patient in our care during the holiday season.

Every gift—no matter the amount—makes a difference. And thanks to our friends at Walmart, your impact will be DOUBLED. Every gift to the Holiday Bundle campaign will be matched, up to \$22,000.

[Donate today](#) with just a few clicks.

For questions, please email us at giftinkind@cchmc.org or call 513-517-4438 (GIFT).

Amazon Wish List

This list was created and is maintained by our Child Life team, and it contains the most commonly-used items for patients and families— age-appropriate toys, craft supplies, special items for celebrations, activities that distract kids during procedures and more.

To purchase something from our Wish List, follow these three easy steps:

1. View our [Amazon Wish List](#).
2. Order online and your gifts will be delivered to the medical center.
3. [Fill out a donation form](#).

If you would like to ship items from another business or in a different way, please email giftinkind@cchmc.org for more details.

Child Life Fund

Monetary gifts are used to purchase toys, celebration gifts and a variety of needed items for patients and families throughout the year. You can easily [donate online](#) to support our Child Life Fund.

As you begin planning for any future donations or if you have questions regarding additional ways you can support our families, please reach out to our team at giftinkind@cchmc.org.



Contact Us



For information about how to donate, contact:

Sara Coyle

Gift in Kind Donor Relations Officer

Email: giftinkind@cchmc.org

Phone: 513-517-4438 (GIFT)

Thank you!

As we work around the clock to keep children, families and staff members healthy and safe, we feel especially grateful for you.

Our supporters are an important part of our care team.

Together we will meet the challenges ahead.



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NALC Health Benefit Plan

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November Membership Meeting Raffle Winners

Split the Pot - Diana Enwright (\$38.00)

MDA - No Raffle

Grant	Address
Donald	Balsley Sr
William	Butler, Jr.
Stanley	Capal
Daniel	Case
Patricia	Castner
Donald	Chapel, Sr.
Elizabeth	Clegg
Sandra	Copenhaver
Thomas	Crowley
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

December Gold Carders

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

November YOPC Attendees

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

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

Motions made at the November Membership Meeting

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

To pay the bills. **Carried**

To give all YOPC members who have attended 6 or more meetings a \$50 gift card.
Carried

To give Skip Grant a \$250 gift card, and to make a \$250 donation to Brads Blessings in the name of Tom Roos.
Carried

To adjourn. **Carried**



Gary Hebble
Joseph E. Menifee Jr.



Join fellow retirees for lunch

1:00 pm - 1st Monday of each month

January 3rd

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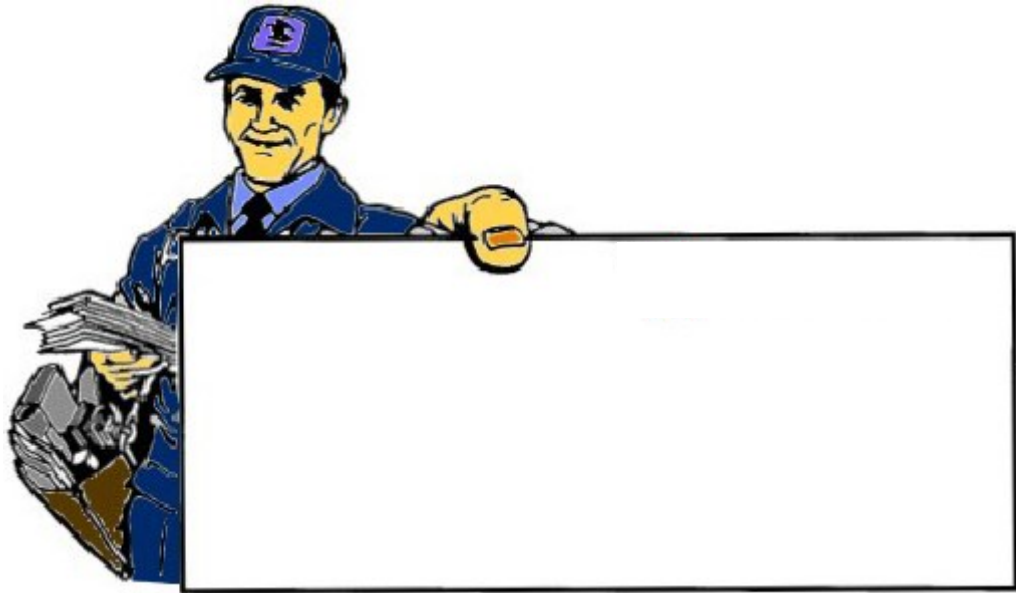
*Balance must be at least \$10,000 or greater to qualify. For loan balances below \$10,000 only the 90 day deferment will be offered. Member must qualify for the loan under normal underwriting guidelines. Minimum rate floor of this offer is 2.99% APR. Interest will accrue over the 90 day deferment period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

Queen City Letter Carriers

NALC Branch 43
4100 Colerain Avenue
Cincinnati, Ohio 45223

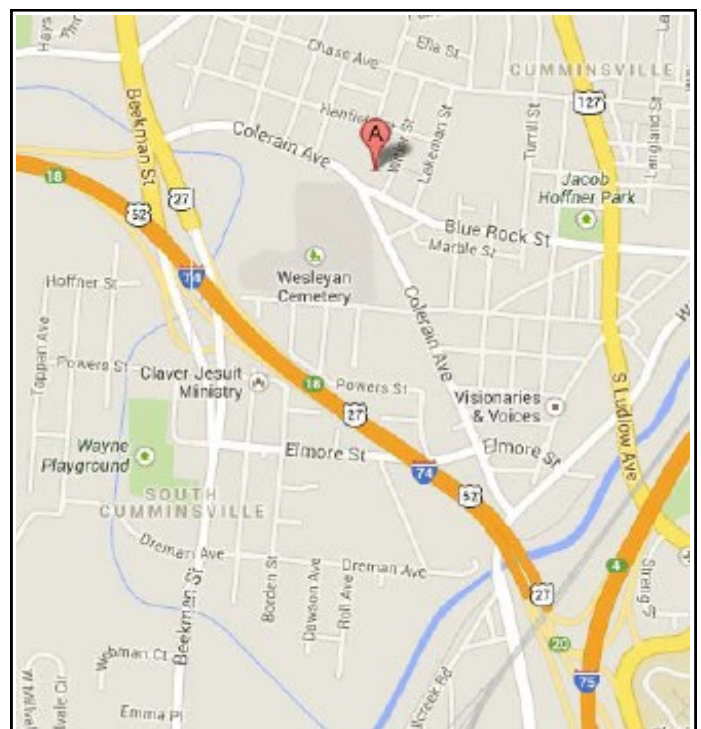
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Upcoming Events

- Officers Meeting** - Dec. 9th, 6:00 PM
- Branch Meeting** - December 9th, 7:30 PM
- Christmas Holiday** - Saturday, Dec. 25th
- New Year Holiday** - Saturday, Jan. 1st
- January YOPC** - Wednesday, Jan. 5th



**MERRY
CHRISTMAS**
& HAPPY NEW YEAR