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March 2020

Queen City Letter Carriers - NALC Branch 43 News & Views

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Ted Thompson
President

From the President's Desk

Last month I wrote about House Resolution (H.R.) 2382, also known as the USPS Fairness Act and requested all members contact their congressional representative to support this important piece of legislation. To follow up on that, I will go over the resolutions history and where we stand now. This act was introduced in the House of Representatives on April 29, 2019. The official title of this resolution as introduced was, "To amend title 5, United States Code, to repeal the requirement that the United States Postal Service prepay future retirement benefits, and for other purposes." Essentially, this act was created to repeal the requirements on the Postal Service to prefund future retiree health benefits decades in advance that are required under the 2006 Postal Accountability and Enhancement Act (PAEA).

The 2006 PAEA created an unfair and erroneous burden on the Postal Service that no other government agency, public or private enterprise are required to do. Since its passage, this fallacious law has resulted in the vast majority of the Postal Services financial losses. The NALC and our allies of other labor organizations, private industry mailers and a strong postal coalition welcomed the introduction of H.R. 2382. With the resolution written, the Branch, our local labor and political allies and our members have lobbied for our Ohio representatives in the 1st and 2nd districts to cosponsor H.R. 2382. While our local representatives (Steve Chabot- 1st & Brad Wenstrup- 2nd) have failed to cosponsor, or even offer their serious consideration, an overwhelming majority of 301 out of 346 of

their colleagues in the House of Representatives choose to cosponsor this resolution. This tremendous support led to a motion to place the bill on the Consensus Calendar which was filed by Congressman DeFazio (Oregon).

Early February 2020, the NALC App sent notification to members notifying them to contact their representative in congress to seek their support for H.R. 2382, as it would soon be brought to the floor of the House of Representatives for official vote. On the afternoon of February 5th, I was watching live proceedings on C-SPAN. While watching, a motion was made to suspend the rules and pass the bill. The House proceeded with 40 minutes of debate on H.R. 2382. While this was exciting and nerve racking to watch, at conclusion of the debate, the Yeas and Nays (for passage, against passage) were demanded and ordered. On the motion to suspend the rules and pass the bill, which requires 2/3 of members to vote Yea, the votes were tallied. I am extremely pleased to state that the bill passed the 2/3 majority threshold and overwhelmingly passed the House of Representatives with a vote of 309 Yeas to 106 Nays (309-106). Unfortunately, locally our representatives voted Nay!

Ohio is comprised of 16 members in the House of Representatives. Political affiliation of these members are 12 Republicans and 4 Democrats. Vote tallies for Ohio are 11 Yeas and 5 Nays. All 4 Democrats voted Yay. Of the 12 Republicans, 7 voted Yay and 5 voted Nay. Of those 5 who voted Nay, I am very disappointed to state our local representatives Steve Chabot and Brad Wenstrup were among those 5. A Branch delegation, as well as other Branch delegations from across the state, will be in Washington D.C. March 25th-26th to meet with our members of congress to discuss postal legislation. While the majority of these members will

Continued on next page



NEWS & VIEWS

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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.

be thanking their representative for their vote, I will be questioning ours on their Nay votes. Nationally, this is a tremendous achievement for letter carriers and the NALC.

After many years of keeping postal legislation on the backburner while countless letter carriers from this branch and across the country advocated for necessary legislation, all-the-while defending letter carriers and the Postal Service from damaging legislation, congress has finally acted on our outcries. While the pendulum is swinging in the right direction, the work to make this law is not finished. On February 10th this bill was received in the Senate. We must now turn our attention toward the Senate and their bipartisan companion bill (S. 2965). While in Washington D.C. in March, there are discussions in place to meet with Ohio Senators Sherrod Brown and Rob Portman. I am asking all members to contact your state Senator and ask for their support of S. 2965. I will keep all members as updated as possible on the progress in the Senate.

In a couple new developments with the Postal Service there are now ways for employees to request leave and access their clock rings online. Postal employees can now request leave using the Enterprise Leave Request Application (eLRA). Employees can now request leave without calling the Shared Services Voice Response system through LiteBlue and eLRA. The leave and information entered will be visible to the employee before the request is submitted. This will hopefully reduce submission errors. The eLRA will work the same as the Voice Response system in that once submitted the information will be transmitted to management in your employing office. I advise caution, even though there may be a more accessible or user-friendly way to request unscheduled leave, it is still unscheduled leave. Unscheduled non-protected or non-Family Medical Leave Act (FMLA)

leave will almost certainly be used against you by management for discipline as attendance has become a major focus of the Postal Service lately. If you are unsure about how unscheduled absences may be used against you for disciplinary purposes or if you believe you may qualify or want to learn more about FMLA please contact the branch office. The Postal Service has also launched the Virtual Timecard App. The Virtual Timecard App provides employees with near-real-time access to Time and Attendance Collection System (TACS) clock ring entries. You can now view your clock rings or management entered rings for the current pay period. This App can be used on computer or mobile devices and is available as a quick link option on LiteBlue. The branch has already received calls on this App from members who have questions regarding the propriety of their hours and rings. If you use this App and something is wrong or was changed by someone in management without your knowledge or affirmation, ask to speak with your steward or give the branch office a call.

Fraternally,
Ted Thompson

Contact Information for Senators

OHIO

Sherrod Brown – Senator

www.brown.senate.gov
202-224-2315
513-684-1021

Rob Portman – Senator

www.portman.senate.gov
202-224-3353
513-684-3265

KENTUCKY

Mitch McConnell – Senator

www.mcconnell.senate.gov
202-224-2541
859-578-0188

Rand Paul – Senator

www.paul.senate.gov
202-224-4343
859-426-0165



Pat Dougherty
Vice President

From the Vice President

Article 13 Assignment of Ill or Injured Regular Workforce Employees

The provisions of Article 13 govern voluntary requests for light duty work by employees who are temporarily or permanently incapable of performing their normal duties as a result of illness or injury. The term ‘light duty’ should not be confused with the term ‘limited duty.’ The term limited duty is not used in the National Agreement. Rather, the term limited duty was established by 5 Code of Federal Regulations, Part 353—the O.P.M. regulation implementing 5. U.S.C. 8151 (b), that portion of the Federal Employees Compensation Act (FECA) pertaining to the resumption of employment following job-related injury or illness. USPS procedures regarding limited duty are found in Section 540 of the Employee and Labor Relations Manual (ELM). Limited duty may be provided for an employee who is temporarily or permanently incapable of performing their normal duties as a result of a job-related compensable illness or injury.

Article 13.2 A. Temporary Reassignment reads any full-time regular or part-time flexible employee recuperating from a serious illness or injury and temporarily unable to perform the assigned duties may voluntarily submit a written request to the installation head for temporary assignment to a light duty or other assignment. The request shall be supported by a medical statement from a licensed physician or by a written statement from a licensed chiropractor stating, when possible, the anticipated duration of the convalescence period. Such employee agrees to submit to a further examination by a physician designated by the installation head, if that official so requests.

Article 13.2 B. Permanent Reassignment reads any ill or injured full-time regular or part-time flexible employee having a minimum of five years of postal service, or any full-time regular or part-time flexible employee who sustained injury on duty, regardless of years of service, while performing the assigned duties can submit a voluntary request for permanent reassignment to light duty or other assignment to the installation head if the employee is permanently unable to perform all or part of the assigned duties. The request shall be accompanied by a medical certificate from a physician designated by

the installation head giving full evidence of the physical condition of the employee, the need for reassignment, and the ability of the employee to perform other duties. A certificate from the employee’s personal physician will not be acceptable.

Article 13.2. C reads installation heads shall show the greatest consideration for full-time regular or part-time flexible employees requiring light duty or other assignments, giving each request careful attention, and reassign such employees to the extent possible in the employee’s office. When a request is refused, the installation head shall notify the concerned employee in writing, stating the reasons for the inability to reassign the employee.

On Branch43.org website you can go and see the local agreements for the Cincinnati installation along with all the associate offices local agreements regarding light duty assignments. I will go over bidding while on light or limited duty. A Memorandum of Understanding dated March 16, 1987 (M-00752), governs bidding by letter carriers on light or limited duty. It provides: The following procedures will be used in situations in which a regular letter carrier, as a result of illness or injury, is temporarily unable to work their normal letter carrier assignment, and is working another assignment on light duty or limited duty basis, or is receiving Continuation of Pay (COP) or compensation as a result of being injured on the job, sick leave, or annual leave, or leave without pay (LWOP) in lieu of sick leave.

A. A regular letter carrier who is temporarily disabled will be allowed to bid for and be awarded a letter carrier bid assignment in accordance with Article 41, Section 1.C.1, or, where applicable, in accordance with the provisions of a local memorandum of understanding, provided that the letter carrier will be able to assume the position within the six (6) months from the time at which the bid is placed.

B. Management may, at the time of submission of the bid or at any time thereafter, request that the letter carrier provide medical certification indicating that the letter carrier will be able to perform the duties of the bid-for the position within six (6) months of the bid. If the letter carrier fails to provide such certification, the bid shall be disallowed, and, if the assignment was awarded, it shall be posted for bidding. Under such circumstances, the



Mark Camilli

Region 11 NBA

NALC Region 11 Spring 2020 Newsletter NBA Mark Camilli

Greetings from Region 11. As legend has it – if the groundhog comes out of his hole and sees his shadow he predicts 6 more weeks of winter like weather. If he does not see his shadow then his prediction is one of an early spring. Thankfully “Punxsutawney Phil”

didn’t see his shadow at sunrise February 2, 2020, and he is predicting an early spring. While some of Phil’s most rabid fans (no pun intended) claim 100 % accuracy each and every February 2, independent studies show his accuracy rates are in the 35-40 % range. Despite that study, I’m staying optimistic and siding with the fury meteorologist!

Something else that shows up each year in early February is the President’s budget. While letter carriers like to follow weather forecasts and keep an eye on the sky to know how our day to day activities will be impacted, we also need to be vigilant on what storms may be brewing in the “halls of Congress,” and how its actions can affect our careers, benefits and retirement.

According to a February 10, 2020, news article titled “White House releases FY 2021 budget proposal” available at NALC.org, President Trump’s budget asks for \$90 billion in cuts to USPS operations and workforce compensation over 10 years. Let that sink in for a moment... The “cuts” are based on recommendations from the 2018 White House Postal Task Force which include cuts in postal employee pay, eliminating the USPS mailbox monopoly, utilizing the private sector for mail sorting and a new rate-setting system which would allow for increased rates on packages and services deemed “non-essential”. But wait – there’s more. President Trump’s FY 2021 budget also calls for cuts on our hard earned retirement. For FERS employees the budget calls for us to increase our retirement contributions. FERS employees hired prior to 2013 pay .8% of their base salary for their FERS pension. Employees hired in 2013 pay 3.1%, and employees hired 2014 and later pay 4.4%. The budget calls on all three groups to pay approximately 7%, which would result in an extra (at top pay step) \$300 more per month for the employees hired before 2013; at least \$210 more per month for those hired in 2013 and \$140 more for employees hired 2014 and after. In other attacks on our retirement, the budget calls for our pension benefits to be

based on a high 5 average yearly salary versus the current high 3. By stretching it out to 5 years this will bring the average down thus paying us less. President Trump’s budget also calls on the elimination of the FERS annuity supplement. This is a major cut and deserves further explanation.

To understand the FERS annuity supplement, you first need to think of a FERS retirement as a 3-legged stool. One leg is the FERS pension, which basically pays you 1% for each creditable year of service (if you work to age 62 or higher then you get 1.1%). For example, 30 years equals 30%. If age 62 then it would be 33% of your average high three years. The second leg is your Thrift Savings plan and the third leg is social security. Since a FERS employee can retire with 30 years of service at a minimum retirement age of 55-57, you cannot access the third leg (social security) until age 62. For that reason, the Office of Personnel Management (OPM) has created the FERS annuity supplement to bridge the gap until age 62. To figure out a close estimate on how much this supplement means to you, take the number of credible years worked under FERS (military buy back does not count in this equation), divide by 40 and multiply that to your social security estimate at age 62. For example, let’s say your social security estimate for age 62 is \$1800 per month. You are age 57, you worked 30 years (30 divided by 40 equals .75) and multiply .75 times your social security estimate of \$1800. Your annuity supplement in this example would be approximately \$1,350 per month until you reach age 62. At that time it ends because you would be eligible for early social security. That’s how much President Trump’s budget wants to strip away from you and your family. I don’t know how you feel about that, but I know that gets me fired up. Please understand the importance of having friends in Congress fighting for us. Please make donating a couple of dollars to the Letter Carrier Political Fund a priority! Think of it as job insurance. We insure our vehicles, house and other valuables – correct?

Mike Mize
Formal A Rep

Stewards Corner

Death and Taxes

While you will spend your life paying taxes the other only happens once. This is about that one time (death) and why you should be prepared. So, recently I lost my Father. He was under

Continued on following page

Stewards Corner cont.

hospice care at home for about two months before he died. It was his wish not to be in a hospital, but to die at home. I ask the question to all of you, have you had the talk with your loved ones about your wishes? Do you have life insurance? Do you have a living will?

The USPS does offer life insurance in different increments through Federal Employee Group Life Insurance (FEGLI). Also, the NALC through the Mutual Benefit Association (MBA) offers many options regarding life insurance. The point I'm trying to make is you should get a policy to cover yourself, because death can be expensive. It will cost you thousands of dollars for a funeral. This doesn't include the burial plot, head stone or the cost of opening a grave site. The point here is all this needs to be paid up front. You will not receive any insurance money until a few weeks after the death of a loved one. A few things I learned from this experience was if your loved one was a veteran like my father, the Veterans Association (V.A.) will pay the funeral home up to \$1,000 dollars for the burial, but this needs to be done before you pay the funeral home. Also, the Veterans of Foreign Wars (VFW) will come out and do an extraordinary ceremony for your loved one if they're a veteran from a foreign war, but they too need to be notified several days in advance to schedule. The men of the Fairfield VFW did an outstanding job at my father's funeral. The point here is if you are prepared you will save your loved ones time and money during this time of hardship.

Talk to your family to let them know your wishes in the event of your death. Like do you want to be put on a machine to extend your life or do you wish to be resuscitated. If you have a living will, it can spell out what your wishes are to your loved ones. To have the knowledge of your loved ones wishes doesn't make it easier, but at least you know you are doing what they wanted done in the event they cannot speak for themselves. I was put in just this predicament back in January. I was in the emergency room with my mother who, per previous talks, did not want to be put on a breathing machine if it was needed to keep her alive. I had to tell the emergency room doctors no to the breathing machine, but I was following her wishes. Lucky for us a few weeks in the hospital was all she needed before she was released. I guess none of us really want to talk about this subject, but if it ever happens to you and it will happen to all of us at some point, it's better to talk to the family now while you're still here and can voice your wishes then to have your loved ones

guessing what you would want. I know it's a downer of a subject to write about and I'm sure I'll be talking to a few of you at the next union meeting, so I'll try to have a more uplifting article next time. I just thought by writing this that maybe someday it would give you some peace of mind.

Your SGT@ARMS
Mike Mize



Mike Winters
Formal A rep

Estimating your Daily Work Assignment: PS Form 3996

Every day you report to work you begin with the same routine. First you clock in and get your vehicle keys and check your vehicle to ensure that it starts and that it is in proper working order for your day. After the vehicle check you hit the hot swings to get the mail that the clerks have sorted for your route.

You then proceed to your case and begin casing your mail up to get it ready for your street delivery. Your case will have additional mail at it, tubs of mail, SPRs, and flats which had been spread by the clerks earlier that morning. The mail at your case, the quantity of parcels in your tub, accountable mail pieces to be delivered that day all contribute to your workload. In addition to this mail volume there are other factors to consider; The weather, construction on your route and whether you make your established leave time should be factored into your daily estimate of the time you need to complete your deliveries for any day.

Management has a predetermined idea of how long your route will take to deliver prior to you walking in the door. Management uses the Performance Enhancement Tool (PET), to determine their estimate of your assignment for any given day. Problem with this tool is it is only as good as the information management puts into it, mail volumes for that day equals garbage in garbage out. The PET Tool does not consider your parcel volume or fixed office time (vehicle check, service talk, etc.), accountable mail, weather, your leave time or any other situations that may affect your workload for any given day. Management feels that the letter carrier is always trying to cheat the Postal Service so they rarely, if ever, agree with the carrier's estimate of their route times.

The PET Tool is not an accurate predictor of

2020 NALC Branch 43 Scholarship Rules & Application

Eligibility Requirements:

1. Applicant must be the son/daughter, legally adopted son/daughter, stepchild or grandchild of an active or retired Letter Carrier of Branch 43.
2. Applicant's parent or grandparent must be in good standing with Branch 43 NALC for a minimum of three (3) years prior to submitting the application.
3. The member may not have applied for or have held a management position with the USPS, including 204-B positions, for three (3) years prior to submitting the application.
4. Application forms will be made available for pickup at Branch 43 headquarters beginning March 1st of each year. The application form will be printed in the March and April editions of the News and Views annually. The form will also be available at the Branch 43 website beginning March 1st of each year.
5. Applications MUST be postmarked no later than April 30th of each year. Applications may be dropped off in person at Branch 43 no later than the close of business on April 30th of each year.

Name of Member: _____

Name of Scholarship Applicant: _____

Applicant's Relationship to Member: _____

Applicant's school of choice: _____

Awarding of the Scholarships:

1. Winners will receive a Five Hundred (\$500.00) scholarship to be drawn by lottery at the Branch 43 Membership meeting in May each year.
2. Four (4) scholarship winners and four (4) alternates will be drawn. If, for any reason, a scholarship recipient will be unable to use the scholarship, then the alternates, in the order they were drawn, will be awarded the scholarship.
3. Awards are for one (1) year only. However, the winner is free to submit an application each year he or she is eligible to apply.
4. Scholarship Awards will be deposited into the winner's school account, established at an accredited college or trade school, in the applicant's name.

Any and all issues arising from the rules and applications as it pertains to the Branch 43 Scholarships will be reviewed by the Branch 43 Board of Trustees. The findings and decision of the Board of Trustees pertaining to the Branch 43 Scholarship Fund will be FINAL.

Ash	Raymond
Brock	Loyal
Brown	Edward
Bryson	Michael
Burnhimer	Paul
Dean	Joseph
Giesting	Gerald
Halcomb	Dennis
Harper	Marion
King	Greg
Marckesano	Thomas
McCaffrey	David
Murphy	Kelse
Poe	Dennis
Propes	Gregory
Schuerman	Lois
Schultz	Norbert
Singer	Mark
Taylor	David
Waller	William
Westerman III	John
Wiechman	Timothy

March Retiree Birthdays

Join fellow retirees for lunch

1:00 pm - 1st Monday of each month

April 6th
Price Hill Chili
4920 Glenway Avenue
Cincinnati, OH 45238
(859) 442-3400

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

February YOPC Attendees

Deborah Bryant
Burt Hughes
Dick Keller
John Macon
Jaimee McNulty
Jim McNulty
Gerry Mees
Tony Sciamanna
Robert Wilkinson

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



DID YOU KNOW???

The Letter Carrier Political Fund is a non-partisan political action committee (PAC) established for the purpose of electing qualified candidates who support letter carriers and who are committed to maintaining a strong and innovative U.S. Postal Service. Since **union dues can't be used to support candidates for political office**, NALC relies 100 percent on member contributions to the LCPF, which in turn helps us support those on Capitol Hill who defend the issues that matter most to us. Our PAC brings together in Washington strong letter carrier advocates—from all political parties—who are dedicated to helping to defend a strong USPS that provides universal, innovative and affordable service.

Sign up or for more information call Matt Bauer at 513-550-6436 email Matt.Bauer@branch43.org

Gold Carders

Bird	Gilbert
Bockman	Carl
Cupp	Orville
Gabbard	Robert
Matheus	Albert
McGowan	Joseph
McNeil	Altha
Nagel	Donald
O'Leary	Jack
Ritzi	Clifford
Rouse	Thomas
Sciamanna	Anthony
Stulz	Robert
Vearil	Paul
Wehby	Frederick
Yung	Larry

MEMBER BENEFITS

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Stewards Corner cont.

your route times, but it is absolute as far as management is concerned. It is the carrier's responsibility to express to management how much time you need to deliver your route in a safe and professional manner. Management will make statements like, "You had less mail last week and you stayed in 8," or, "You hardly have any mail," or, "DOIS says that you should have pivot time." While management thinks these statements make a difference, they are incorrect. If, after discussion, the time you need to deliver your route is not agreed upon with management, you must request a PS 3996 Form from management and fill it out completely and accurately listing the factors leading to your decision that the route can not be completed in the time frame management is requesting. Reasons could be: DPS volume, cased mail volume, parcel volume, types and amounts of accountable mail, 3rd bundle, and anything else that affects your estimate of workload for that day.

Reporting Requirements from the M -41:

131.41 It is your responsibility to verbally inform management when you are of the opinion that you will be unable to case all mail distributed to the route, perform other required duties, and leave on schedule or when you will be unable to complete delivery of all mail.

131.42 Inform management of this well in advance of the scheduled leaving time and not later than immediately following the final receipt of mail. Management will instruct you what to do.

131.43 Complete applicable items on Form 3996, *Carrier-Auxiliary Control*, if overtime or auxiliary assistance is authorized in the office or on the street.

When you finish filling out your 3996 provide it to management for them to approve or disapprove the time requested. Ask to get a copy of the 3996 after management approves or denies it prior to leaving for the street. Management is required, by the National Agreement, to give you a copy prior to you leaving to the street.

If management disapproves your 3996 do not argue with them, simply proceed to your route and begin delivering your mail. Call management at the designated time and let them know if you are not going to make their estimated times and ask for instruction as far as finishing the delivery of your route. If management asks why you are not going to make their times, simply read off the 3996 form you filled out that morning and list the reasons why you are not going to make their time projections. Follow management's instructions, be back by their designated time,

or to finish delivering the mail. Management must authorize you for overtime to complete your assignment. By denying your 3996 they are not authorizing overtime. If management instructs you to deliver all the mail, then they are authorizing you to use overtime. Make sure your instructions from management are clear. Management may say, "Deliver all the mail and be back by 6:00 pm." If that is not possible, you must ask, do you want me to deliver all the mail or be back by 6:00 pm, I can't do both. Then you follow their last instruction. Always be respectful in your dealing with management on this issue but understand that you have the right to provide your estimate. Management is supposed to take your estimate into consideration when determining your workload. We know from past practice this is not the case. Following these guidelines will ensure that you are complying with the contract and help with defending any unjustifiable discipline management may issue for "Unauthorized Overtime" or "Failure to Follow Instructions".

In Solidarity,
Michael J. Winters

Uniform Allotments

When you are ordering your Postal uniforms, PLEASE BE AWARE, there are a lot of back orders going on right now. This is due to some of our major uniform clothing suppliers closing their doors without warning. Basically, all uniform vendors are buying from one manufacturer right now. This is causing a big back up in availability of shirts and pants, not just from us but from all vendors.

The Postal Service will not allow us to take the money for a product until it is shipped. Therefore, if you have an item on back order and it goes past your expiration date, you will lose that money. There is nothing that I (or any company) can do about that.

If you see that your anniversary date is coming up and you have items on back order, contact me. We can then change the order to an item that is available, and you can, in turn, exchange that item for what you originally ordered. That way no money is lost.

I apologize for this inconvenience but until it is resolved, this is what you will need to do. I will work with you in any way that I can. I want to help you not lose any of your allotment. Please don't hesitate to call me. 513-284-1504. Thank you.

Pat Mulvaney

Sammarco Law Firm LLC

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TTY: 1-866-833-8777

MAILING ADDRESS:

HRSSC FMLA EASTERN
PO Box 970905

Greensboro NC 27497-0905

FAX: 651-456-6041

February Membership Meeting Raffle Winners

Split-the-Pot - Charlie Williams (\$42.00)

MDA

Kevin Cosgrove, Megan Redden,
Mike Barhorst, Jim Metz,
Chris Harmon & Charlie Williams

Vice President cont.

letter carrier shall not be permitted to re-bid the next posting of that assignment.

C. If at the end of the six (6) month period, the letter carrier is still unable to perform the duties of the bid-for position, management may request that the letter carrier provide new medical certification indicating that the letter carrier will be able to perform the duties of the bid-for position within the second six (6) months after the bid. If the carrier fails to provide such new certification, the bid shall be disallowed, and the assignment shall be posted for bidding. Under such circumstances, the carrier shall not be permitted to re-bid the next posting of that assignment.

D. If at the end of one (1) year from the placement of the bid the carrier has not been able to perform the duties of the bid-for position, the letter carrier must relinquish the assignment, and shall not be permitted to re-bid the next posting of that assignment.

E. It is still incumbent upon the carrier to follow procedures in Article 4.1.B.1 to request notices to be sent to a specific location when absent. All other provisions relevant to the bidding process will also apply. Letter carriers who bid to a higher level assignment pursuant to the procedures described in the preamble and part 1 bidding, above, will not receive higher level pay until they are physically able to, and actually perform work in the bid-for higher level position.

If an employee who has accepted, and is working, a light or limited duty assignment subsequently bids and is awarded a new bid position pursuant to this memorandum, there is no contractual requirement to adjust the light or limited duty assignment as a result of the newly awarded bid position. If, however, management determines that a new limited duty assignment is in order, the new assignment must comply with the ELM Section 546.142 relative to the newly awarded bid position.

In Solidarity,
Pat Dougherty

Motions made at the February

Membership Meeting

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

Carried

To endorse Connie Pillich for Hamilton County Commissioner. **Carried**

To pay the bills. **Carried**

To adjourn. **Carried**



STEWARD SEMINAR

Thursday, April 16th

Dinner begins at 6:00 with training beginning at 7:00. Please call the office to reserve your spot.

In accordance with Article VII, Section 5 of the Branch 43 by-laws... *Steward Seminars will be conducted two times per year. Stewards will be informed in advance for scheduling. Stewards or their designee will be required to attend one (1) of the two (2) steward seminars given each year. Failure to attend a steward's seminar will result in the forfeiture of one half (50%) of the steward dues reimbursement paid annually.*

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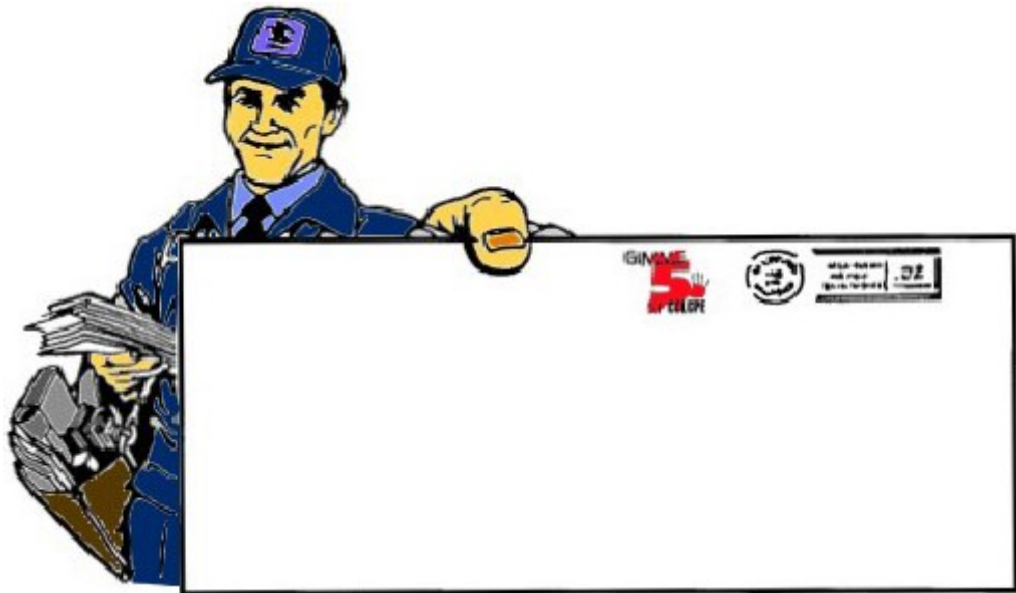
*Balance must be at least \$10,000 or greater to qualify. For loan balances below \$10,000 only the 90 day deferment will be offered. Member must qualify for the loan under normal underwriting guidelines. Minimum rate floor of this offer is 2.99% APR. Interest will accrue over the 90 day deferment period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

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Cincinnati, Ohio 45223

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Upcoming Events -

- Officers Meeting -** March 12th, 6:00 PM
- Delegates Meeting -** March 12th, 7:00 PM
- Branch Meeting -** March 12th, 7:30 PM
- Ohio State Training -** March 15th, 10:00 AM
- April YOPC -** April 1st
- Steward Seminar -** April 16th, 6:00 PM

