



Since July 25, 1890

June 2022

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
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Ted Thompson
President

From the President's Desk

As I begin to write my article for this month, leading up to the Memorial Day Holiday, I want to pause and recognize more than one million people have passed since the beginning of the COVID-19 pandemic. Branch 43 members are not relatively unsusceptible to the novel coronavirus. Many of our members and their families have been affected by the pandemic throughout the last couple years. Many were affected by daycare or school closures. Many were affected by family members and friends who became infected. Many were affected through transmission and becoming ill themselves. Some lost family members and friends. Unfortunately, we lost one active letter carrier to the virus. I do not know of many Branch 43 members that have not been impacted by this pandemic in one form or another. I do know one thing, when historians write the history and the impact of the pandemic's effect on society and the workforce, it will surely include what many now label "The Great Resignation" and all Branch 43 members have been affected by this.

Statistically, in 2021, an unprecedented 45 million Americans left their jobs. According to the Bureau of Labor Statistics figures, in January 2022 alone, 4.3 million Americans left their jobs. The United States Postal Service has not been immune to these numbers. We have had members leave their jobs to be home with and take care of their families, to find a better work/life balance, to find more flexible work schedules, to find employers less hostile and treat their employee's better, along with a multitude of other reasons. Whatever the reason behind why an individual left work at the

Postal Service or any other company, behind this great workforce exodus has emerged a changing of relationship between employers and employees. Employers, for the most part, are no longer in the position of thinking people need us more than we need them. Potential workers know this. Employers must be more lucrative than the other options to adequately staff and retain workers. The Postal Service has been slow to adapt to these necessities, but at least now is working in the right direction.

The NALC and USPS recently signed off on two national Memorandum of Understanding (MOUs) to help adjust staffing and move to an all-career workforce model in different installations throughout the country. The first agreement, MOU Re: City Delivery Staffing Adjustment – Conversions to Part-time Flexible and Full-time Regular Status (M-01985) is designed to maintain compliance with the contractual CCA caps and adjust staffing through conversions to career status. The agreement includes conversion of Part-Time Flexible (PTF) letter carriers to Full-Time Regular (FTR) status and conversion of CCAs to FTR career status in select 200 workyear installations, as well as conversion of CCAs to PTF career status. The attachment to the MOU identifies the number and classification for conversion in each installation included in the agreement. All conversions must take place no later than 90 days from the date of the agreement (May 24, 2022). Under this MOU only one Branch 43 office will be impacted: Middletown. While Middletown does not qualify as a 200 workyear office, three CCAs will be converted to a career PTF position because of this MOU. Included on page 8 is a breakdown of Ohio offices affected by this MOU and the number of CCAs that will be converted.

The second agreement, MOU Re: City Delivery Staffing Adjustment – Hiring Part-Time Flexible City Letter Carriers

Continued on following page



NEWS & VIEWS

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& David Utz

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.

ers (M-01986), in a nutshell, requires conversion of all CCAs to PTF career status and moves the 22 installations included in the agreement to an all-career workforce. All CCAs currently on the rolls in the listed offices will be converted to Part-Time Flexible career status no later than 60 days from the date of the agreement (May 24, 2022). After these conversions have taken place, the Postal Service will hire new city letter carriers as PTFs until the number of PTFs listed for each installation has been reached and maintained. No CCAs may be hired in installations while covered under this agreement. Employees converted to PTF career status under this memorandum will be placed in PTF Step AA of the wage scale. PTFs hired under this memorandum will start at Step AA of the wage scale. Also on page 9, I have included all 22 installations throughout the nation impacted by this agreement. Cincinnati is included as one of only 22 installations covered by this agreement. What this means is that Cincinnati is going to an all-career workforce as a means to combat staffing issues. This will not only allow the Postal Service to be more competitive in the wage scale job seekers are looking for but will allow the Postal Service to offer a benefit package that will be hard to beat. These benefits include immediate availability to enter the Federal Employee Health Benefits Program (FEHBP), the Federal Employee Dental and Vision Insurance Program (FEDVIP), and the Thrift Savings Program (TSP). Employees will also have the immediate option of signing up for both Health Care and Dependent Care Flexible Spending Account (FSAs). Employees will further have the immediate availability of entering Federal Employee Group Life Insurance (FEGLI) for themselves, their spouses, or their children. As career employees, they will also begin immediate accrual towards years of service for retirement credit under the Federal Employee Retirement System

(FERS). Also immediately, these employees will begin earning their years of service towards annual leave amounts and immediately begin earning sick leave every pay period. As of this writing, I do not have a time frame for when Cincinnati will begin direct hire of PTFs, but the goal was within thirty days of the memorandum. When Cincinnati can begin hiring career positions, there will be a massive media and hiring campaign to attract more job seekers with the updated information.

These memoranda will not improve all staffing issues, but they certainly will help and at least we are moving in the right direction as we head towards another round of collective bargaining. The NALC is committed to working with USPS representatives on a continual basis to address the issues of staffing that continue to negatively impact letter carriers. However, it is my humble opinion in today's environment that keeping employees on the job is not all about salary and benefits. To attract, and more importantly, retain employees, in this great resignation era, employers need to engage their employees with meaningful conversations, listen to them, and take action on their concerns, no matter what those concerns are. Smart and innovative employers know this and are adapting. If the Postal Service is unable or unwilling to do this on their own, NALC leaders must make them through the collective bargaining process where they can. We must all continually lobby our members in the federal legislature to draft postal friendly policies that allow us to adapt to the necessities of today's job market, yet still remain reliant and competitive as an employer. While this is most definitely a delicate balance, for my part, I will continue to fight how and where I can to help us achieve this goal.

In Branch 43 news, I am proud to report that Matt McCarren has been appointed the position of Director of Legislative and Political Affairs. This is

Continued on page 8



Pat Dougherty
Vice President

From the Vice President Heat Safety

Summer is rapidly approaching and now you need to prepare for the heat to protect yourself. We work outdoors most of the day, and in the summer, that means exposure to the dangers of the heat and sun. Carriers should take responsibility for their own outdoor safety by taking proactive steps to avoid danger, knowing the signs of trouble, and being prepared for it. Even the most seasoned carriers must be wary of extreme heat. Being in top physical shape is not enough to protect you from exposure to extreme heat and sun. It is knowing how to prevent heat stress that keeps a letter carrier safe on a hot day.

Keeping yourself safe starts with hydration. Water is essential to the body's natural cooling process, so drinking plentiful amounts of water, starting before you leave the office, is the first step in heat safety. Continue to drink while on your route and even afterward that evening at home to replace vital body fluids. Be sure to dress appropriately for the weather. On warm days, wear light-colored, loose-fitting, breathable clothing. The light colors reflect more sun and loose fit and breathable fabric let heat escape the skin faster.

Know the signs of heat stress. Even if you take all the precautions, your body may succumb to severe heat stress. You should be prepared to recognize the signs of the two kinds of severe heat stress: 1) **Heat exhaustion** symptoms include headache, nausea, dizziness, weakness, thirst, and heavy sweating. It can turn into heat stroke quickly if immediate action is not taken. 2) **Heat stroke** is the most serious heat-related illness and requires immediate medical attention. Symptoms include confusion, fainting, seizures, extremely high body temperature, and hot, dry skin or profuse sweating. The visible signs of heat stroke are red, hot, dry skin, or excessive sweating, seizures, and fainting. Do not hesitate to act if you see the signs of heat stress in yourself or a coworker. Find shade or a cool place indoors, drink water, and notify your supervisor or call 911 if necessary. A useful tool for carriers dealing with heat is available right on your smartphone. Simply download and install the Occupational Safety and Health Administration (OSHA) and the National Institute of Occupational Safety and Health (NIOSH) heat safety

tool smartphone app. Once the app is installed, it can detect your location and provide you with the current temperature, humidity, and heat index (combination of temperature and humidity.) It also will provide the expected heat index for the balance of the work-day.

Even if you keep your body cool, the sun can damage your skin. Sun damage is both short-term and long-term. The short-term damage is sunburn. But even if you do not burn, long-term exposure to the sun can bring skin damage and a risk of skin cancer. To minimize the risk of both sunburn and long-term skin damage from cumulative exposure to the sun's rays a major risk for letter carriers you need to take precautions daily. Use a strong sunscreen, even on cloudy days, and reapply as needed. Look at the sun protection factor (SPF) it is a multiplier of how long it allows you to be in the sun without burning. Wear appropriate clothes to cover as much of your skin as possible. Remember that the sun's rays can go through some types of fabric, so consider applying sunscreen under a shirt or hat just to be safe.

We all know as letter carriers there are times when the heat and humidity make our job miserable. However, there is nothing more important than making sure everyone who reported to work returns home safely. In the Postal Record NALC Director of Safety and Health Manny Peralta has reported on this incident in the past and created resources and publications on this available to all NALC members. Over the last 10 years management has reported city letter carriers have suffered thousands of heat-related injuries. During this same period, three letter carriers died working in the heat. One sad story goes, on July 24, 2012, a letter carrier named John Watzlawick from Independence Missouri died while on duty. Hyperthermia was determined to be the cause of his death by the Medical Examiner. By the time John was admitted to the hospital he had a body temperature of 108.7 degrees. On this day we lost a life due to a heat related injury. John reported for work, but he never returned home safely. This is a serious concern that we must all be mindful of to prevent another tragic loss of life on the job. John, and other carriers at the Independent Post Office, worked for a managerial crew that intimidated, threatened, and harassed carriers who spoke of heat being a reason for "not making the numbers." The NALC and the Occupational Safety and Health Administration (OSHA) got involved.

OSHA issued a Citation #538158 to the USPS on December 12, 2012, labeled a willful, meaning the



3rd ANNUAL BRAD'S BLESSINGS
GET TEE'D OFF
CHARITY GOLF TOURNAMENT

DATE: SATURDAY, JULY 23, 2022

TIME: 1:30 PM (SHOTGUN START)

LOCATION: CALIFORNIA GOLF COURSE

5924 KELLOGG AVE, CINCINNATI, OH 45228

COST: \$85 / GOLFER OR \$340 / TEAM OF 4 PLAYERS

INCLUDES: 18 HOLES OF GOLF WITH CART

BACKYARD COOKOUT

CHANCES TO WIN \$10,000 AND
GOLF TRIPS TO FLORIDA AND VEGAS FOR 2

COMPLETE THE ATTACHED REGISTRATION FORM.
RETURN REGISTRATION FORM & CHECK (MADE PAYABLE TO
BRAD'S BLESSINGS) TO: **JERRY GIESTING**
5922 CAMBRIDGE AVE.
CINCINNATI, OH 45230

QUESTIONS: CALL JERRY GIESTING AT 513-498-7629



3rd ANNUAL BRAD'S BLESSINGS
GET TEE'D OFF
 CHARITY GOLF TOURNAMENT
REGISTRATION FORM

COST: \$85 / GOLFER *OR* \$340 / TEAM OF 4 PLAYERS

	NAME	PHONE #	EMAIL
1.			
2.			
3.			
4.			
TOTAL AMOUNT PAID:			

MAKE CHECK PAYABLE TO BRAD'S BLESSINGS.
 MAIL CHECK AND REGISTRATION FORM TO:

JERRY GIESTING
 5922 CAMBRIDGE AVE.
 CINCINNATI, OH 45230

QUESTIONS: CALL JERRY GIESTING AT 513-498-7629

**Please visit BradsBlessings.org to download the registration form
 and for additional information. Thank you.**



Matt McCarren
Leg. & Pol.

STEWARD'S CORNER

With the warm weather back now is a suitable time to review the Cincinnati dog interference/dog bite policy. First, we will address the dog interference portion, **1) Problem Report-** Upon notification of a dog problem from an employee, the supervisor will acknowledge the receipt of the information and call local police (or SPCA). **2) Contact with customer-** The supervisor will attempt to contact the customer by telephone before the end of the business day.

A. Successful Contact the supervisor will:

1) Explain the animal interference problem and the alternatives available to the customer. 2) Obtain assurance from the customer that the problem has been corrected. 3) Relay to the carrier what action was taken.

4) Complete an Animal Interference Letter in duplicate and send one copy to the customer and retain one copy for the Dog Bite File.

B. Contact Failed the supervisor will:

1) Complete an Animal Interference Letter in Duplicate. 2) Attempt mail delivery the following day with the carrier (if possible). 3) Personally visit (if not considered hazardous) with the customer and explain the interference problem and the alternatives available. 4) Obtain assurance from the customer that the problem is corrected.

C. Visit Failed the supervisor will:

1) Determine if the property is safe to enter; deliver the mail along with the Animal Interference Letter. 2) Place a temporary hold order on the mail until the customer has contacted the post office and the dog problem resolved. 3) Notify the carrier of the Resume Delivery Notice or new location of the

Continued on page 9

Congratulations 2022 Branch 43 Scholarship recipients!



Kyle Kramer

Grandson of Gerald Knight - *University of Cincinnati*

Alyssa Miley

Daughter of Janet Miley - *University of Louisville*

Ashley Carlin

Daughter of Steve Carlin - *University of Alaska Fairbanks*

Leah Hibbard

Daughter of Diane Hibbard - *Mount Saint Joseph University*

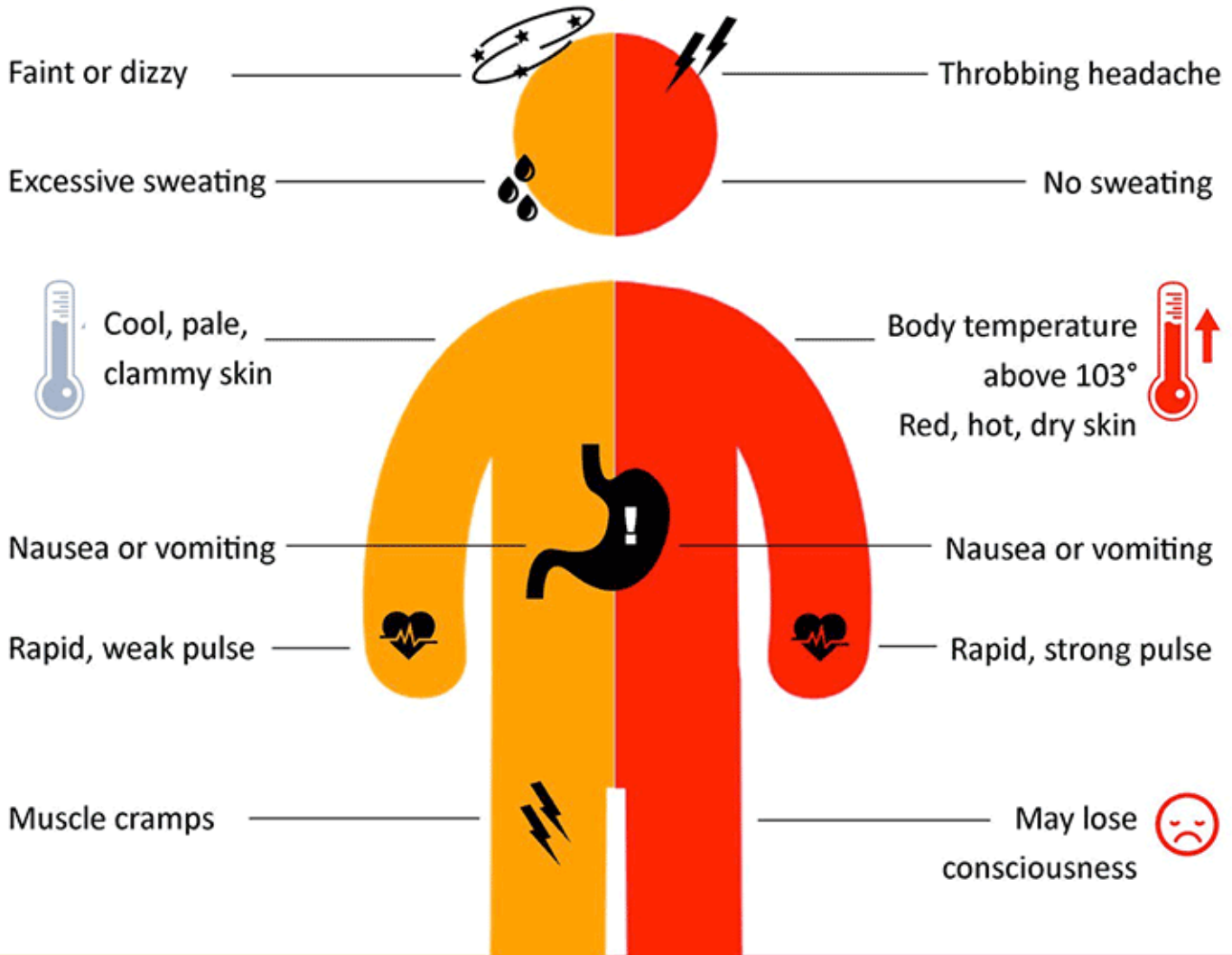
Luke Schweppe

Grandson of Charlie Schweppe - *Miami University*



Know the Symptoms

HEAT EXHAUSTION OR HEAT STROKE



- Get to a cooler, air conditioned place
- Drink water if fully conscious
- Take a cool shower or use cold compresses

CALL 9-1-1

- Take immediate action to cool the person until help arrives

Vice President cont.

USPS violated the General Duty Clause of the OSHA Act of 1970, which requires employers to provide employees a workplace free from recognized hazards that cause or are likely to cause death or serious physical harm to employees. The Citation further gave hazard abatement recommendations to the USPS and imposed a \$70,000 dollar penalty for their failure to protect John and others from the known heat hazard. Typical of the USPS, they contested the citation and an OSHRA hearing was conducted. The NALC had party status to this hearing. On September 10, 2014, Judge Ball issued a decision upholding the willful citation. In Judge Ball's decision there were a few important conclusions observed: 1) The USPS heat safety program was at best informal. 2) Management communicated a "heat does not matter attitude." 3) The threat of discipline was real and influenced employee behavior in such a way as to place them in a situation where they might disregard symptoms of heat related illness. 4) The USPS made no coordinated effort to contact local businesses about use of their facilities and instead passed all responsibility on to the employee and that this ad hoc system is not sufficient for purposes of a heat stress management program. 5) The USPS had an unwillingness to accept that heat impacts performance. 6) The USPS failed to respond to known instances of heat related illness. 7) The USPS exhibited a conscious disregard of, and plain indifference to, employee safety. 8) The USPS should not be entitled to any credit for good faith; the penalty of \$70,000 dollars and the willful citation is upheld.

Again, the USPS challenged this OSHRA decision. Ultimately, the USPS and NALC came to terms with creation of M-01860 and the USPS withdrew its challenge of Judge Ball order. In this Memorandum of Understanding (MOU), the parties recognized that heat abatement is an essential element of on-the-job safety for city letter carriers in all locations where city carriers are exposed to excessive heat and imposed several items. Two important items are item #2 which included a heat index which factors the combined effect of temperature and humidity and item #4 which requires the USPS when excessive heat "could" reasonably be expected, carriers are to be reminded by their supervisor through a heat safety message to drink eight ounces of water for every 20 minutes of work in excessive heat. With that, OSHA also recommends at least one pint of water per hour. If you start feeling the effects of heat related illness, take the necessary precautions to stay safe. The M-39 dictates that no unreasonable com-

fort stops will be denied. Notify management and tell them you are feeling the effects of heat related illness and seek shelter indoors or find shade and get rehydrated. Stay safe and look after one another.

In Solidarity,
Pat Dougherty

M-01985 - Conversion to PTF

CENTRAL	Ohio 1	AKRON PO	29
CENTRAL	Ohio 1	BARBERTON PO	1
CENTRAL	Ohio 1	CLEVELAND PO	155
CENTRAL	Ohio 1	LIMA PO	1
CENTRAL	Ohio 1	TOLEDO	34
CENTRAL	Ohio 2	DAYTON PO	36
CENTRAL	Ohio 2	GROVE CITY PO	2
CENTRAL	Ohio 2	HAMILTON PO	2
CENTRAL	Ohio 2	MIDDLETOWN PO	3
CENTRAL	Ohio 2	PICKERINGTON PO	1
CENTRAL	Ohio 2	SPRINGFIELD PO	2
CENTRAL	Ohio 2	WESTERVILLE PO	2

M-01986 - Hiring of PTF

Area	District	Installation	Lead Finance #	NALC PTFs to Achieve
ATLANTIC	DE-PA 2	NORRISTOWN PO	416088	34
ATLANTIC	DE-PA 2	READING PO	416928	14
ATLANTIC	MA-RI	BOSTON PO	240799	190
ATLANTIC	New York 3	ALBANY PO	350060	18
ATLANTIC	New York 3	ITHACA PO	354160	7
ATLANTIC	New York 3	SCHENECTADY PO	357535	15
ATLANTIC	Pennsylvania 1	CAMP HILL PO	411136	4
ATLANTIC	Pennsylvania 1	HARRISBURG PO	413484	21
ATLANTIC	Pennsylvania 1	PITTSBURGH PO	416608	104
CENTRAL	IA-NE-SD	CEDAR RAPIDS PO	181503	14
CENTRAL	Indiana	INDIANAPOLIS PO	174037	93
CENTRAL	KS-MO	KANSAS CITY PO	284218	74
CENTRAL	KY-WV	LOUISVILLE PO	204788	62
CENTRAL	MN-ND	MINNEAPOLIS PO	266360	107
CENTRAL	MN-ND	ROCHESTER PO	267960	14
CENTRAL	MN-ND	SAINT PAUL PO	268360	66
CENTRAL	Ohio 2	CINCINNATI PO	381603	92
CENTRAL	Ohio 2	COLUMBUS PO	381792	72
CENTRAL	Wisconsin	STEVENS POINT PO	567900	4
WESTPAC	California 1	SANTA ROSA PO	056996	24
WESTPAC	CO-WY	DENVER PO	072358	112
WESTPAC	Washington	SEATTLE PO	547616	111

President cont.

a vastly important, yet mostly undervalued position because of its political nature. I congratulate and thank Matt for taking this position. I have no doubt he is up to the task. Finally, before signing off, I hope all members enjoy our first Juneteenth holiday. It is important to recognize the historical significance of this holiday. While long overdue, the nation will now observe its importance. I hope the impact and spirit of this holiday is felt by all as we are set to enjoy a now 11th paid holiday.

Fraternally,
Ted Thompson



NALC Health Benefit Plan



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

www.nalchbp.org

Steward's Corner cont.

mailbox.

The steps to take for a Dog Bite. Supervisor- Upon notification that the carrier has been bitten, the supervisor will:

1)Ensure that the carrier receives proper medical attention. 2)Report the occurrence immediately to the local police. 3)Notify the local SPCA. 4>Contact the owner of the dog (if known).

5)Temporarily suspend mail delivery until a resolution to the problem is agreed upon.

It is perfectly acceptable to curtail mail delivery if you feel it is unsafe to deliver because of a dog. If you have an accountable letter, flat, or parcel for that delivery that you don't feel safe due to dog make sure you scan that accountable item with the scanner option "Animal Interference." When you get back to the office fill out a PS Form 1571 for the undelivered mail and have the closing supervisor sign it.

In Solidarity,
Matt McCarren
Formal A Representative



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

Raffle winners at the May Membership Meeting

Galls - Brian Bailey & Melissa Crawley

MDA - Matt McCarren & Connie Griffith

Split the Pot - Jim Metz (\$30.00)

Raymond	Adkins
William	Ascue
John	Back Sr
Jan	Bash
Brian	Bradford
Ed	Brooks
Terry	Burke
Marvin	Chaney
Thomas	Dougherty
John	Doyle, Jr.
David	Duncan, Jr.
Brenda	Gamble
Bruce	Hartman
Bert	Hensley
Art	Holt
Scott	Houp
Thomas	Luken
Carolyn	Marks
Charles	Morris

June Retiree Birthdays

May YOPC Attendees

- Deborah Bryant
- Liz Darby
- Sue Egbers
- Diana Enwright
- JR Ford
- Jerry Giesting
- Art Holt
- Burt Hughes
- Dick Keller
- Robert Wilkinson

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



Harry Art

Hubert Givens

Gary L Griffith

Scott "Scottie" Houp

William Siereveld



June Gold Carders

Harold	Burns
Kenneth	Cook
Robert	Creutzinger
Andrew	Filusch
Thomas	Horn
Charles	Kaeser
Michael	Moran
Richard	Newman
William	Price
William	Rohe
Milton	Smith
Ronald	Stieby
Lester	Weber
John	Wuellner

Motions made at the May Membership Meeting

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

Carried

To send Matt Bauer to Advanced OWCP Training, June 26-29, in Linthicum Heights MD, to include wages, housing, and transportation.

Carried

To spend up to \$4,000 to repair roof and replace gutters.

Carried

To spend \$60 for two small signs for the Chubby DiGiacomo MDA golf outing. **Carried**

To accept the January and February financial reports and pay the bills. **Carried**

To adjourn. **Carried**

Join fellow retirees for lunch

1:00 pm - 1st Monday of each month

July 11th

**Cabana on the River
7445 Forbes Road
Cincinnati, OH 45233**

Call Burt Hughes
(513) 807-4143

“Bring your loan HOME”



- ✓ **Receive a \$100 Gas Card! ***
- ✓ **Defer your payments for 90 days!**
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1111 East Fifth Street • Dayton, OH 45402-2299 • 937-228-7691
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Toll Free 1-800-265-4527 • www.URmyCU.org

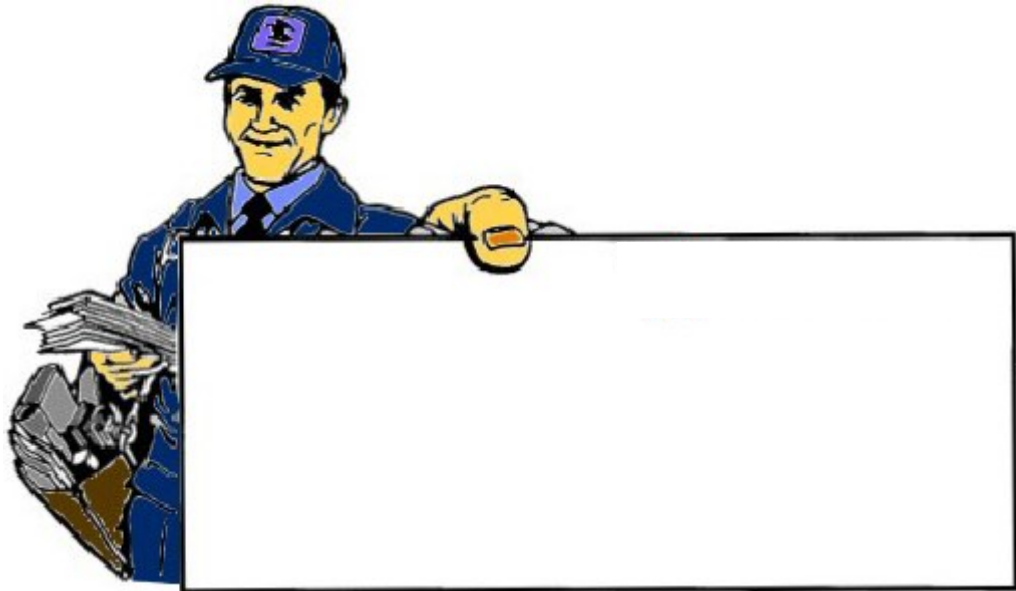
*Balance must be at least \$10,000 or greater to qualify. For loan balances below \$10,000 only the 90 day deferment will be offered. Member must qualify for the loan under normal underwriting guidelines. Minimum rate floor of this offer is 2.99% APR. Interest will accrue over the 90 day deferment period 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
11070 Southland Road
Cincinnati, Ohio 45240

"ADDRESS SERVICE REQUESTED"

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U.S. POSTAGE
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Cincinnati, Ohio
PERMIT No. 6919



Upcoming Events

Officers Meeting - June 9th, 6:00 PM

Branch Meeting - June 9th, 7:30 PM

Juneteenth Holiday - Monday, June 20th

July YOPC - Wednesday, July 6th

