From the President’s Desk

On the legislative front much has been written before on the White House’s last two budget requests, Office of Personnel Management (OPM) proposal to congress and President Trump’s Executive Order on the creation of a USPS task force and its recommendations. OPM’s proposals are aligned with that of the White House Budget. These call for increasing Federal Employees’ Retirement System (FERS) pension contributions to 7.25 percent. Letter Carriers currently have three tiers of employee contributions under FERS. For those of us hired before 2013, we contribute 0.8 percent towards our retirement. For those hired in 2013 and 2014, their contributions rose to 3.1 and 4.4 percent. Current proposals call for all current and future FERS participants to contribute 1 percent more annually until all participants are contributing 7.25 percent of their basic pay. This increase is not offset by any pension increase and would create a significant pay cut for all federal workers. These proposals also call for replacing the high-3 with a high-5 average for determining annuity salary, eliminating and reducing Cost of Living Adjustments (COLA) and eliminating the FERS annuity supplement, taking away the financial possibility of retiring at Minimum Retirement Age (MRA) before the age of 62.

The Presidential task force’s report and recommendations is daunting. While the entire report caught my eye, certain recommendations poked my eye. On the delivery side, one recommendation calls for allowing the Postal Service greater flexibility to determine mail and package delivery frequency. While combating reduced delivery frequency is not a new battle to the NALC, nonetheless we must remain vigilant in our fight to maintain current delivery standards. The recommendations in the Operating and Financial portions of this report are just plain scary. These recommendations include pursuing reforms to USPS employee wages consistent with those proposed for the broader federal workforce in the President’s Management Agenda and to align USPS employee rights with other federal employee rights by eliminating collective bargaining over compensation for USPS employees. The brave carriers who risked prosecution and their career’s by going on strike in 1970 to gain this right we all enjoy is now under attack like never before. However, we are now under a new congress.

A congress covers two years, the current one, the 116th congress, began on January 3, 2019. With a new congress comes new resolutions and bills. At that time, the NALC began the biennial task of gathering bipartisan support to introduce recurring resolutions. Resolutions, unlike a bill, do not become law but rather help to define the feel for the members of congress on where they stand on particular issues. Currently, with the help of bipartisan support among our elected representatives, House Resolution 23 has been introduced. This resolution calls for all appropriate measures to ensure the continuation of door delivery. In the previous congress this resolution had majority support. House Resolution 54 has been introduced calling for all appropriate measures to ensure the continuation of 6-day mail delivery service. In the previous congress this resolution also enjoyed majority support. House Resolution 33 has been introduced calling for all appropriate measures to ensure that the USPS remains an independent establishment of the federal government and not subject to privatization. In the previous congress this resolution also had majority support. Locally, we are in the beginning phases of contacting

Continued on following page
and meeting with our representatives to discuss these issues so vital to us. While much of what we read, think or feel about the Postal Service is negative I do have some good news.

The Postal Service has expanded Wounded Warrior Leave. The Wounded Warrior Leave Act was signed by President Obama on November 5, 2015. This Act required all federal agencies to make immediate leave available to eligible disabled service members to attend medical appointments without loss of pay. Eligible veterans will be credited with 104 hours of Wounded Warrior Leave each leave year now. Previously, this was a one-time benefit only and expired after 12 months. This is a greatly expanded benefit. All Postal Service veterans that have a combined 30 percent or more service-connected disability qualify. If there are any questions on Wounded Warrior Leave, please contact the branch office.

On another positive note, the branch just had another successful MDA Bowl Against Dystrophy this past weekend. This was our 19th annual event for MDA in honor of Branch 43 member Jim Fretzel. It was great seeing all the old faces to catch up and have a good time enjoying all the camaraderie and getting a little bowling in with the family. Thank you to all the members who bowl or volunteer to help make this a successful event for MDA. While I do not have total amount raised at this time, I do know it will be another substantial amount to MDA to help “deliver the cure.”

In Solidarity,
Ted Thompson

Contact Information for U S Representatives/ Senators

**OHIO**
Steve Chabot – 1st District
http://chabot.house.gov
202-225-2216
513-684-2723

Brad Wenstrup – 2nd District
http://wenstrup.house.gov
202-225-3164
513-474-7777

Sherrod Brown – Senator
www.brown.senate.gov
202-224-2315
513-684-1021

Rob Portman – Senator
www.portman.senate.gov
202-224-3353
513-684-3265

**KENTUCKY**
Thomas Massie – 4th District
http://massie.house.gov
202-225-3465
859-426-0080

Mitch McConnell – Senator
www.mcconnell.senate.gov
202-224-2541
859-578-0188

Rand Paul – Senator
www.paul.senate.gov
202-224-4343
859-426-0165

**INDIANA**
Luke Messer – 6th District
http://messer.house.gov
202-225-3021
317-421-0704

Todd Young – Senator
www.young.senate.gov
202-224-5623
317-226-6700

Joe Donnelly – Senator
www.donnelly.senate.gov
202-224-4814
317-226-5555
First and foremost, I want to take this opportunity to thank the membership for the opportunity to serve as Vice President of Branch 43. There were many mentors, branch officers, stewards, and members that have helped me throughout my career. I want to give special thanks to Ted Thompson, Dave Kennedy, Doug Lape, Denny Doud, Mike Winters, Mike Mize, Dave Utz, Steve Dashley, and Chris Rhea. Without their help and support over the years, I would not be in this position today. It is an honor and privilege to have the opportunity to work with and serve the membership of Branch 43.

Winter Safety

Working outside during winter presents special challenges for carriers who are exposed to cold temperatures and hazardous conditions. Prolonged exposure to cold temperatures can cause your body to lose heat faster than it’s able to produce it, which puts employees at risk of hypothermia or frostbite. Frostbite occurs when skin is exposed to extreme cold for long periods and the skin and underlying tissue freeze. The fingers, toes, and feet are most commonly affected, but other extremities including the nose, ears, and the cheeks can also develop frostbite.

At the first sign of frostbite, get out of the cold. Unless necessary, do not walk on frostbitten feet or toes. Don’t rub the frostbitten area because it will increase tissue damage. Warm the affected area using body heat or by immersing in warm water; avoid using a heating pad, heat lamp, or the heat of a stove, fireplace, or radiator for warming because direct heat can burn tissue that’s already damaged. Drink warm drinks to replace lost fluid. In case of severe frostbite, seek medical attention.

The Occupational Safety and Health Administration’s (OSHA) website has a search engine that will provide you with access to their information on cold-weather safety. It includes, “moderate to severe symptoms of hypothermia,” which are; As the body temperature continues to fall, symptoms will worsen, and shivering will stop. The worker may lose coordination and function and become confused and disoriented. He or she may be unable to walk or stand, pupils become dilated, pulse and breathing become slowed, and loss of consciousness can occur. A person could die if help is not received immediately. Recognizing the importance of the above warning, USPS headquarters issued its cold-safety message recommending that when an employee recognizes symptoms of hypothermia or frostbite, the individual should move to a warm area to assist in increasing the body temperature.

Layering is the best way to keep warm. Avoid pure cotton, linen, or other similar materials because these fabrics retain moisture and can cause you to become colder. In addition, layer a sweater or sweatshirt over the top of the first layer. Finally, add your coat or jacket as the top layer. Protect your face and extremities, such as your hands and feet as they are the most vulnerable when exposed to cold and windy temperatures. Wrap a scarf around your neck and pull it over your mouth and nose to guard against the cold air. Additionally, wearing a winter hat can protect your ears and head before going outside. Lastly, keep your hands warm with gloves. So, remember dress appropriately for the weather, and as always if you feel that you are experiencing weather-related issues, notify your supervisor and seek shelter with heat immediately.

In Solidarity,
Patrick Dougherty
SCAN THIS SCAN THAT
SCAN LETTER SCAN FLAT
The USPS is issuing discipline to carriers for failing to scan parcels and missing a sample request. Management, in the ivory tower on Dalton, think we sit around all day and miss a scan just to piss them off. It has been so long since they have walked or delivered a route (if ever) that they have no clue what it is like to have 150 parcels and spurs daily. How about a thank you for all the parcels delivered on time in our season?

Stations have mis-thrown parcels daily sitting on supervisor’s desk, (right?), yet management still issues discipline to the carriers for missing a scan on a parcel. If doing an assist the parcel was given to another carrier, "I did not have that parcel." Carriers are told to hit the street but the priority does not get to the station until 9:00. "I was instructed to hit the street before all mail was up", "I did not have that parcel." Be careful of the load tool because if you scan it onto the truck it must have a delivered scan. Management is watching us. Perhaps the Dalton greats should go to the station at noon and see what is laying at the supervisor's desk. But don't look in the hot case that mail is a least a day behind sometimes two. I believe delivering the mail was what started this great company.

AMAZON, UPS, FEDX NO FAIL
PRIORITY CAN BE LIKE A SNAIL
Regarding sample request, the biggest problem is that it comes up as soon as you drive by an address. By far I am not an "IT" guy, I had a flip phone until a couple months ago; however, the scanner can see me as I walk down the street or if I stop for more than a couple of minutes. The USPS sample request starts pinging when I am 250 feet away or further. Is this the same scanner? This could be a simple update to the scanner or maybe one of the big wigs in USPS doesn't want us to hit all the request.

SCAN FLATS THEN LETTERS
AT THAT ADDRESS BUT
CARRIERS BETTER NOT MISS
Carriers, always request a steward for the interview about scanning or anything else. Do not forget: "I scan every parcel every day, I must not have had the parcel or parcels came in after I left for the street." As for the sample request, enter already passed after you pass.
CARRIERS BE ON GUARD
MAKE MANAGEMENTS JOB HARD

David Utz

LETTER FROM THE EDITOR
Greetings brothers and sisters. Many of you may not yet know me. I would like to introduce myself and briefly give you my history at Branch 43. My name is Matt Bauer. I started as a CCA in Loveland in November 2015. I quickly learned the importance of being involved and gaining knowledge. I became a steward less than a year later in July 2016. I converted to regular 2 years ago. In 2017, I became a delegate and attended the State Convention and then the National Convention in 2018. Most recently, I was nominated for the new board position of Director of Legislative and Political Affairs. I was elected by consent for the 2019-2021 term; I am proud to be part of this great union.

Also in 2017, I took over Branch 43’s Facebook page. I do this remotely via my phone or at home, when I am not delivering mail. I most recently started to build a new website for Branch 43. This new site will be more mobile friendly, and it is still a work in progress. You may view the new site as content continues to be added at www.branch43.org

In my short time as a member of Branch 43, I have learned so much from so many. I am grateful

Matt Bauer
Editor

Continued on page 10
WE APPRECIATE OUR MAIL CARRIERS!

March 3-9 FREE Tax Preparation for Mail Carriers

Your motto is to serve the American public through rain, sleet, snow and gloom of night. We want to THANK YOU and introduce you to Liberty Tax. We will also pay you $50 for any referral.

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19TH ANNUAL JIM FRENTZEL MEMORIAL MEMORIAL

THANK YOU FOR MAKING THE BOWL AGAINST DYSTOPHY ANOTHER SUCCESS!
### January YOPC Attendees

- Deborah Bryant
- J R Ford
- Jerry Giesting
- Art Holt
- Gerry Mees
- Tony Sciamanna
- Bob Shepherd
- Robert Wilkinson

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

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### February Retiree Birthdays

#### Gold Carders

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<td>Kimberly</td>
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<td>Wolf, Jr.</td>
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---

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- 59 Year Member

---

### Join fellow retirees for lunch

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Or Greg Stulz
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TTY: 1-866-833-8777
MAILING ADDRESS:
HRSSC FMLA EASTERN
PO Box 970905
Greensboro NC 27497-0905
FAX: 651-456-6041

January Membership Meeting
Raffle Winners

Split-the-Pot - Jon Johnson ($59.00)

MDA - Bryan Hays, Curtis Vaughn, Stacy Baldwin, Mike Blair
Motions made at the January Membership Meeting

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

To pay the bills. Carried

Spend up to $1000 to upgrade computers. Carried

To adjourn. Carried

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Retired Human Resource Specialist
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Terry Metz (513) 289-9372

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for spending valuable time with Doug Lape when I first became a steward. Another great mentor, Dave Kennedy, challenged me to get more involved and grow my knowledge. Let me not forget the time spent with our new President, Ted Thompson. He has helped me to learn our great contract in greater detail. I look forward to working with our new Vice President, Patrick Dougherty in his new role.

Many may not know that Dave Kennedy took on many tasks that were not traditionally handled by the President. One of those items was editing and publishing the News and Views. Ted has asked me to take on this means of communication. I am excited for this opportunity to serve our brothers and sisters, and consider myself lucky to have learned this publication at Dave’s side.

As you can see from my own example, there are many ways to get involved at the local branch. During the times I have spent at the Branch 43 hall (membership meetings or events held at the hall), I have been disappointed by the lack of involvement from our members. It has always been the same select few that seem to step up and get involved. The same members attend the membership meetings and the same members volunteer their time. I urge each of you, to at least attend one membership meeting this year. They are held the 2nd Thursday of each month at 7:30. Then determine if there are skills that you may contribute to help Branch 43 continue to succeed.

Your Editor,
Matt Bauer

Last Punch

Dan Quinlan, Mt. Healthy
"Bring your loan HOME"

✓ Receive a $100 Gas Card! *
✓ Defer your payments for 90 days!
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Transfer an existing loan or credit card balance from another institution and bring your loan home!

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Upcoming Events

Officers Meeting - 6:00 pm March 14th
Branch Meeting - 7:30 pm March 14th
President’s Day Holiday - February 18th
March YOPC - Wednesday, March 6th

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