From the President’s Desk

Whenever help is solicited for our brothers and sisters Branch 43 has always met the call. I, along with too many other branch members to mention, have requested donations to help Dayton Branch 182 members who suffered unimaginable damage to their homes and property from the Memorial Day tornados that struck the area. Thus far, including the branch donation passed at the June membership meeting, the branch has collected $3,759.00. The branch is still collecting through our next meeting and still receiving donated funds at the hall. I want to thank all the members who donated and remind everyone we are still collecting. If you plan on donating, please do so now. If you have not donated, please consider it.

Branch 43 also has a strong start to 2019 for the Muscular Dystrophy Association. Thus far, the branch has raised $4,852.00 for MDA. Currently the branch is taking donations that can be used for raffle baskets that we will raffle off at the upcoming Ohio State Association convention in Cincinnati this August. We will be collecting all funds and items donated at the July membership meeting. Please consider donating to this great organization as well. Many of the funds collected locally go to offset the costs of sending children suffering from Muscular Dystrophy to the annual MDA Summer Camp. Just last week was the 2019 Summer Camp held at Camp Campbell Gard. I, along with Pat Dougherty and Branch MDA Coordinator Diana Enwright, had the opportunity to visit the camp, talk and interact with the children and view the grounds and activities provided. As hot out as it was the day we were out there, it appeared as though everyone’s favorite activity revolved around water. I had a water balloon busted on my head, Pat took a squirt gun to the ear and I have included a photo in this month’s newsletter of Diana getting a water balloon popped above her head; with Pat laughing and hiding in the background. While there, we heard many good stories. We also heard one story that hit me in the heart. One child who attends the Summer Camp every year stated the reason why they look forward to the Camp each year is because it’s the one week out of the year that they feel normal. Please consider donating to the branch office or your station steward so that we can put some great raffle baskets together and continue to generate funds to this great organization and help deliver the cure!

I would like to invite all members interested in applying for the NALC Leadership Academy. The Leadership Academy is a rigorous 4-week course that covers a multitude of topics to help develop union leadership. I believe we have many branch members that would benefit from this training, but it is a very competitive training. Only 2 members from each region are selected to attend each class. Currently we have 4 branch members that have been selected and completed this training; Dave Kennedy, Mike Mize, Doug Lape and me. Applications can be found online and at the branch office. While I would like to see every branch member that applies be selected, do not be discouraged if you are not selected on your first application. For many that attend, they are not selected initially and fill out multiple applications. I encourage anyone interested to apply.

National has finalized the new Letter Carrier Resource Guide and it is now available online and at the branch office. The new guide will be given to new employees during the academy when available. This guide combines the 2014 Letter Carrier Guide and the 2016 City Carrier...
President cont.

Assistant Resource Guide into a collaborative publication to address information for letter carriers through all phases of their career. This guide provides information on CCA rights and benefits, issues relevant to the workroom floor such as DOIS and PS Form 3996, the MDD and Customer Connect. There are also additional chapters on the expanded Wounded Warrior Leave, ePayroll, PS Form 3971 and holiday provisions. Also included is an expanded section on letter carriers’ rights and benefits when converted to career. I highly recommend all carriers review this guide as it takes numerous portions of the contract and handbooks and manual and simplifies how it all should work and what the rules are in one place.

On June 26th the NALC officially opened our 15th round of negotiations with the Postal Service on a collective bargaining agreement. President Rolando released an opening statement on these negotiations that addressed where the NALC stands. While stating the need to improve the standard of living for city letter carriers President Rolando made clear there will be no concessions given or offered. President Rolando addressed issues surrounding the CCA workforce and the chronic turnover and instability in the Postal Service by adding the NALC will propose accelerated CCA conversions to career status and changes that will facilitate a transition to an all-career workforce. This has been a goal and bargaining position since at least the 2008 National Convention in Boston. President Rolando stated the NALC will propose practical solutions to improve safety, efficiency, service, and staffing issues as a measure to achieve properly adjusted routes when stating, “Unilateral approaches are not acceptable to us- only jointly developed and administered approaches will work.” Of all the opening issues this statement addressed, I am drawn to one paragraph in which he discusses the difficulty in reaching a mutual agreement with the current climate of the Postal Service. President Rolando states, “Adding to the difficulty is our failure to make progress in recent years on the Postal Service’s often toxic workplace culture. Speaking bluntly, it has become clear to us that postal management does not choose to acknowledge, much less address, this problem, which festers and persists in too many post offices across the country.” The MOU from 2016 which created the Joint Workplace Improvement Process (JWIP) has resulted in failure nationally. I have reported to the membership on this failure in recent months. Due to this failure, for what was a hopeful process to address hostile work environments, President Rolando closed that portion out by saying, “We will aggressively explore other options to improve the workplace environment in this round of collective bargaining.” I will keep the membership posted of any updates I receive regarding this round of collective bargaining. Our current contract will expire on September 20th.

In Solidarity,
Ted Thompson
From the Vice President

Performance Engagement Tool (PET)

The Performance Engagement Tool (PET) is the most recent computerized data-generating workload projection program designed by the Postal Service. Just like other USPS workload projections tools of the past, such as Delivery Unit Volume Recording System (DUVRS) and Delivery Operations Information System (DOIS), PET is used by supervisors to project how long it will take letter carriers to perform their daily duties. PET works by attempting to compare a letter carrier’s past street time performance and mail volumes with the current daily situation and then uses that information to determine how long it may take a letter carrier to perform his or her duties that day. The office time projection generated by PET only considers how long it would take a letter carrier to case and pull down the day’s volume of letters and flats, based on 18 pieces per minute for casing letters, 8 pieces per minute for casing flats, and 70 pieces per minute for pulling down letters and flats combined. The office time projection allows for no fixed office time to perform necessary daily functions such as vehicle inspections, service talks, retrieving mail from throwback case, withdrawing mail, and retrieving or signing for accountable mail. These are just a few of the required daily office duties not accounted for in PET’s projections.

The street time is also projected differently in certain locations. In some offices, supervisors will select one of four different street time options and apply that time to today’s equation for PET to utilize in projecting the street time for today. The four options are: 1) The average street time for the same day of the week for the previous six weeks. For example, if today is Monday, then one of the possible street time selections is the average street time recorded in DOIS for the previous six Monday’s. If today is Friday, then the projection is the average street time recorded in DOIS for the previous six Friday’s, etc. 2) The average street time for all delivery days during the previous six-week period. 3) The most recent PS Form 3999 time. 4) The base street time for your route. In some parts of the country, the only street time option for supervisors to select from are the PS Form 3999 time (the amount of time it took the last time management walked with the letter carrier) or the base street time for the route. While Postal Service has instructed its supervisors to compare the mail volume for previous days to the current day when deciding which street time to select for PET, none of these projections consider daily situations such as weather, parcel counts, traffic, construction, etc.

While this most recent attempt at projecting a letter carrier’s daily workload may apply a different formula than used by any other management projection tool in the past, what hasn’t changed are the responsibilities and reporting requirements outlined in Handbook M-39, Management of Delivery Services and Handbook M-41, City Delivery Carriers Duties and Responsibilities. Letter carriers are still responsible for estimating the amount of time it will take to complete their assigned duties, and management still has a responsibility to manage that workload within the confines of the handbook language as well as previous national-level settlements regarding the use of any such time-projection tool. Letter carriers have the right and NALC can challenge the use of any workload projection tool as the sole determinant of a carrier’s daily workload or its utilization as the basis for disciplinary actions. These rights were granted and have been settled many times in the past in national-level settlements such as M-01664 and M-01769. National-level settlement M-01664 was signed on July 30, 2007 and national-level settlement M-01769 was signed on September 16, 2011. These settlements very clearly state that daily workload projections by management are not the sole determinant of a carrier’s leaving or return time or daily workload, and the resulting projections from using tools such as PET cannot constitute the sole basis for corrective action. Workload projections, which do not consider the full amount of time necessary for letter carriers to complete their daily assignments, create a breeding ground for disputes when letter carriers fill out a PS Form 3996, Carrier-Auxiliary Control, requesting overtime or auxiliary assistance. Handbook M-41, Section 131.4 states that it is a letter carrier’s responsibility to inform management when they are of the opinion, they will be unable to finish their assigned daily duties in the scheduled time.

Handbook M-39, Section 122.33 states: The employee, upon request, will be provided a PS Form 3996, Carrier-Auxiliary Control, after the supervisor has been verbally informed as to the reason for the request. The employee shall not be denied the form, and upon request, a duplicate of the com-

Continued on page 10
NALC Region 11  
Summer 2019  
Newsletter

Some new appointments that will affect Region 11 – in a positive way! As previously announced, President Rolando has created a new position called Regional Grievance Assistant (RGA). RGA’s were created to increase representation for the membership. Effective June 3, 2019 Mike Brim of Br. 78 Columbus, OH will be an RGA for Regions 6 and 11 working out of the Region 11 office. Mike has worked on many issues and projects both regionally and nationally as well as being a grievance Formal A representative and arbitrator advocate. Also, effective June 3, 2019 President Rolando has assigned Bill Bothwell of Br. 44 New Hampshire Merged to fill the Regional Workers’ Compensation Assistant (RWCA) vacancy created when Ron Adams retired by adjusting some of the RWCA territories. Bill brings an extensive background as a former staff member at NALC HQ, a National advocate and was one of the original appointed RWCA’s. We’re excited to have both Mike and Bill on Team 11! I know they’ll work hard and do a great job for our members. A huge thank you goes out to Doug Lawrence Br.134 Syracuse, NY for filling in when Ron Adams retired. Doug assisted many Region 11 members through the web of OWCP and we look forward to utilizing his expertise moving forward.

I’d like to say that summer has arrived, but it seems like the weather across Region 11 does not want to let go of spring! Sooner or later we all know the hot temperatures will arrive, the question is – are you ready for it?

The USPS has a Heat Illness Prevention Program (HIPP) in place for 2019. We need to make sure each letter carrier and their supervisors get trained in LMS course 1009802. The course should have already been conducted, however branches across the Region are reporting that the training has not been completed in most offices. We need to make sure it does. I’m asking that all members, stewards and officers are asking for the training. If it is not given, I am asking that we enforce it through labor/management meetings, safety committee meetings and our grievance procedure.

Once training is underway, please be sure there is accounting for all carriers including those who were absent. According to the materials, supervisors are also tasked with conducting a weekly safety talk addressing issues related to heat exposure and prevention of heat related illnesses. Are these talks being given? We also need to make sure there is a focus on acclimatization. Let’s not forget the July 2018 death of letter carrier Peggy Frank who died on her first day back to work following a long-term injury absence. If you need further assistance on this issue, please reach out to your branch leadership or call us at the NBA’s office.

Most importantly, if you believe you are experiencing signs or symptoms of heat stress – immediately call 911 then (if possible) call your supervisor. For more information please visit Nalc.org and click on safety and health under the workplace issues tab.

For those nearing or already retired, the TSP’s new withdrawal rules are supposed to be in effect September 15, 2019. The new rules will add a lot more flexibility for you to access your TSP funds. When withdrawing from your TSP I ask that you keep one simple thought in mind, “you want your funds to outlast you, and not you outlast your funds!” Check out TSP.gov for the latest info.

Finally – I bet there are not many of us who wake up and think about losing our house by the end of the day. It’s an odd thought. Perhaps you might think that if you know you’re in the path of a hurricane, but without a pending known disaster on its way – it’s something we don’t typically think about or truly plan for.

Such was Memorial Day 2019, in Region 11 cities such as Dayton and Celina, Ohio. These areas along with other Midwest cities were devastated when several tornadoes touchdown in highly populated areas. Many Region 11 letter carriers lost their homes or apartments, power was lost and postal operations had to be adjusted. Thankfully none of our carriers and their families were injured, but many of their lives were upended. In the next couple of days, I will be visiting the affected area along with representatives from NALC’s Disaster Relief Foundation (DRF). Along with needed supplies and perhaps emergency grants, the DRF will be assessing the situation and be a helpful resource for our members when they need it the most. Please consider making a donation to NALC’s Disaster Relief Foundation. For more information please go to NALC.org. Would you be prepared if you lost your home by the end of today?
STEWARD’S CORNER

My article will focus on carriers in USPS with less than 5 years of service. Sorry to all you senior carriers, but I do need your help to watch out for our younger brothers and sisters and speak up for them. If it was not for Fritz and my brother Randy, I would not be who I am today. I wish the NALC and I could be with you all the time but we can’t so you must learn KNOWLEDGE IS POWER. Branch 43 needs young blood to stir the pot and speak up for those who will not speak for themselves. If you do not know the rules, then management will ride you like a jockey whipping a horse. In a recent horse race, the jockey fell off the horse and the horse crossed the finish line, while the jockey laid face down in the dirt. Do you need a supervisor that has barely carried to tell you how he would carry? I hope not. Then when the same supervisor gives you a route plus 2 hours assist and tells you to be back by 6pm, why do you run, skip breaks, and lunch to make 6pm. My question to you is, can you do this for 30 years until retirement? HELL NO. The fact is management gave carriers the perfect tool; the scanner with GPS. Take your breaks, lunch, and comfort stops [use the restroom in a restroom what an idea]. A recently promoted supervisor was pissing in a gallon jug, she did not have good aim. That’s who’s telling you how easy it is to carry. If a supervisor says it never took me that long, then answer, "I follow the contract; breaks, lunch, comfort stops and travel time to and from my assist." Wow what a novel idea you are not mules. Tell management to check the scanner and show me where I was sitting longer than 10 minutes for my breaks or 30 minutes for my lunch. Check the scanner it will show my travel time. Check the scanner, the 2-hour assist was 2.5 hours. I take the scanner to the restroom with me and put it where it belongs on the toilet, management can see how long I **it.

The newest is office pivot and street pivot by now all the management zombies recite, downtowns message all carriers should have a pivot today. If a carrier gets out of the office half hour earlier than their leave time, they could have pivot time. Only if the carrier and supervisor agree to this. To all the younger carriers you can say no, you can fill out a PS Form 3996 and say I will need 30 minutes of overtime today my route is 8 hours today. If management denies your PS Form 3996 call or text on scanner before 3pm exact how much time you need to deliver all mail and follow your last instruction.

The newest thing that is bull is street pivot. The fact is carriers finger the mail and have it ready at the box, if the DPS is light or heavy the mail is ready at the box. Management states carriers don’t have to go to all houses; true we may miss a few houses, but carriers are still walking the relay. So, what, do we not have to walk up 3 steps to a box, and I get a street pivot of 45 minutes? WTF my question to carriers is when the DPS is 2 times as heavy does the same supervisor come up to us and say DPS is heavy out of the goodness of my heart please take 45 minutes of overtime?

I know we are smarter that the walking dead. All of you CCA and regular carriers with less than 5 years of service better wake up and stand up for yourself or it's going to be a long way to retirement.

In Solidarity,
Dave Utz

FROM THE EDITOR

The U.S. Supreme Court ruled on June 27 that if states draw lines to favor one party over another (gerrymandering), it’s not the courts’ job to fix it. This decision was made in favor by a 5-4 vote. What does this mean to us? U.S. voters are grouped into districts that elect members of Congress, state legislators and many local offices.

These districts are typically redrawn every 10 years, based on the results of the U.S. Census. Under current Ohio law, the state’s General Assembly — its legislature — is primarily responsible for drawing the state’s congressional districts, under the advisement of a bipartisan legislative task force.

In 2012, the district map was changed. These changes were designed to allow Democrats to consistently win 4 of the 16 districts, while ensuring that the Republicans win in the state’s other 12 districts. As a result of this new map, Republican candidates earned 51% of the statewide vote in 2012 but secured 75% of the congressional seats. In 2014, they earned 59% and again held 75% of the seats. In 2016, the GOP took 57%, and…. YES, kept 75% of the congressional seats.

Ohioans who had voted Democrats consistently in the past, were “packed” into four irregularly
MDA SUMMER CAMP

2019
Join fellow retirees for lunch
1:00 pm - 1st Monday of each month

August 5th

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June YOPC Attendees

Deborah Bryant
J R Ford
Jerry Giesting
Art Holt
Burt Hughes
Dick Keller
Gerry Mees
Tony Sciamanna
Bob Shepherd
Robert Wilkinson

Clyde Cooper

June Retiree Birthdays

Berndsen Richard
Colegate Edward
Dison Steve
Eveland Jr. John
Fee Dalton
Ficke John
Giblin Roger
Ginn Stephen
Holl Frederick
Holzschuh Edward
Johnson Calvin
Knue Denise
Kroner Thomas
Leslie Paul
Lusk Dale
Martin Barbara
McCleary David
McNulty James
Meale James
Mees Gerald
Miles Melvin
Neeley John
Padgett Christopher
Petersen Mark
Rosenacker Mary
Scheben Donald
Schwettman Harry
Sellmeyer Albert
Smethurst Richard
Walter Mark

Gold Carders

Ashmore Jerry
Caldwell Robert
Chitwood Billie
Collier Ron
Corcoran John
Douglas Herman
Estridge Dennis
Hugenberg Fred
Knight Gerald
Koch Raymond
Saurewein William
Wilbers Paul
shaped, barely contiguous districts. This resulted in unusually large margins of Democrat victory in these 4 districts. A prime example is district 9 on the coast of Lake Erie. District 9 includes fragments of 2 of Ohio’s major cities: Cleveland and Toledo. After the 2012 changes, two Democratic candidates for the House (Marcy Kaptur of Toledo and Dennis Kucinich of Cleveland), were forced into a primary election, where only one would survive.

Another example is our own District 1 (Cincinnati). This District now encompasses two barely connected wings of Hamilton County and Warren County. It includes part of Cincinnati, but not the entire city. Prior to the changes, District 1 was competitive. It swung back and forth between Republicans and Democrats. Then in 2012, heavily Republican Warren County was added to the district and it has been Republican ever since.

The map was clearly enacted to disfavor Democratic voters. As a result, Democratic voters in Ohio have less power to effect change on issues that are central to their lives. Do both parties engage in partisan gerrymandering? Absolutely! Gerrymandering was named after Gov. Eldbridge Gerry of Massachusetts in 1810. He redrew the State of Massachusetts map in dramatic and unusual manner.

Last month, I wrote about how the NALC has fought to keep Congressional co-sponsors for many postal issues. I listed the number of Ohio Representatives that were co-sponsors. If the district map was fair, we would have more support for our issues.

I also wrote about the attacks on reducing our delivery days to 5 days a week, last month. Recently, our own Postmaster General, Megan Brennan said the Postal Service is considering scaling back mail delivery to 5 days per week, from the current 6, as it works on a plan to shore up its financial situation.

Again, Postal Reform is going to happen soon! We must act now and not wait until it happens. Then it will be too late. The NALC has made recommendations for Postal Reform. While we hope to win this fight in all aspects, it is more likely than not that we will have to compromise somewhere. Our best course of action is to win at the Congressional House and Senate. We must continue to educate our Representatives on why we are important to the public and ways we can fix our financial situation.

So, what can you personally do? Contact your Representative! The NALC App is a great tool for this. Also, give to the Letter Carrier Political Fund. Currently, about 8% of our members give to this fund. I find this absolutely embarrassing. I know politics and work do not mix, but in our case, politics can mean everything. Our benefits are at risk everyday by congress. Every member should be donating at least $5 per paycheck to this fund (Remember dues can not be used for this fight). If $5 is too much, considering giving a dollar a paycheck. I promise you will not miss it. Contact me personally at Matt.Bauer@branch43.org I will be happy to help you sign up.

Matt Bauer
Director of Political and Legislative Affairs

District 1 Changes:

2012 Map

![2012 Map](image)

2008 Map

![2008 Map](image)
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

June Membership Meeting
Raffle Winners

Split-the-Pot - Rolled over to July

Dayton Relief - Connie Griffieth,
Dave Utz & Janet Stallkamp

GALLS

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On Your Side!
Motions made at the June Membership Meeting

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

To designate Dave Kennedy as President Emeritus and list him as such in all branch publications. **Carried**

To donate proceeds of Split-the-Pot and other raffles to Dayton Relief, Branch to match proceeds up to $1,000.00. **Carried**

Branch supply postcards, stamps, pens and pencils to take to MDA summer Camp spending up to $100.00. **Carried**

To pay the bills. **Carried**

To adjourn. **Carried**

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**Last Punch Bunch**

Ron Deatrorage, Norwood

Vice President cont.

completed form will be provided the employee. The PS Form 3996 is the letter carrier tool to combat management PET tool so, utilize it every time they try to give you unrealistic expectations! If you don’t utilize the PS Form 3996 that will be the first thing management will use against you when they write you up for unauthorized overtime! When you complete the PS Form 3996 give it directly to the floor supervisor and request a copy back. The supervisor is required to check approved or disapproved sign the form and provide the copy back upon request from the carrier. If the supervisor checks disapprove then don’t get mad and argue with them just state, I’ll do my best and if you can’t meet that time call back or text back on your scanner for further instructions. There are only 3 options to give a carrier 1) deliver the mail that authorizes the overtime. 2) They can send you help. 3) They can tell you to be back at a certain time if you can’t deliver all the mail in that time you are instructed to be back notify that supervisor you will have to bring back mail to make that time and fill out PS Form 1571 and for reason write management did not authorize me time to deliver this curtailed mail and have supervisor sign. If the Performance Engagement Tool (PET) is being used in your office in contradiction to national settlements M-01664, M-01769, and Handbooks M-39 and M-41 then ask to see your shop steward so he or she can investigate and file a grievance!

In Solidarity,
Pat Dougherty
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Upcoming Events

**Officers Meeting** - 6:00 pm July 11th
**Branch Meeting** - 7:30 pm July 11th
**Delegate Meeting** – 7:00 pm July 18th
**August YOPC** - Wednesday, July 31st