12 years ago, I began my journey as a full-time union official with Branch 43. I was Vice President for 4 ½ years and President for 7 ½. Effective January 7th, I will be handing over the leadership of the branch to Ted Thompson. I have been offered and accepted the position of Regional Administrative Assistant (RAA) for Region 11.

I am humbled by the support the membership has shown by electing me and the entire board of officers in November. Although there may never be an ideal time to pass the torch, this is an opportunity for me to continue the work I’ve done at the branch level on to the regional level. Region offices are the liaison between local branches and NALC Headquarters. Region 11 oversees and represents letter carriers in the state of Ohio and upstate New York.

I am confident this will be a seamless transition for the branch and I know the membership will support Ted as you have supported me. Other advancements include Patrick Dougherty moving up to Vice President, and Sue Egbers filling the position of Recording Secretary. Former Region 11 National Business Agent (NBA) Dan Toth was elected Director of Retired members and is now working at NALC Headquarters. Mark Camilli became NBA for Region 11 when he was elected by acclamation at the convention in Detroit. I will be working with Mark in the regional office along with RAA John Collins.

As is customary this time of year to reflect on the year past, I’d like to highlight some of the changes made with-
Charles Burkhart receives plaque for 70 years of NALC Membership

Charles is one of three brothers who worked for the Post Office. His brother Moe is also a Branch 43 retiree.

In solidarity,

Dave
From the Vice President

2018 Grievance Year in Review

As Branch 43 Vice President one of my primary duties is heading the grievance committee. With this year ending and beginning a new year I wanted to share with the membership the branch grievance activity for 2018. Currently, as of this writing, the branch has filed 1179 grievances. In 2017 the branch filed 1460 grievances, so the grievance numbers for 2018 are down. 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 breakdown here the most common grievances that were filed this year by contract, discipline and notable cases. The breakdown for contract grievances is as follows:

- Article 8/Forced Overtime- 380
- Steward Time/No Information/No Meeting- 57
- Harassment/JSOV- 46
- Non-Compliance- 39
- Removal from a hold down- 28
- Quarterly Overtime Equitability- 27
- LWOP in lieu of SL/AL/LWOP issues- 24
- Limited/Light Duty- 17
- Uniform Allotment- 15
- Workhour Guarantee- 14
- Mgt/Rural doing craft/city work- 14
- Bid Sheet- 12
- Deems Desirable- 11
- Change in start time- 8
- Letter of Demand- 6
- Holiday Schedule- 6

These contract grievances show a decrease of about 30 overtime grievances from the prior year. The number of harassment grievances has also decreased by about 20. Non-compliance grievances have spiked from the prior year due to managements inability to abide by their own signed settlements or in sheer defiance of arbitration awards. Quarterly overtime equitability grievances have also increased from the prior year. The breakdown for discipline grievances is as follows:

- Letter of Warning- 189
- 7 Day Suspension- 89
- 14 Day Suspension- 42
- Emergency Placement- 32
- Removal- 27

The discipline grievances filed this year show a decrease of 56 total from the year prior. However, the number of suspensions for both 7 & 14 day have increased by 18. We had 2 less removals than the previous year. So, while there was a fair decrease in the amount of Letter of Warnings issued higher levels of discipline increased. I must also note that every year we have discipline issued that is not grieved because management issued it without a union representative present 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 1179 grievances filed in 2018, 317 currently 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- 101
- Settled by Shop Steward- 189
- Settled by Formal A Steward- 470
- Settled at Step B- 93
- Awarded through Arbitration- 9

The trend of grievances being resolved at lower levels or through pre-arbitration continues to increase resulting in fewer impasses than previous years. I believe this, in part, is due to management being more willing to negotiate due to their abysmal arbitration record. Last year the branch had a 100% success rate in arbitration. This year the branch has continued with great success taking 9 cases to arbitration with only 2 being denied putting us this year at a 7-2 performance. Noteworthy of these, carriers in Middletown were awarded an additional $34,000 for managements failure to timely compensate an initial $63,000 arbitration award. Carriers in Murray were awarded $25,000 for quarterly overtime equitability and the branch has been compensated $4,500 for perusing non-compliance grievances. As successful as we have been in arbitration, the overwhelming majority of cases appealed past Step B this year have been resolved at pre-arbitration. John Collins (RAA Region 11) has resolved many of these appeals for us at the area level. John does a tremendous job representing the members of this branch. Others have been resolved by myself, David Kennedy or Patrick Dougherty in pre-arbitration negotiations.

Continued on page 10
Brad’s Blessings presents the 2nd annual stand-up comedy show

Laugh your a$$ off

February 8, 2019

20th Century Theatre
3021 Madison Rd.
Cincinnati, OH 45209

All money raised will support Brad’s Blessings Foundation in memory of Brad Giesting.

Several comedians will be making an appearance and will keep you laughing your a$$ off!

Tickets will go on sale starting in January

To purchase tickets or to learn more about our mission visit bradsblessings.org or email us at bradsblessings@gmail.com
19th Annual
Branch 43
Jim Frentzel Memorial
Bowl Against
Dystrophy
January 27, 2019

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 - $35 minimum per bowler or $140 per team of four. Invite family or friends to participate either by bowling or making a donation. Registration fee includes 3 games of bowling, shoes and a specially designed NALC/MDA T-shirt.

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. Entries received after January 11th may not receive a T-Shirt.

<table>
<thead>
<tr>
<th>TEAM NAME</th>
<th>STATION</th>
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<tbody>
<tr>
<td></td>
<td>Print Name</td>
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<td></td>
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<tr>
<td>Bowler #4</td>
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</tbody>
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By signing, we agree to raise a minimum of $140 for Muscular Dystrophy - THANK YOU for participating.
Last Punch Bunch

Karen Graham, Norwood
Randy Utz, Anderson
Rhonda Kuntz, Lebanon
Debbie Wiesman, Mid City
Ed Mahon, Lockland
Patty Castner, Taft
Connie Griffieth, Mt Washington
Cindy Malcolm, Anderson
Rhonda Guidugli, Anderson
Join fellow retirees for lunch

1:00 pm - 1st Monday of each month

February 4th
Price Hill Chili
4920 Glenway Ave
Cincinnati, OH 45238
(513) 471-9507

March 4th
Lagoon Saloon
859 Elm St
Ludlow, KY 41016
(859) 581-7822

Call Gerry Mees
(859) 491-2008

Or Greg Stulz
(859) 380-9512

January Gold Carders

Anderson  Clyde
Bill      James
Brown    Elbert
Burkhart Charles
Haehnle  Charles
Harrell  Carl
Kelley   Donald
Layman   Raymond
O'Hara   James
Pack, Jr. Samuel
Ruark   Donald
Shrack  Charles
Williams Lynam
Wilson  James

December YOPC Attendees

Deborah Bryant
J R Ford
Art Holt
Dick Keller
Freddy K
Gerry Mees
Tony Sciamanna
Bob Shepherd

Join fellow retirees next month for sharing old times, playing cards and lunch
These Branch 43 members have contributed in 2018 to the Letter Carrier Political Fund (LCPF) and realize the importance of having a voice in Washington. Are you listed? If not, please call the office, or go to nalc.org for more information on how to become a contributor.

BAILEY, BRIAN K
BAUER, MATTHEW
BECKER, BERNARD W
BENTLEY, DOUGLAS
BENTER, DAVID
BERLING, GARY R
BLAIR, MICHAEL T
BOCKMAN, CARL F
BREWER, REUBEN O
BROWN, EDWARD T
BURKHART, C "MOE" M
CALDWELL, ROBERT R
CASEY, MARLON
CHANCEY, KENNETH A
CHANNEY, MARVIN J
COLEGATE, EDWARD B
COLON, REGINA G
COLON SR, JOSE E
CORCORAN, JOHN M
CROFOOT, CYNTHIA H
DALE, FLOYD N
DASHLEY, STEVEN P
DEMAREE, KELLIE S
DEMAREE, THOMAS J
DEPENBROCK, STEPHEN J
DILL, MARK A
DINSMORE, JOHN P
DOUD, DENNY H
DOUD, MICHELLE L
DOUGHERTY, PATRICK M
DOYLE JR, JOHN R
DURBIN, DAVID R
DURHAM, JAMES B
DURRETT, RONALD K
ECKSTEIN, LOUIS B
EGBERS, SUZANNE
ENWRIGHT, DIANA L
ESTRIDGE, DENNIS L
FAEHR, EDWARD A
FLOWERS, BLAKE M
GABBARD, GARY E
GABBARD, ROBERT L
GARY, ROBERT E
GIESTING, GERALD R
GRABEL, KEVIN M
GRANT, CHARLES
GRIFFEEY, RUBY L
GRIFFIETH, CONNIE L
HEIS JR, ROBERT C
HENSLEY, CHARLES K
HILL, DONALD M
HUBBARD, MARK T
HUGHES, BURTON L
JANUS, DAVID J
JENKINS, JAMES S
KEANE, THOMAS J
KELCH II, EARLE K
KELLEY, DEWEY K
KELLY, JAMES J
KENNEDY, DAVID L
KIRCHGESSNER, FREDRICK J
KIRCHGESSNER, JUDITH A
KOCH, JAMES H
KOENIG, WARREN L
LAPE, DOUGLAS E
LEE, JOE
LINZ, JENNIFER L
LITTELMANN, TODD M
MAHLENKAMP, JEROME W
MAIFELD, RANDOLPH G
MARTIN, BARBARA A
MAYS, RICHARD M
MC GOWAN, CAROL A
MC GOWAN, JOSEPH A
MERCER, MARK E
METZ, CHRISTOPHER C
METZ, JAMES E
MILLER, WARREN W
MILLER, WILLIAM C
MIZE, MICHAEL C
MOLLOY, MICHAEL D
MOORE, AARON W
MUELLER, DONALD J
MUELLER, MARK R
MUGAVIN, DANIEL L
MULVANY, PATRICK A
OBRIEN, SHAWN T
PAULINELLI, ROGER
PORTER, HERBERT P
RAWLINGS, THOMAS A
REGAN, PATRICK F
REYNOLDS, DANNY M
RHEA, CHRIS J
RHEUDE, ANGELA D
RIDER JR, PAUL A
RIDER, THEODORE L
RIDLEY, STEPHEN S
ROMITO III, CARMELO L
ROOS, THOMAS C
RUCKER, SHARON M
SAYLOR, JOSEPH M
SCHERPENBERG, DEAN J
SCHURENBERG, BRANDT J
SCHWEPPLE, CHARLES J
SCOTT, MICHAEL W
SEABOROUGH, LAMONT I
SHARKEY, ROBERT S
SHARP, RONALD D
SMITH, ALESHA A
SMITH, JULIA
SOUTHALL, LEWIS M
STALLKAMP, JANET M
STIEBY, RONALD J
STOLTE, LARRY A
STONE, ANGELA Y
STRONG, JEFFREY
THOMPSON, TED N
TIEMEIER, GERALD L
TITUS, DAREL L
TODD, JOSEPH M
UTZ, DAVID W
UTZ, RANDALL A
VEARIL, PAUL R
WAGNER, GEORGE W
WALKER, JOHN M
WEHBY, FREDERICK J
WELLS, LARRY G
WEVER, NATASHA A
WILLIAMS, CHARLES E
WILLIAMS, KAROLE R
WINTERS, MICHAEL J
WOODS, MORRIS W
ZWICK, JOHN R
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 - Brian Hays ($67.00)

MDA - Mike Dick, Natasha Weaver and Randy Utz

Cooler of Cheer for MDA raised $620.00 and the winner was Jeff Strong
Motions made at the December Membership Meeting

- To dispense with the roll call and reading of the previous minutes. Carried
- To pay the bills. Carried
- That Branch 43 provide gift cards of a value of $250.00 for Tom Roos and Skip Grant for their exemplary service and dedication to branch 43 members. Carried
- To adjourn. Carried

Happy New Year!
"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

POSTAL Family Credit Union, Inc.
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.
Upcoming Events

Officers Meeting - 6:00 pm January 10th
Branch Meeting - 7:30 pm January 10th
Martin Luther King Holiday - January 21st
February YOPC - Wednesday, February 6th

NALC Health Benefit Plan
Customer Service
For eligibility, claim and benefit information
1-888-636-NALC (6252)
For additional information visit our website at:
www.nalc.org/depart/hbp