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March 2022

Queen City Letter Carriers - NALC Branch 43 News & Views

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Ted Thompson
President

From the President's Desk

As I alluded last month, this month my article will provide an update on staffing. Branch 43, as a whole, is not understaffed. Branch 43 represents the city of Cincinnati with 17 offices belonging to the installation, and 22 associate offices or independent installations. Of the 22 associate installations, there is realistically only one left that continues to be understaffed - Batavia. For the Cincinnati installation, almost all 17 offices are understaffed. To thoroughly look at current staffing shortages and truly understand the dire circumstances from which letter carriers are working, we must first look at it from a historical perspective.

Since 2008 and the great recession, the Postal Service has been reporting losses in the billions of dollars annually. In 2013, the Postal Service went to a two table pay chart for letter carriers. While this is not a two-tier wage scale, employees hired after January 12, 2013, upon conversion to career, started at a lower wage than those in table one. This same year, the Postal Service began testing Sunday delivery parcel service in over 900 installations nationwide, Cincinnati included. At the time, NALC President Frederic Rolando was quoted as saying, "We're excited about the potential of the rapidly growing e-commerce market and what it means for the Postal Service. It's important to take advantage of the universal postal network, which already delivers to 151 million homes and businesses throughout the nation six days a week—and which could do so on Sundays as well. That would benefit the economy, consumers, businesses and the nation as a whole. The Postal Service already offers Ameri-

cans the world's most efficient and affordable delivery service, and this would be another way for the public to benefit from the unique postal network. Letter carriers look forward to making these new services available to all American businesses, large and small. There is unlimited potential for growth in Sunday and same-day package delivery, which increases revenue for the Postal Service while providing more services to the American people. NALC has been involved in and fully supports this effort, and we will continue to work with the Postal Service to grow." The NALC and the USPS have since engaged in multiple Memorandum of Understandings (MOU) and altered contract language to allow for additional hiring of CCAs. Nationally, the parties agreed in MOUs that the most cost effective resource for Sunday delivery service would be the use of CCAs and not increasing the rate of overtime usage. We have since added United Parcel Service (UPS) to companies we deliver for on Sunday. Initially, Sunday delivery service only affected the CCA employees, and even then, did not have a dramatic impact on staffing.

One year after Sunday parcel delivery services were being done, Cincinnati had a high of 178 CCAs on the rolls. In 2015, Cincinnati had a high of 187 CCAs on the rolls. In 2017, Cincinnati had a high of 168 CCAs on the rolls. In 2018, Cincinnati had a high of 146 CCAs on the rolls. During these years we had many CCAs that did not even have to work but a couple Sunday's per month. If they did work a Sunday, most all were given a day off during the week. Come 2019 CCA numbers dropped to 115, but the Postal Service still rebounded. In May of 2020, two months after the onset of the COVID-19 pandemic, Cincinnati had 142 CCAs on the rolls. Most offices at this time had strong overtime desired lists and were at least fairly staffed with CCAs. In August of 2020, CCA numbers dropped

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NEWS & VIEWS

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Queen City Letter Carriers
NALC Branch 43
11070 Southland Road
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www.branch43.org
Phone: 513-542-6400
Fax: 513-542-0043

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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.

to 118. We lost many carriers who could not work the hours scheduled due to family obligations with school or daycare closures. This is around the time we also began to lose more carriers who resigned because the number of hours they were scheduled to work was not conducive to a healthy work-life balance. By March of 2021, CCA numbers reduced to 87. Around this time, CCAs were scheduled to work every Sunday, and in some offices, regular employees were forced in, although mostly overtime desired list carriers. By August 2021, CCAs on the rolls was down to 61. CCAs were still being scheduled to work every Sunday and regulars not desiring overtime were now being forced to work Sundays because many offices saw the number of carriers on the overtime desired list plummet. Those that wanted overtime, overwhelmingly stated they would have stayed on the overtime desired list if they didn't have to work every Sunday. In January 2022, CCA numbers were at 14. Then 10, then 3. CCAs hired were being converted prior to completing their probationary period, and in many cases, converted to career while they were still in training. At the time of this writing, as of Saturday February 26th, Cincinnati will have zero CCAs working in the offices as those we had were converted that day.

This staffing has led to multiple issues for letter carriers, most notably forced or mandated overtime. Whether Sunday or a regular rotating scheduled day off, carriers are being forced. In past, carriers have been instructed through intimidation to work beyond their maximum daily or weekly hours. Those that don't have medical restrictions continue to take the brunt of the workload. Most recently, carriers have been forced in multiple offices to work Sunday delivery and were given an assignment in a zone that is not from their office. Many offices are delivering mail on Sunday as well. Staffing shortages have now

come to management pulling carriers off their bid assignments and forcing them on other routes, going to A & B delivery, delivering vacant or open routes. Even then, routes sometimes sit for days as mail is not cleaned each day. Daily, carriers are delivering multiple days' worth of mail at a time. Almost daily, I read another media news article about Cincinnati residents not receiving their mail. A small sampling of these stories are shared in this months *News & Views* (pages 6-7). On Wednesday, March 2, I will be testifying at Cincinnati City Hall before the council on mail services. On that day, City Council will propose a resolution, which is also included in this months *News & Views* (page 12). I want all to be aware of how City Council worded their resolution and the appreciation they have for the work that you do for the community under these dire circumstances. I have also reached out and written to Congressman Steve Chabot from the 1st district. In April, I will be in Washington DC for a meeting with our local Congressional representatives. Something must give, but what?

For starters, I was just on another regional teleconference with NALC Executive Vice President Brian Renfro. Brian informed me that any day now, NALC expects to hear back from the Postal Service on moving to career positions and back to a PTF format for the installations around the country struggling with staffing or hiring. What exactly, that format will look like, or what step in the pay scale we will be going to, is yet to be seen. This, potentially, could also be tied at USPS L'Enfant Plaza to recent postal legislation. HR 3076, The Postal Service Reform Act, just swept through the US House of Representatives with overwhelming bipartisan support. This bill includes key provisions for letter carriers, including eliminating the mandate that requires the Postal Service to pre-fund its retiree health care benefits decades in advance. Postmaster General Louis

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Pat Dougherty
Vice President

From the Vice President

Article 13 Assignment of Ill or Injured Regular Workforce Employees

Before I start this month article, I would like to extend my condolences to the family and friends of Kevin Cosgrove. Kevin was an active carrier at the Groesbeck station that passed away Saturday evening February 26, 2022. Branch 43 mourns the loss of brother Cosgrove and I hope that all members keep his family and friends in their thoughts and prayers during this tough time.

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 our Branch43.org website you can 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 med-



Steve Carlin
Formal A Rep

STEWARD'S CORNER

Time is Up, Go Home

First, let me begin with thanking all my brothers and sisters for their continued efforts and dedication to the job and our customers. The times we find ourselves in currently at the Post Office are some of the most difficult. Staffing shortages and the ongoing pandemic push physical and mental limits of many.

To address the physical limits, there is a maximum number of hours management can require a carrier to work on both a daily and weekly basis. Let me preface this by stating that contractually, as carriers, we are to follow the instructions of management unless those instructions are unsafe. This is an exception, and it falls under the unsafe category. Article 8 of the National Agreement, our contract with the USPS, addresses hours of work. Section 8.5.G is the specific section I will be getting the information for this article. A resource called the Joint Contract Administration Manual (JCAM) is where a person can find mutually agreed upon interpretations of our contract between management and the union. According to this JCAM, the maximum number of hours a full-time carrier can be required to work in a service week (excluding December) is sixty (60). The daily limit is twelve hours, if you are on the OTDL or Work-Assignment list the twelve hours does not include your lunch. If not on any list (8 hr. only) or a CCA it is twelve (12) consecutive hours, so your actual work limit is 11.5 hours in a service day. The JCAM continues to say that these limitations are inclusive of all hours, including any type of leave used that week and any holiday pay. When reading further, the JCAM states that a carrier should be instructed to clock off and go home when the sixtieth hour is reached (excluding December). The next time management gives that instruction will probably be the first; however, it gives the carrier the ability to be finished at that point in time. It also says that the employee would then be paid any applicable guaranteed time for the remainder of the service day. If this situation arises for you, calmly and professionally inform management that you have reached your maximum number of hours in a service week and that you are going home. Ask for a 3971, leave slip, select other, and write guaranteed time (062) on the line. Under remarks write reached my maximum number of work hours in the service week and fill out the rest of the form for the amount of time remaining in the work-

day. Be sure to keep a signed copy for yourself.

For mental fatigue and other issues, the Post Office has an excellent resource, EAP. EAP is a contracted group of counselors who confidentially assist USPS employees and their families with issues they may be facing both at and outside work. If you feel this is a resource, you may want to take advantage of call 1-800-EAP-4-You (1-800-327-4968) or tell a supervisor or your steward and they will get you in contact with them.

Thank you once again for all your continued efforts on the current daunting task of delivering for our customers. We must stick together and look out for one another, that is what brothers and sisters do.

In Solidarity,
Steve Carlin



Taylor Whitt
Editor

FROM THE EDITOR

Over the last three months I have bid around to three different Cincinnati offices. In December I did a tour in Westwood. In January I went back to Lockland. Then in February I got into Mid City, which is where I stay now. Before your eyes gloss over and you set this newsletter down, allow me to impart some similarities, some differences, and some tips I collected along my travels. I think you might find them interesting.

First and foremost, I can and will confirm that everywhere sucks! Every station is struggling without CCA's, every station has a surplus of overtime, every station has any number of unreliable carriers, clerks, and management, and every station has this smog-like cloud of downright nasty gossip floating around the workroom floor. Yes, yes, anyone with a pair of eyes could have figured that out, and maybe it goes without saying. However, I write this out loud in front of God and everybody, because it feels good to say. Everywhere sucks! Everything sucks! This sucks! Having talked to a great many hardworking carriers, clerks, and, dare I say it, management, I know this to be true. We are all here together in this shit-storm and to acknowledge it as anything else, or to deny it altogether, is infuriating and asinine. It does not matter what station you are at, it does not

Continued on following page

Editor cont.

matter what management team you have, it does not matter how understaffed your office is: Everywhere sucks, and it is probably going to suck for a long time coming. There I said it. This is something that we all have in common, it is something that we all share, I'm sorry to say. In any case, I just want to remind you that you are not alone. We are all in this together, for better or worse.

On a more positive note, something else I can confirm: Branch 43 has an amazing army of dedicated and hardworking carriers. Each and every office I have ever been to in my career (and especially these last three offices) has a small but mighty force of carriers who are not only carrying mail but carrying this business. These carriers are the ones who go out of their way to help the new guy (or gal); these carriers go out of their way to help the not-so-new guys, too; these carriers make you laugh when you really want to punch something (or someone); these carriers come to work day-in and day-out doing the job of ten and more; these carriers pick up the slack when no one is looking; these carriers encourage their coworkers; these carriers treat you like a human being, even when no one else is. I want to personally thank all of you, from my friends at Westwood, Lockland, and Mid City, to those I haven't met, to those I've only seen in action once maybe twice, and to those I've only heard stories about. You are carrying this business and no amount of thanks or money could truly repay you for everything you have done. Nevertheless, THANK YOU, and I hope and pray all of your paychecks to be fat, forevermore!

Alright, if I've still got your attention I wanted to leave you with a tip I've picked up. It is a small piece of advice, and most likely one you have heard before, but it is worth the reminder. I think the most important thing I have found to make this job even somewhat manageable is to stay fed. Us carriers are doing a lot of physical labor, our body is our money maker, and our health is the immediate indicator for a job well done. Keeping our body fueled not only keeps us in working-condition but it is important for our continued health. Before I was sent to Westwood, I had always been someone who packs one lunch for the day and hoped for the best. You want to know how many low-blood sugar tantrums I used

to have sticking to this regimen? You don't want to know. I was literally the poster child for that Snickers commercial, you know the one where they say "You're not you when you're hungry." I would go a whole day with one measly meal and no extra snacks, and I would just be plain miserable and cranky by the end of my shift. And wouldn't you know it, once I got home and devoured my entire fridge only then would I feel "back to normal."

I have to say that it was thanks to my stint at Westwood that I understood just how important staying fed is. Unlike anywhere else I have been the Westwood office had the most frequent potlucks. They also had this thing called Pizza Payday where, as the name suggests, someone would bring in pizzas for everybody on the Friday of payday. I'm sure you've heard the rumors of how poorly staffed Westwood is (among so many other offices), but wouldn't you know it that out of all the stations I have been to it was that work room floor that I have found the most positive and jovial workforce. Of course, it was not a walk in the park everyday. Like anywhere else we had our good days and we had our bad days. I just found it harder to be in a piss-poor mood when there was free food available.

That goes for Lockland and Mid City too, while these stations have not had as many food days as Westwood did, I have noticed that the overall mood of the station is so much better when there are donuts available or when we were celebrating a retirement. Now, I don't expect every station to be able to have food available to the workers every single day (although how cool would that be?), so the main tip I want you to take away from this is to always come prepared. Just like we have to be prepared for any and all weather with any and all clothes and shoes, we should also be prepared with fuel for our bodies. I never know how late I'll be working every day, and whether you're on the overtime list or not (which I am not), it is important that you eat breakfast, lunch, and dinner every single day. Sometimes that means you are going to need to pack a second lunch. In the very least it means you should at least have access to small snacks throughout the day, or even just a candy bar to keep your blood sugars up. Look, I am healthy 26-year-old without a bit of diabetes yet taking a piece of chocolate out of the candy

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Recent Cincinnati USPS Media Coverage

Complaints increase as many in Tri-State experience mail delays from USPS

by Luke Jones, WKRC
Monday, February 21st 2022

CINCINNATI (WKRC) – The complaints are stacking up as people across the Cincinnati area report long wait times getting their mail.

Jonah Colina said mail was finally delivered to his home in the Raeburn section of Mt. Airy Sunday, after almost a week of waiting.

“I saw the mail truck. Everybody in the neighborhood gets excited when we finally see the mail truck,” said Colina.

Raeburn Neighborhood Club president Becky Cornelius says the problems began about four months earlier.

“We started getting used to every other day delivery, or every three-day delivery,” said Cornelius.

But for the past two weeks, Cornelius says she’s been checking her letter box for six days straight to find no mail, only for a backlog of letters to arrive on the sixth day.

“I’ve had at least two neighbors complain to me that their bills came so late that by the time they mailed them back, they were overdue,” she said.

The same thing almost happened to Darrell Cox in North College Hill when his car bill was caught up in the mail backlog.

“The last one we were supposed to have gotten, it showed up on the day that we were supposed to pay it, so it was like, three weeks late,” said Cox.

Multiple reports across the country point to staffing shortages at USPS. The postal service confirmed as much in January. A postal worker told Local 12 Monday that staffing is still a problem now.

USPS hasn’t publicly shared the extent of the staffing problem, but Cornelius says neighbors are being told by letter carriers that 13 employees have been assigned to cover 30 routes. On some days, they say only four to six employees are covering those routes, because of illnesses or vacations.

USPS mail delays continue across Greater Cincinnati

Meredith Stutz

CINCINNATI —

If you've gone a day without seeing a single piece of mail from the United States Postal Service in your mailbox or mail drop, know you are not alone. From Silverton to Sharonville, neighborhoods and businesses across Greater Cincinnati are reporting massive delays in receiving mail.

Advertisement

In Camp Washington, businesses told WLWT they are concerned about the trickledown effects results of delayed mail.

[Brandy Meats](#) told WLWT, it's experienced upwards to six weeks of USPS mail delivery problems. Bob Baldhoff helps run the family-owned meat processing and delivery company. Baldhoff says he has received about five pieces of mail to their Camp Washington plant in five weeks alone. On Tuesday, Baldhoff received a local letter that took three weeks to arrive.

For Baldhoff, the USPS delays are not about missing out on greeting cards or coupons. He told WLWT he is increasingly concerned about receiving payments from clients, paying bills for the plant and having enough money to keep his staff of 20 on the payroll.

Without a consistent carrier schedule, Baldhoff decided to take it on himself to act as his company's own mail carrier. For weeks he's made the trip to the Short Vine post office location to pick up his own company's mail if it is available.

"Who knows how much mail could be sitting up there," Baldhoff said of his post office trips. "That's the scary part. Because you know, there's big checks [that] could be anywhere. You know, will we ever see them? I can't really call my customers and say 'Hey, you didn't pay me?' because I don't know if they did or not."

Baldhoff says his company cannot continue at its current rate of business if the mail continues to be

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Meredith Stutz cont.

delayed in delivery.

After hearing repeated concerns and experiencing mail delays himself, Cincinnati City Councilmember Mark Jeffreys decided to draft a resolution to present to Thursday's council meeting. Jeffreys told WLWT he hopes to hold the U.S. Postal Service, Postmaster General and federal elected leaders accountable by raising the profile of people suffering from delayed bills, medications, social security checks, business payments, etc.

[You can read the entire resolution here.](#)

"As I understand, it is staffing shortage, which is a larger issue," Jeffreys told WLWT. "But the post office needs to be one to solve that. We obviously can't solve it on a city level, but we can bring attention to it and ask for urgent action because it is impacting our citizens.

The resolution also takes time to thank postal workers for their continued efforts.

WLWT contacted the USPS for an interview. It declined but chose to issue the following statement:

"The Postal Service is committed to providing the best possible service to our customers and we apologize for any inconvenience that may have been experienced. Local management is aware of delivery issues and is taking steps to address the concerns. We appreciate the patience of our customers and the efforts of employees during challenging times.

"Our workforce, like others, is not immune to the human impacts of the ongoing coronavirus pandemic. We will continue flexing our available resources to match the workload and we are proud of the efforts of postal employees as they define essential public service every day.

"When mail service issues occur, we take steps to quickly resolve customer concerns. We gladly work to address any specific issue from the community when brought to our attention and we encourage customers to reach out to their local postal station. Customers can also go to our website usps.com and click on "Contact us" at the bottom of our homepage, or utilize this direct web address: <https://usps.force.com/emailus/>. Every email will be carefully documented and appropriate action taken to strengthen service. In addition, the official Twitter account of the United States Postal Service, managed by the Social Media staff at USPS

HQ, can provide help. For customer service, please tweet [@USPSHelp](#). The Postal Service will diligently continue to investigate customer's concerns and correct deficiencies to improve service to our communities.

"The USPS Cincinnati is hosting a job fair on Friday, February 25. Those interested in helping close the gap in letter carriers and USPS employees are encouraged to come to the following address from 11:00 a.m. to 1:00 p.m.:

"Cincinnati Main Post Office, 1591 Dalton Ave. Cincinnati, Ohio 45234."

Letters to the editor Cincinnati.com

Maybe it's time to privatize the post office

I have not received mail in over 10 days. I have not seen a mail carrier or post office truck on my street during this period. I have spoken to a half a dozen of my neighbors in Clifton and to one business who also are not receiving mail. Folks can't file their taxes or pay bills if they aren't receiving the various tax forms and bills.

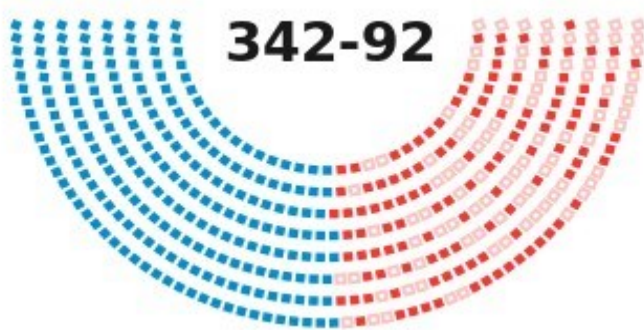
I went to the local post office and was told that they were short-staffed due to COVID and that they were also impacted by the recent ice storm. I was then given three pieces of junk mail and a letter that they had at the post office for me. Normally, I would have gotten 50+ pieces of mail during this amount of time. Where is all the mail being dumped?

COVID cases in Hamilton County are down considerably from the recent peak. Every business in Cincinnati is dealing with staff shortages. Why are privately run businesses doing whatever it takes to stay open and provide goods and/or services and yet the post office is unable to deliver mail for roughly 10 days. Maybe it's time to seriously think about privatizing the post office if this is the best that they can do.

Kevin Mohan, Clifton

President cont.

DeJoy has stated he plans on financially investing into the Postal Service, including its employees. This bill would help the ability to do that. I thank all members who have made the calls to their Congressional representative. This bill passed the House by a 342-92 vote. All 222 Democrats voted for it and 120 Republicans voted for it with 92 opposed. Locally, in Ohio, all 4 Democrats voted for it and 7 Republicans voted for it to 3 opposed. Congressman Steve Chabot voted for the legislation, for which I have already thanked him. Congressman Brad Wenstrup from the 2nd district, voted nay, for which I am deeply disappointed.



Ohio HR 3076 Votes

Yea	OH 1 st	R	Chabot, Steve
Nay	OH 2 nd	R	Wenstrup, Brad
Yea	OH 3 rd	D	Beatty, Joyce
Nay	OH 4 th	R	Jordan, Jim
Yea	OH 5 th	R	Latta, Robert
Yea	OH 6 th	R	Johnson, Bill
Yea	OH 7 th	R	Gibbs, Bob
Nay	OH 8 th	R	Davidson, Warren
Yea	OH 9 th	D	Kaptur, Marcy
Yea	OH 10 th	R	Turner, Michael
Yea	OH 11 th	D	Brown, Shontel
Yea	OH 12 th	R	Balderson, Troy
Yea	OH 13 th	D	Ryan, Tim
Yea	OH 14 th	R	Joyce, David
Yea	OH 15 th	R	Carey, Mike
Yea	OH 16 th	R	Gonzalez, Anthony

Kentucky HR 3076 Votes

Yea	KY 1 st	R	Comer, James
Yea	KY 2 nd	R	Guthrie, Brett
Yea	KY 3 rd	D	Yarmuth, John
Nay	KY 4 th	R	Massie, Thomas
Yea	KY 5 th	R	Rogers, Hal
Yea	KY 6 th	R	Barr, Andy

This bill is now in the US Senate, and I encourage all members to contact their Senator and encourage them to vote for this bill. Hopefully, with the passage of this bill, and going to some form of PTF/career format, we can begin to address the staffing shortages facing us and move towards a normalized or fair work-life balance and fewer contract violations.

Locally, the Postal Service is sticking to the service obligation to deliver the mail, any way they can. For us, at Branch 43, the best way we can address the issues are to file the necessary grievances and continually keep the regional office and national abreast of the situation on the ground. We all know letter carriers should not have to choose between their family or their job. Letter carriers should not be mandated to work off days. Letter carriers should be allowed to carry their bid assignment. Letter carriers should not be threatened or intimidated to exceed medical restrictions or maximum hours. Letter carriers should not have to work over 100 hours in a week. However, for many members, this has become the norm, not the exception. I wholly expect the 2023 national agreement negotiations to be the most contentious in my career. Cincinnati is not the only office in Branch 43 struggling.

The Batavia Post Office has issues with hiring and retention. Carriers in Batavia have been mandated to work overtime for over 3 years running going back to when that office went through management-initiated route adjustments. Over this span, there have been multiple Postmasters assigned to Batavia, yet the same issues remain. Batavia, an office with 15 full-time routes, 3 full-time skipper T-6 routes, and 1 auxiliary route, had two regular employees resign in 2021. Currently, Batavia operates 4 open assignments daily (3 full routes and an auxiliary route), then add on however many employees are off on leave. This results in carriers continually mandated to work unwanted overtime. To top that off, they also have a letter carrier working as a temporary supervisor

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President cont.

(204 B). Batavia, unlike Cincinnati, is at least getting the mail delivered, but at what cost? As CCAs and regulars resign, high employee tension, and lack of attention from local and higher-level management personnel, if appropriate intervention doesn't happen soon, Batavia could very well be the next office not providing daily customer service or retaining adequate staffing. The staffing situation throughout this branch must be addressed at every level; with management, with Congress, and with ourselves.

Exiting on a promising note, the Cincinnati hiring/job fairs seem to be attracting attention. In the paper, on social media, and on the television, USPS hiring information is out there, including our own publications. Every Friday Cincinnati is hosting job fairs. Last Friday 72 people showed up for the job fair. 42 people applied to be letter carriers. 32 people got fingerprinted on site to expedite the hiring process. Hopefully we can bring these people on, and with the new CCA experience and mentorship MOUs, hopefully maintain them. I will continue to update and address the staffing situation as it evolves for Branch 43.

Fraternally,
Ted Thompson

Vice President cont.

ical 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 letter carrier shall not be permitted to rebid 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 41.1.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

Editor cont.

bowl management supplied at Lockland made the world of difference to my mood, and my obviously low blood sugar.

So, to all of those coworkers who have come to my case with a cookie, donut, even a slice of Honey Baked ham (shout out to you Cake), I thank you, because whether you knew it or not, you were always setting up my day for success. So, on that note, stay fed, stay hydrated, and keep on keepin' on my friends.

Your Editor,
Taylor Whitt, Mid City

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

March Retiree Birthdays



March Gold Carders

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

Motions made at the February Membership Meeting

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

To authorize the President to pay for all zoning and permits needed for new building and any other expenses associated with new building to be in compliance with Forest Park building laws. **Carried**

To accept the October and November financial report and pay the bills. **Carried**

To authorize up to four people, at the President's discretion, to go to the Ohio Legislative Conference in Washington, DC on April 27 & 28, to include per diem, lost wages, and travel expenses. **Carried**

To authorize Branch Treasurer Connie Griffith to be paid up to four hours for Branch Officer LM-2 training. **Carried**

To authorize the President to spend up to \$7,000 to upgrade Branch computer system. **Carried**

To authorize excess funds approved for moving expenses to be used for remodeling or repair of new building. **Carried**

To adjourn. **Carried**

February YOPC Attendees

- Deborah Bryant
- Liz Darby
- Diana Enwright
- JR Ford
- Art Holt
- Burt Hughes
- Dick Keller
- Gerry Mees
- Angela Stone
- Robert Wilkinson

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



Kevin P. Cosgrove

Join fellow retirees for lunch

1:00 pm - 1st Monday of each month

April 4th

PeeWee's Place
2325 Anderson Rd.
Crescent Springs, KY
41017

Call Burt Hughes
(513) 807-4143

RESOLUTION NO. _____ - 2022

EXPRESSING the concern of the Mayor and City Council for delays in U.S. Postal Service (USPS) mail delivery in several Cincinnati neighborhoods over the past several weeks; and further **EXPRESSING** the appreciation of Mayor and City Council to our USPS mail carriers who are working long hours due to significant staffing shortages.

WHEREAS, residents in multiple Cincinnati neighborhoods including Clifton, College Hill, Northside, Corryville and Downtown have shared with Council that their mail has been delayed for two to three weeks in some cases; and

WHEREAS, this delay has had an especially detrimental impact on some residents who get their social security checks, medication, or other important documents in the mail; and

WHEREAS, many USPS workers are working long hours into the night to alleviate the impact of staffing shortages;

BE IT RESOLVED by the City of Cincinnati, State of Ohio:

Section 1. That the City of Cincinnati asks the United States Postal Service and our federal elected officials in the United States Senate and U.S. House of Representatives to intervene to address the staffing shortages impacting mail delivery in Cincinnati.

Section 2. That the City of Cincinnati expresses its appreciation to our USPS mail carriers for working long hours in order to meet the needs of our communities amidst unprecedented staffing shortages.

Section 3. That a copy of this resolution be provided to Postmaster General Louis DeJoy, Senators Rob Portman and Sherrod Brown and Congressmen Steve Chabot and Brad Wenstrup.

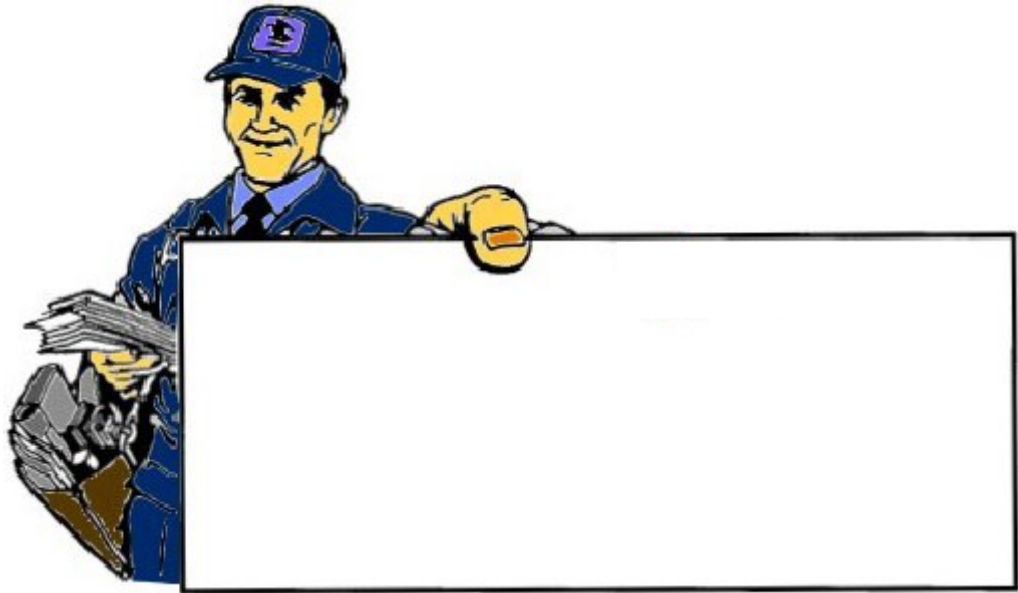
Passed: _____, 2022

Queen City Letter Carriers

NALC Branch 43
11070 Southland Road
Cincinnati, Ohio 45240

"ADDRESS SERVICE REQUESTED"

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



Upcoming Events

Region 11 Retirement Seminar - Sunday,

March 6th, 1:00-3:00 (must pre-register)

Officers Meeting - March 10th, 6:00 PM

Delegate Meeting - March 10th, 7:00 PM

Branch Meeting - March 10th, 7:30 PM

April YOPC - Wednesday, April 6th

