



Since July 25, 1890

January 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

I want to start by thanking all members who donated items for Cincinnati Children's Hospital. The branch collected an extremely generous amount of toys, gift cards and money that we delivered on Friday, December 20th. The women running the donation drive were immensely grateful for the letter carrier's donation. I was extraordinarily honored to drop off your donations and want to extend to all the members who participated a thank you and to let you know how excited they were at Children's Hospital when we dropped off all the items.

2019 has gone by at an incredible rate. Spending a moment here, as I reflect on my first year as president of Branch 43, it was a year of firsts for me. It was my first year as president running officer and membership meetings, MDA events, the Labor Day picnic, the Veteran's Day breakfast, hosting a state convention and so much more. Closing out 2019, branch steward elections are now finalized and all new stewards will start their term on January 1st. I ask all the membership to support your steward in their task of policing the contract and protecting your rights and benefits. Being a steward is one of the most difficult jobs in the NALC. Branch 43 has over 40 stewards with various degrees of experience and knowledge, so please help give your stewards the tools necessary to help in the process of your representation. In 2019, many offices come to mind with representation, but I can't help but to think about Batavia.

Batavia is a small associate office with about 14 city carriers. Batavia had a steward turnover in the first half of the

year due to a transfer of their steward. Kevin Spires, their current steward, took over the reins and continued to address the issues that office faced. As a result of 58 grievances for improper route adjustments, forced overtime and failure to equitably distribute overtime quarterly, the Batavia Post Office membership has received \$73,218.03 in settlements in 2019, with some still pending. Batavia membership also received over 45 hours of administrative leave. All from an associate office with 14 city carriers.

Traditionally, many people and business' make resolutions for the new year. While the resolve is to set a goal to do something entirely new or reaffirm commitment to something that was tried and failed in the past, in the right context New Year's resolutions can be quite noble. Heading into 2020 there are many challenges that face us and I can't quite help but to wonder what resolutions the Postal Service has or what their goals are for 2020? Are they noble resolutions? Are their goals to make a real, honest commitment to their most valuable asset, their employees? Does Postal Service headquarters have a real resolution or goal to honor our contract in 2020? With Postal Service headquarters almost complete silence on legislative issues facing the organization, failure to make any valuable policy changes, failure to express their commitment to treating employees with dignity and respect and honoring our rights, failure to offer a new fair labor contract, and failure to be transparent with future goals and organizational plans to its employees, when reviewing 2019 I can't help but to feel that from the lofty heights of L'Enfant Plaza the Postal Service has become a damper of hope, a barrier to change and a threat to progress. Outside of Postal headquarters, I'm going to make a bold prediction here that not much will change locally in 2020.

Locally, headlining into 2020 the

Continued on following page



NEWS & VIEWS

Volume 131, Number 1
 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—Lamont Seaborough
 Brian Bailey, Kevin Hensley & Chris
 Rhea

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.

Postal Service has notified the branch that 22 zones have been scheduled for spring route inspections. From the first week in February until the last week in May, Branch 43 has at least one or more zones scheduled for inspection each week. Hopefully, the Postal Service has the goal of conducting fair and honest evaluations, not fudge numbers to abolish assignments as they did in Batavia. Locally, as part of the Ohio Valley District, we are also getting a new District Manager in Jean Lovejoy. Ms. Lovejoy will be taking over for Melvin Anderson with his retirement. Previously, Ms. Lovejoy served as District Manager for the Western New York District in addition to numerous other Postal positions. I am curious to see if any positive changes come to the Ohio Valley District with Ms. Lovejoy at the helm. Currently, I am cautiously optimistic about that. Also heading into 2020, vacation selections are in full swing and should be finalized shortly. There have been a few issues with weeks being improperly blocked out, proper notification not given and wrong dates posted. I believe we have worked through all these issues, if not please contact your steward or the branch office.

Some upcoming events in 2020 worth mentioning include our Vice President Pat Dougherty being selected to the 25th class of the NALC Leadership Academy. This is a vigorous 4-week class that goes over various topics to help complete a branch leader. This is also a very competitive class to be selected for as only 30 people were selected out of more than 200 applicants, so congratulations to Pat and another good selection for our branch. Previous Branch 43 Leadership Academy graduates include Dave Kennedy, Mike Mize, Doug Lape and myself. National will also be hosting a 50th anniversary celebration of the Postal strike in New York in March. Motions have been passed to send branch mem-

bers who participated in the strike. If you, or anyone you know of, participated in the strike and are interested in attending, please contact me at the branch office.

Finally, I want to remind everyone that this year is our 20th annual Branch 43 Jim Frentzel Memorial Bowl Against Dystrophy (BAD Tournament) coming up on Sunday, January 26th. Registration forms are provided inside this edition of the News & Views for anyone who wants to coordinate a team of 4. Registration forms are due by the January meeting, but may be accepted up until the day of if space is available, however please get your registration forms to us ASAP. This is always a fun event and great way to share some camaradery with coworkers, friends and family. Anyone is eligible to bowl for MDA. Also included in this edition is save the date notice for Brad's Blessings comedy show. This is always a fun event for a great cause so save the date and more information will be provided next month. Until then, I wish you all a happy New Year!

Fraternally,
 Ted Thompson

2020 Carrier Bid Schedule

opens	1/10/2020	1/24/2020	closes
	3/6/2020	3/20/2020	
	4/3/2020	4/17/2020	
	5/22/2020	6/5/2020	
	7/3/2020	7/17/2020	
	8/28/2020	9/11/2020	
	10/2/2020	10/16/2020	
	11/27/2020	12/11/2020	



Pat Dougherty
Vice President

From the Vice President

2019 Grievance Year in Review

As Branch 43 Vice President one of my primary duties is heading the grievance committee. With the year ending and beginning a new year I wanted to share with the membership the branch grievance activity for 2019. Currently, as of this writing on December 24, 2019 the branch has filed 1198 grievances. In 2018 the branch had filed 1179 grievances, so the grievance numbers for 2019 are slightly higher. While I don't have the availability of space to list all the grievances that have been filed, or every issue filed for, I will list the most common grievances that were filed this year by contract and discipline. The breakdown for contract grievances is as follows:

Article 8/Forced Overtime- 521
Steward Time/No Information Provided/No Meeting- 36
Harassment/JSOV – 69
Non-Compliance- 28
Removal from a hold down- 22
Quarterly Overtime Equitability- 20
LWOP in lieu of SL/AL/LWOP issues- 21
Limited/Light Duty- 9
Uniform Allotment- 8
Workhour Guarantee- 11
Management/Rural doing craft/city work- 10
Bid Sheet- 9
Letter of Demand- 2
Holiday Schedule- 6
Change in start time- 4
False Editing of Clock Rings- 5

These contract grievances show an increase of 141 overtime grievances from the prior year. The Harassment/JSOV grievances has also increased by 23 from the prior year. This is a clear correlation of management inability to retain non-career carriers (CCA) as many stations are running open routes. Management is giving carriers unrealistic expectations in the form of pivots by using the Performance Engagement Tool (PET) and this creates conflict among carriers and management resulting in an unharmonious working environment. The breakdown for discipline grievances is as follows:

Letter of Warning- 184
7-Day Suspension- 59
14-Day Suspension- 50
Emergency Placement- 16
Removal- 31

The discipline grievances filed this year show a decrease of 39 total from the year prior. However, the number of higher-level disciplines has increased by 8 on 14-Day Suspensions and by 4 on Notice of Removal from the prior year. I must also note that every year we have discipline issued that is not grieved because management issued it without a union representative present or mailed it to employee home of record and the carrier failed to notify the union, they were issued discipline. Many times, the union only becomes aware that lower level discipline was issued when we grieve a higher-level discipline that cites it as elements of past record. If management ever attempts to issue you discipline without a union representative present, always inform the union of this so a grievance can be initiated on your behalf.

Of the 1198 grievances filed this year so far 240 remain open while the rest have been resolved at some step of the grievance arbitration process. The step and status of the cases resolved is as follows:

Withdrawn- 106
Settled by Shop Steward- 156
Settled by Formal A Steward- 583
Settled at Step B- 92
Awarded through Pre-Arbitration or Arbitration- 21

As successful as we have been in arbitration, most cases appealed past Step B this year have been resolved at pre-arbitration. John Collins and Dave Kennedy (RAA Region 11) have resolved many of these appeals for us at the area level. John and Dave do an excellent job representing the members of this branch. Others have been resolved by myself and Ted Thompson in pre-arbitration negotiations. The branch only had 1 grievance denied this past year posting a 20-1 success rate.

I want to personally thank all the stewards for their hard work and dedication filing and processing so many grievances. These grievances also fail to consider the number of issues resolved without having to resort to filing a grievance.

In Solidarity,
Pat Dougherty



Mark Camilli
Region 11 NBA

Happy Holidays From Region 11 NBA Mark Camilli and Staff!

First of all, I would like to take this opportunity to wish you and your loved ones a very happy and safe holiday season. This is always a difficult time of year for letter carriers. While trying to juggle your own personal commitments and holiday stresses, each year you continue to rise to the challenge of meeting our customer's demands. Through longer hours, less daylight and colder temperatures – know that your efforts will help make your customer's holiday season special. We already had our first measurable snowfall and it is not officially winter yet! Just recently in parts of the eastern side of Region 11, we had a snowfall event in excess of twenty inches. While I would like to argue it's a little too early for that – I ask that we all look out for each other, especially our newer carriers who may not have the proper clothing to deal with weather extremes over the next few months.

2019 is quickly coming to an end. It was a year that brought us many challenges. The USPS is stubbornly pushing their Consolidated Casing initiative in 62 sites across the country. I want to thank our brothers and sisters in Gahanna (Columbus Br. 78), Station A (Cleveland Br. 40), Webster (Rochester Br. 210) and Niskayuna (Northeastern NY Br. 358). They are all going through Consolidated Casing. Their work lives have been turned upside down. They all have endured schedule and route changes, longer hours on the street among other changes without regards to our collective bargaining agreement. NALC President Fred Rolando has committed tremendous resources to meet this head on. I ask our carriers to continue to provide professional service, exercise patience and solidarity. We will get through this together! In other bad news this year - labor, letter carriers and the USPS experienced a tremendous loss on Capitol Hill with the passing of Congressman Elijah Cummings. He most recently served as chair of the highly important Committee on Oversight and Reform. Fortunately, House Speaker Pelosi has chosen Congresswoman Carolyn Maloney (NY-12) to become acting chair. While it will take a little time to get her up to date on our reform issues, Congresswoman Maloney has been supportive of letter carriers.

For 2020 we have many challenges ahead of us. Talks continue on our next National Agreement. Our sixty days of mediation have just ended. The parties are now discussing the selection of a National Arbitrator. The NALC team is ready to put our best case forward – stay tuned. We now have a quorum for the USPS Board of Governors and they are currently searching for the next Postmaster General. Let's hope they select an individual who has the vision to grow and utilize our network (not downsize and dismantle), maintain universal service (not privatize) and recognize its greatest resource – its employees. In closing, as we reflect on a hectic 2019, I ask you to get ready for an even busier 2020. Now is the time to evaluate, plan and gear up our legislative activists to get ready for a Presidential Election. I hope that you realize the importance of 2020 and how it can impact our wages, benefits and our jobs. Happy Holidays – be safe and we wish you all the best in 2020 from team 11!



Chris Rhea
Formal A Rep

Winter Safety

First of all, I hope everyone had a Merry Christmas and I wish you all a wonderful 2020! Hopefully, everyone found some time to squeeze in some fun with your family and friends despite the long hours we've all been working! Hopefully we can get back to some sort of normalcy now, or as normal as you can get in the Post Office.

Although we are through the busiest part of the year, we are just now entering into what I personally consider the worst part of the year. I say this because we are heading full bore into winter. Most of us who have some time in have a good understanding of how to keep ourselves safe. Still, every year I'm amazed at the number of carriers, even some senior carriers, who end up having issues with the winter conditions.

I'll start with what is probably the most obvious issue; slips, trips and falls. We've already dealt with some snow and ice this winter so obviously there's familiarity there. As a steward for 8+ years, I have defended my fair share of carriers who have injured themselves by slipping on ice and snow. So, my advice is to NEVER, under any circumstance walk up stairs if they are covered in ice or snow. The most important issue is obviously your safety, but there is also the concern of discipline. If you knowingly walk up steps that are covered in ice and snow, management

Continued on following page

Steward's Corner cont.

can use that against you to justify discipline. It's always better to be safe than sorry. Even though you may be able to walk up and down steps 99 times without an incident, if you fall on that 100th time you could cost yourself a lot of physical pain and stress from work and possibly missing work due to a preventable injury. Again, my advice is to always practice caution. If you cannot deliver the mail due to snow and ice, rubber band it and place a signed (both by you and your supervisor) PS Form 1571 and write unsafe conditions on it.

Furthermore, the issue that I've seen the most of lately is frostbite. At my office in Middletown, there have been several carriers who have dealt with the early stages of frostbite over the last few years. Thankfully, none of these carriers have lost any appendages, but there have been some close calls. In nearly every instance, the common theme has been the delayed response to early warning signs of frostbite.

Frostbite mostly affects the most outward extremities. Your ears, nose, hands and feet are very susceptible to frostbite. When you are working in cold conditions, it is always best to keep these parts of your body covered if possible. Use gloves, hats, face masks etc. to protect yourself. If you begin to lose feeling or feel pain in any part of your body from the cold, seek shelter in a warm place immediately. When I've dealt with carriers who have experienced frostbite, it is almost always due to ignoring the warning signs because they were trying to make their time and didn't want to stop. Believe me, it is easy to defend someone for taking longer on their route because they needed to take a safety stop to warm themselves!

We all want to go home safely at the end of each day, so please be smart in the winter conditions and take care of yourself! I wish you a safe and Happy New Year!

In solidarity,
Chris Rhea



Laugh



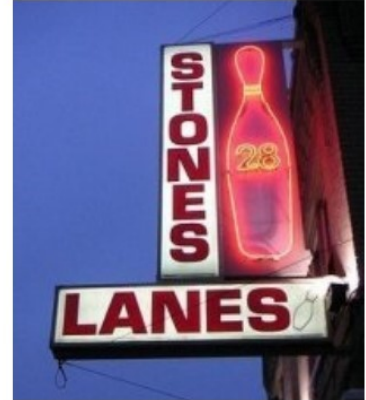
Your A\$\$ Off

Stand up comedy show supporting

BRAD'S  BLESSINGS

FEBRUARY 28, 2020

20th Annual
Branch 43
Jim Frentzel Memorial
Bowl Against
Dystrophy
January 26, 2020



3746 Montgomery Rd
 Norwood, OH, 45212
Registration 12:00-12:45
 Bowling begins at 1:00



The Branch 43 **Bowl Against Dystrophy** was named in memory of longtime NALC member Jim Frentzel who was a huge supporter of this and every branch sponsored MDA event. His spirit lives through our continued support of those afflicted with Muscular Dystrophy.

Registration - \$30 *minimum* per bowler or \$130 per team of four. Invite family or friends to participate either by bowling or making a donation. Registration fee includes 3 games of bowling and shoes.

Registration is limited to 28 teams. Please make ALL checks payable to MDA. Collection of pledges prior to event is encouraged. All funds raised, including registration minimum, may be mailed to the branch office. Please complete entire form below. Individuals may register and will be placed on a team.

TEAM NAME		STATION	
	Print Name	Signature	Phone Number
Bowler #1			
Bowler #2			
Bowler #3			
Bowler #4			

By signing, we agree to raise a **minimum** of \$130 for Muscular Dystrophy - **THANK YOU** for participating

Shiela	Abbey
Richard	Adelhardt
Don	Beinke
John	Bird
Deborah	Bryant
Barbara	Carnahan
Ralph	Carter
Patty	Compton
Kellie	Demaree
Roger	Donahue
Robert	Donley
Donald	Eaton
Ronald	Homan
Karen	Howard
Gary	Janson
Michael	Kamp
Earle	Kelch II
Joe	King
Judy	Kirchgessner
John	Losito
Ronda	Luken
Randall	Marksberry
Carol	McGowan
Carla	Miles
Sharon	Moran
Patrick	Mulvaney
Robert	Northcutt
Allan	Parsons
Christine	Pez
Daniel	Quinlan
Rodney	Ruffin
Amarjit	Sharma
Steve	Smith
Mark	Stulz
Toni	Thomas
Gerald	Tiemeier
Jeffrey	Walker
Robert	Wilkinson
Dandy	Williams Jr.
Bev	Zureick

January Retiree Birthdays

**December YOPC
Attendees**

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

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

Gold Carders

- | | |
|---------|----------|
| Clyde | Anderson |
| Elbert | Brown |
| Charles | Burkhart |
| Gary | Gabbard |
| Charles | Haehnle |
| Carl | Harrell |
| Donald | Kelley |
| Raymond | Layman |
| James | O'Hara |
| Donald | Ruark |
| Charles | Shrack |
| James | Wilson |

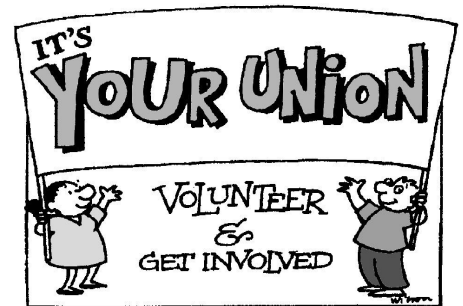
**NALC Health Benefit Plan
Customer Service**

For eligibility, claim and benefit information

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



- Charles Burkhart**
- Michael Herbert**
- Carl Obermeyer**



**Join fellow retirees
for lunch**

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

February 3rd

Lagoon Saloon
859 Elm Street
Ludlow, KY 41016

Call Gerry Mees
(859) 491-2008
Or Greg Stulz
(859) 380-9512

Cincinnati Children's Hospital Gift in Kind Donation



Sammarco Law Firm LLC

**SAMMARCO
L A W**

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 Representatives

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

December Membership Meeting Raffle Winners

Split-the-Pot - Randy Utz (\$38.00)

**MDA- Gerry Mees, Gerry Mees (again)
& Angela Stone**

Motions made at the December Membership Meeting

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

Carried

Send up to two people to Washington DC for meeting with Fred Rolando and Steve Chabot, to include salary, transportation, hotel and per diem.

Carried

Donate \$200.00 to United Way of Greater Cincinnati. **Carried**

Send up to six people, at the President's discretion, to the Ohio Legislative Conference in Washington DC, March 25-26, to include salary, transportation and per diem. **Carried**

To pay the bills. **Carried**

To adjourn. **Carried**

Last Punch Bunch



Don Nichols, Lockland



Mike Young, Symmes



Howard Boggs, Mt. Washington

The union needs
U and I
or it's
UNION
Existent

“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

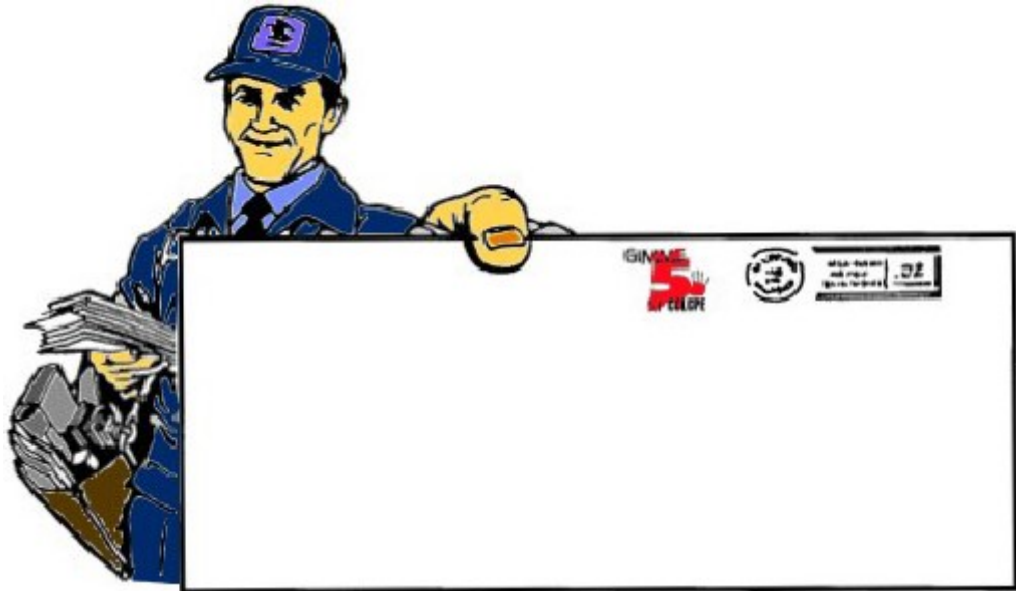
*Balance must be at least \$10,000 or greater to qualify. For loan balances below \$10,000 only the 90 day deferment will be offered. Member must qualify for the loan under normal underwriting guidelines. Minimum rate floor of this offer is 2.99% APR. Interest will accrue over the 90 day deferment period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

"ADDRESS SERVICE REQUESTED"

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



Upcoming Events

- Officers Meeting - 6:00 pm, Jan 9th**
- Branch Meeting - 7:30 pm, Jan 9th**
- Martin Luther King Jr. Day - Jan 20th**
- Branch Inventory - 8:30 am, Jan 20th**
- MDA Bowl-A-Thon - 12:00 pm, Jan 26th**
- February YOPC - Wednesday, Feb 5th**

