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May 2022

Queen City Letter Carriers - NALC Branch 43 News & Views

NALC Branch 43 Proudly Serving

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Ted Thompson
President

From the President's Desk

As I begin this article the evening of May 2nd, Branch 43 just got done hosting Region 11 training at the Westin Hotel in downtown Cincinnati. This event was hosted right after returning from Washington D.C. and meetings with congressional representatives as part of the Ohio State Association's annual legislative conference. Needless to say, there are many updates I wish to share along with upcoming events and where we stand with other postal related issues.

On April 27th and 28th, myself, along with Matt Bauer, Branch 43 Letter Carrier Congressional Liaison (LCCL) for Ohio's second congressional district met with local and state representatives. Locally, we met with Steve Chabot's office. This meeting lasted about an hour and many topics were discussed. First, Matt and I took the opportunity to thank Congressman Chabot for his support and vote on H.R. 3076 (Postal Service Reform Act of 2022), which President Biden recently passed into law. After joking about how long postal reform has taken to pass, we discussed other legislation that would greatly affect many retired letter carriers if passed and requested his support. Specifically, the legislation discussed was H.R. 82 and S. 1302, which would repeal Social Security's Windfall Elimination Provision (WEP) and Government Pension Offset (GPO). Without getting into great detail, essentially, WEP reduces Social Security benefits of retired public employees, including federal employees, who also worked in Social Security-covered private sector employment- if they receive a government annuity for their non-Social Security-covered government employment.

This provision hits our older Civil Service Retirement System (CSRS) members but does not affect our current Federal Employee Retirement System (FERS) members. As for GPO, normally survivors and spouses of Social Security benefits qualify for spousal or survivor benefits based on the earnings and benefits of their spouses, unless they qualify for greater benefits based on their own Social Security earnings history. For CSRS letter carriers with little or no private sector work experience, such spousal and survivor benefits from Social Security could be significant, since their own Social Security benefits would be minimal. Unfortunately, the GPO typically eliminates most, if not all, of the otherwise payable spousal and survivor benefits for retirees who receive a government annuity for non-Social Security work. GPO reduces Social Security spousal and survivor benefits by two dollars for every three dollars paid in CSRS annuity benefits. Thus, H.R. 82 and S.1302 (The Social Security Fairness Act) would eliminate the WEP and GPO titles of the Social Security Act. After discussion on these bills, the topic turned to phone calls their office has received and issues with mail delivery. I took the opportunity to discuss all the issues and obstacles affecting staffing throughout Cincinnati and the challenges that both the Postal Service and letter carriers face. Time will tell where these discussions will go, but I also had the opportunity to meet other representatives throughout the state including, Marcy Kaptur (D OH-9), Bill Johnson (R OH-6), and staffers from other offices.

Branch 43 just finished hosting Region 11 meetings on Sunday May 1st and Monday May 2nd. Letter carriers from across the region got to meet and hear from national President Fredrick Rolando and Executive Vice President Brian Renfro. Also in attendance were representatives from the regional office, including National Business Agent Mark Camilli,

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NEWS & VIEWS

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Cincinnati, Ohio 45240

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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.

Regional Administrative Assistants John Collins and Dave Kennedy, along with Regional Grievance Assistant Mike Brim. Branch 43 had over 20 members present for all, or some, of the meetings and training sessions that took place. Both Fred and Brian discussed with me our issue of staffing. Both know, and stated, the current structure is not working with the Postal Service exceeding workhour limitations in a chronic manner. However, hearing them reminded me of an old quote credited to economist Herb Stein, "If something cannot go forever, it will stop." This tautology, known as Stein's law, has broad application. Applying this concept to the current issues throughout Branch 43 offices on staffing and workhours, the question then becomes, if it can't go on forever, when will it stop?

President Rolando believes Postmaster General Louis DeJoy is committed to finding a solution, it then becomes a matter of language. As I reported last month, the NALC rejected a national proposal offered on the conversion or direct hiring of Part Time Flexibles (PTF) which would have affected Cincinnati. While this proposal was inadequate, different drafts are currently being circulated amongst national leadership of the parties. One main reason the proposal was rejected, was because the language. In the proposal, the Postal Service offered to convert half or more of CCAs throughout numerous installations in the country. That same proposal then offered to hire direct PTF career positions. In doing so, should the NALC have accepted, the CCAs in those installations not converted to PTF would then have less seniority with the company than the one's hired off the street. Both Fred and Brian feel hopeful that something will come back soon addressing the language issues, and an increase in installations affected and number of conversions. Also at this event, Branch 43 gold card member Charlie Williams was presented

with the first ever Region 11 Lifetime Achievement Award (pictures on page 6). I want to take the opportunity to congratulate Charlie and acknowledge his historic achievement. Many may not know, but Charlie, at age 90, still cuts the grass at the branch office. My whole career I have know Charlie, and I could not be happier for him, congratulations Charlie!

The annual NALC Food Drive is approaching on May 14th. For those in the Associate Offices, please do all you can and partner with your local foodbank, charities, or churches throughout your community to make this a success. For those in Cincinnati, as of this writing, it has not been addressed, exactly, what this years Food Drive will look like for us. I cannot with good conscious ask any more of you than you already do. I do, however, still wish to participate in the drive. Idea's have been swapped between myself and the Cincinnati Postmaster. Currently, I am looking at participating but requiring donations be dropped off to the local post office. Ideas have been swapped about setting up locations throughout the lobbies where people can donate, along with many other thoughts. As for the Food Drive cards, these cards no longer have dates and simply signify the Food Drive as being the second Saturday in May. Branch 43 did not have any additional bags provided this year for letter carriers to deliver with the cards. I will update all members and stewards as soon as finalized plans have been made on what this year's drive will look like.

For upcoming branch events we have the spring steward seminar on May 19th, flyer included on page 9. That weekend, on Sunday May 22nd, beginning at 9:00 am, we will have our spring hall clean up. For those delegates that need a volunteer activity, or members wishing to help upkeep our property, this is a great event to attend, I hope to see you there.

Fraternally,
Ted Thompson



Pat Dougherty
Vice President

From the Vice President Mounted/Curbside Delivery

In the last several months, while visiting many associate and city offices, I have heard postmasters, managers, and supervisors instruct carriers “if a mailbox is blocked, skip delivery”! Which leads many carriers to believe there is a policy of skipping delivery to mailboxes when they are blocked by a vehicle, trash can, or some other obstruction. Carriers often bring the mail back and mark it as “box blocked” or something similar. Delivery is then attempted the following day. Sometimes, mail will go undelivered to a box for several days until the obstruction is removed. This practice is incorrect and should be ceased! Postal regulations require that carriers dismount to deliver to a box that is temporarily blocked. Postal Operations Manual 632.14 states: The customer is responsible for keeping the approach to his/her mailbox clear to facilitate delivery. **Where the approach to the mail receptacle located at the curb is temporarily blocked by a parked vehicle during normal delivery hours for the area, or snow or ice hampers the approach to the mailbox, the carrier normally dismounts to make delivery.** If the carrier continually experiences a problem in serving curb line boxes and where the customer is able to control on street parking in front of his/her mailbox but does not take prompt corrective action after being properly notified, the postmaster may, with the approval of the district manager, withdraw delivery service.

The above regulation makes it clear that if a box is temporarily blocked, the carrier must dismount to deliver the mail. The USPS Standard Training Program for City Letter Carriers (page 11-8) states: **If the approach to the mailbox is blocked, delivery must be attempted by dismounting where it is safe to do so.** This applies whether the box is blocked by a vehicle, a trash receptacle or even snow. We are the United States Postal Service, and it is our job to provide the best possible service to our customers. In most instances our customers cannot control on street parking regulations or when their trash receptacle is left after being picked up. Unless there is a safety hazard present, dismount delivery should be provided to mounted or curb side delivery. Also relevant to safety and postal vehicle operation during curbside delivery the following is applicable:

M-00341: Employees performing curbside delivery, from right-hand drive vehicles, shall follow the procedures listed: 1) Level streets or roads: Place the vehicle in neutral (N), place foot firmly on brake pedal while collecting mail or placing mail in mailbox. 2) On hills: Place the vehicle in park (P), place foot firmly on brake pedal while collecting mail or placing mail in mailbox. Employees performing curbside delivery, from left-hand drive vehicles, shall follow the procedures listed: 1) To serve each box, the left-hand drive vehicle will be brought to a complete stop. 2) The gear shift lever will be placed in park; the operator will serve the box and then continue to the next box. Employees shall not finger mail while driving or hold mail in their hands while the vehicle is in motion.

When attempting delivery to a curbside/mounted box in your Long Life Vehicle (LLV) the vehicle should be placed in neutral (N), brake applied while making delivery and/or collection of the mail. On hills the vehicle should be placed in park and the brake applied. The reason the vehicle is placed in neutral (N) is a safety issue. For example, your foot could slip off the brake while fingering mail and preparing for delivery and with the vehicle in drive (D) may lunge forward and cause an accident. With the vehicle in neutral (N), on level ground, and your foot slipping off the brake the vehicle should remain in its current, stationary location.

Additionally, while performing mounted/curbside delivery, the driver may unfasten the shoulder belt. However, the lap belt must always remain fastened. Once the driver deviates and is not performing the mounted delivery in their line of travel, they must reattach the shoulder belt to the lap belt. Carriers should also not finger or hold mail in their hands while the vehicle is in motion.

M-41: Section 812.3 Seatbelts must be worn at all times the vehicle is in motion. Exception for Long Life Vehicles (LLV): In instances when the shoulder belt prevents the driver from reaching to provide delivery or collection from curbside mailboxes, only the shoulder belt may be unfastened. The lap belt must remain fastened at all times the vehicle is in motion. Section 812.4 Do not finger mail while driving or hold mail in your hands while the vehicle is in motion. You must use mirror to check for pedestrians ahead, in back, and on both sides before placing the vehicle in motion.

Keeping in mind the proper delivery methods and vehicle operation procedures will keep the customers happy and letter carriers will be

Continued on following page



NBA Spring 2022 Report

We have many members that follow politics. They love to hear their favorite pundits' debate on the airwaves and quite often come away with many talking points that support their beliefs. The main topics tend to be "wedge" issues such as abortion, gun control, defunding police or climate debate. While there is a lot of focus on this side of politics, there is another side – the "mechanics". We never really discuss this nor hear too much about the steps involved on how laws are passed.

Those of us who grew up in the 70's or 80's might recall "Schoolhouse Rock's", "I'm just a bill" ("only a bill, sitting on capitol hill" ...). It was a catchy tune tied to a cartoon of a bill trying to become a law. It goes on to describe that a bill usually starts out as an idea that gets presented to a Congressional Representative. The Congressional Rep (if he or she agrees and supports the idea) writes it up as a bill. The bill could then get to a smaller congressional committee where it is debated. Many bills just "die" in committee. Once it gets voted on and if approved through the committee, then it will get voted on and hopefully pass the full House of Representatives (hopefully the leader calls it up to be voted on). If it passes the House of Representatives, then it goes to the Senate and starts the process all over again (and hopefully the Senate leader calls it up for a vote). If it passes all the steps in the Senate, then it goes to the White House where the President can sign it into law or veto it.

So, when you consider on how truly difficult it really is to get an idea signed into law, and no matter where you stand on the "wedge" issues, hopefully you can grasp on what a special time and place we are in and how important and effective the NALC's legislative involvement is with possibly getting Postal Reform passed. Where the bill is now, couldn't have been done without friends on both sides of the aisle. At the time of this writing, the bill made it through multiple committees in Congress and is now in the Senate and will hopefully be voted on and pass and then on to the White House. Like the song from Schoolhouse Rock, "and I hope and pray that they will, but today I am still, just a bill...", stay tuned.

In other events happening in Region 11, we have had over 100 new stewards attend our Shop Steward School. This is a vigorous 3 days of lecture,

hands on practice, breakouts in work groups and homework to give these newer stewards the tools to succeed so they may provide the best representation they can for their members. I'm very optimistic with these future leaders. They are smart, eager, and energized and I look forward to working with them. We will be holding more of these classes throughout the year. We will also be presenting a virtual retirement seminar March 6, 2022, and another later in the year where you can attend from the comfort of your home (contact your branch president if interested in attending). Our Region 11 Rap Session and Training Seminar will be held in Cincinnati, Ohio, April 30 – May 2, 2022.

Finally, it looks like there is a good chance our NALC's "Stamp Out Hunger" food drive is going to happen May 14, 2022! I know this day makes a letter carriers job more difficult, but it makes a huge difference in the communities they serve. The food collected by letter carriers doesn't get shipped to some far away location, it goes to the food banks in the community where collected. It's an amazing opportunity for us to work with the American public for the greater good – and it's another reason why we have so much support and admiration from our customers. I highly encourage branch leadership to discuss the importance of this event with their membership. Due to the pandemic, our last food drive took place in 2019. We have many new employees, and this will be their first food drive. I hope senior carriers will share information with them about safe lifting techniques and tips on how they can make picking up the donations as easy and efficient as they can. Please stay safe and I wish everyone a successful event!



Vice President cont.

providing safe, efficient, and reliable service making the USPS the best option for the public. Stay safe and watch out for one another on the workroom floor and on the street.

In Solidarity,
Pat Dougherty



Taylor Whitt
Editor

From the Editor

Swearing at Work

Dear Coworkers,

It has been brought to my attention that certain individuals, namely myself, have been using excessive foul language in the workplace. Don't worry, no one has complained about this. In fact, those who informed me of my foul-mouth said so jokingly, and said so, if we're being honest, with a plethora of foul language on their own. Nevertheless, I still thought it imperative to suggest applicable alternative professional phrases for the purpose of accurately and effectively communicating in our stressful and fast-paced work environment. Feel free to use the phrases on the "Try Saying..." side of the graph, because I know a h*ll of a lot of you, namely myself, use the "Instead of..." side of the graph daily, maybe even hourly. Enjoy.

Try Saying...	Instead of...
Have you been trained on this?	You don't have a f***ing clue, do you?
He/She is a determined go-getter.	He/She is a f***ing power crazy a**hole!
Perhaps I can work late.	And when the f*** do you expect me to do all this sh*t?
I'm certain this isn't feasible.	F*** off a**hole!
Excuse me, sir/ma'am?	Yo, f***face!
I suggest you speak with [insert name here].	Tell someone who gives a f***!
That's interesting.	THE F***?!
I'm not sure that I can complete this by the given time.	No f***ing chance!
I might not be the right person to ask.	Not my f***ing problem, pal!
He/She is not familiar with these tasks.	They've got their head up their f***ing a**!
Sure, I didn't have any plans anyway.	Why would I need a f***ing vacation anyway?
Really?	Well, f*** me backwards with a telephone pole!

Charles "Charlie" Williams Lifetime Achievement Award

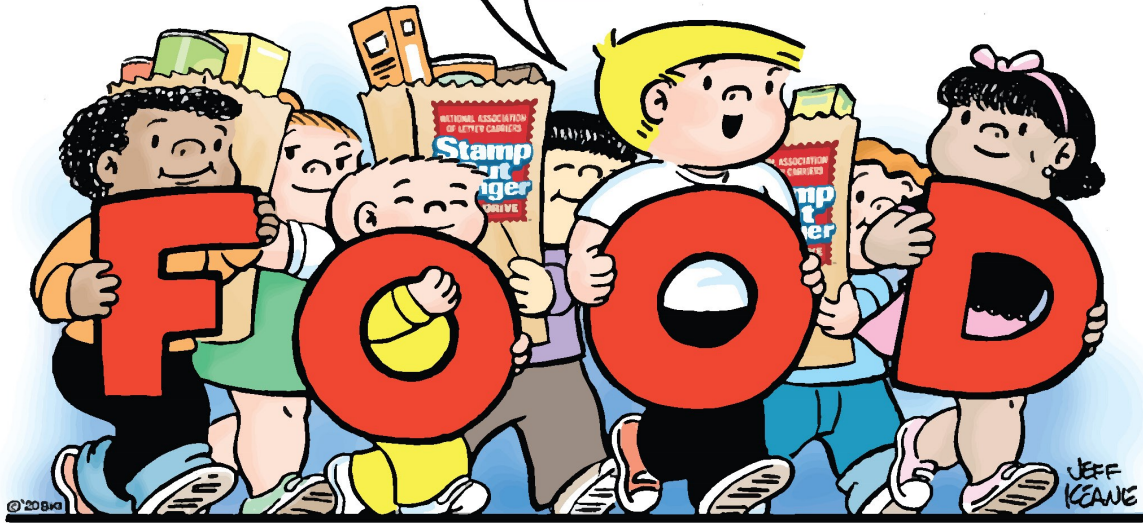


Pictured Left to Right:

President Fred Rolando, EVP Brian Renfroe, NBA Mark Camilli, Charlie Williams, RAA John Collins, RAA Dave Kennedy, RGA Mike Brim.



THIS SPELLS
HELP FOR LOTS OF
FAMILIES THIS
YEAR!



LETTER CARRIERS' FOOD DRIVE

SECOND SATURDAY IN MAY

PUT YOUR NON-PERISHABLE DONATION IN A BAG BY YOUR MAILBOX.
WE'LL DELIVER IT TO A LOCAL FOOD BANK.

National Partners





Burt Hughes
Secretary

Secretary Report



Please help us locate some of our retired members; we could use the assistance. The Phone numbers in our records are entered from the 1187 membership forms. Many of these retired members no longer have home phone numbers and the phone numbers we have are either no longer good or obsolete. If you are one of the carriers listed below, or if you know any of these carriers and have contact information for them, please contact the union hall or ask the member to contact the union hall so we can update our records. Any assistance would be appreciated. Please have them contact me or someone in the office at the union hall below:

11070 Southland Road
Cincinnati, Ohio 45240
(513) 542-6400
Burt Hughes
Secretary

Loraine Bresett
Tory Brock
Edward Brown
Charles Bryant Jr
William Butler Jr
Emerson Cahall
Melvin Cain
Andrew Camele
Robert Curtis
Donald Eaton
Robert Egbers
John Eveland Jr
Dennis Holcomb
Dennis Hudson
Robert Krabbe
Paul Leslie

James Miller
Roger Paulinelli
Stephen Peelman
Leroy Roberts Jr
John Ryan
John Schwallie Jr
James Shibley
William Steward
Donald Strohofer
Darel Titus
Wilson Turner Jr
Daniel Walsh
Daniel Warnock
William Wheatley
Willard Woodall



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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 SEMINAR

Thursday, May 19th

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.

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

No Raffles were held at the April Membership Meeting

In lieu of raffles, members donated to Murray Carrier Randy Vaughn. Any member wishing to donate leave or funds to Randy, please contact the branch office.

Gregory	Bach
Linda	Baker
Charles	Bryant, Jr.
Scott	Charcholla
Robert	Curtis
Wm.	Dryden
Ronald	Furnish
Kathleen	Griesinger
Connie	Griffieth
Paul	Guidugli
Ralph	Jordan II
Craig	King
Bill	Lipp
Deborah	Marksberry
Jaimee	McNulty
Terrill	Nolan
David	Perine
Billie	Powell
Joseph	Reis
Judy	Russell
Michael	Scott
George	Smed, Jr.
William	Steward
Alan	Wileman

May Retiree Birthdays

May Gold Carders

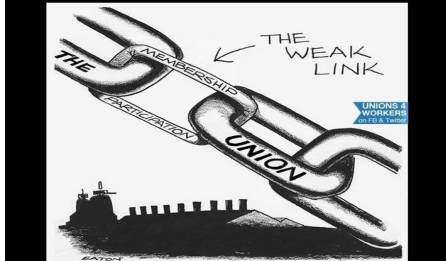
Harry	Humphries
John	Knock
James	Koch
James	McDonald
Lawrence	Nadermann
Thomas	Rieskamp
Michael	Russo
Ronald	Sharp
George	Wagner

April YOPC Attendees

- Deborah Bryant
- Liz Darby
- 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

PARTICIPATION IS THE KEY



MEMBERS MAKE A UNION STRONG

Join fellow retirees for lunch

1:00 pm - 1st Monday of each month

June 6th

**Riverside Marina
145 Mary Ingles Hwy
Dayton, KY 41074**

Call Burt Hughes
(513) 807-4143



Edward Faehr

Motions made at the April Membership Meeting

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

To accept the 2022 fiscal year budget. **Carried**

To accept the 2021 Year End Report. **Carried**

To pay the bills. **Carried**

To endorse Greg Landsman for Ohio District 1. **Carried**

To adjourn. **Carried**

“Bring your loan HOME”



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- ✓ **Defer your payments for 90 days!**
- ✓ **We will match or beat your rate! ***

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Toll Free 1-800-265-4527 • www.URmyCU.org

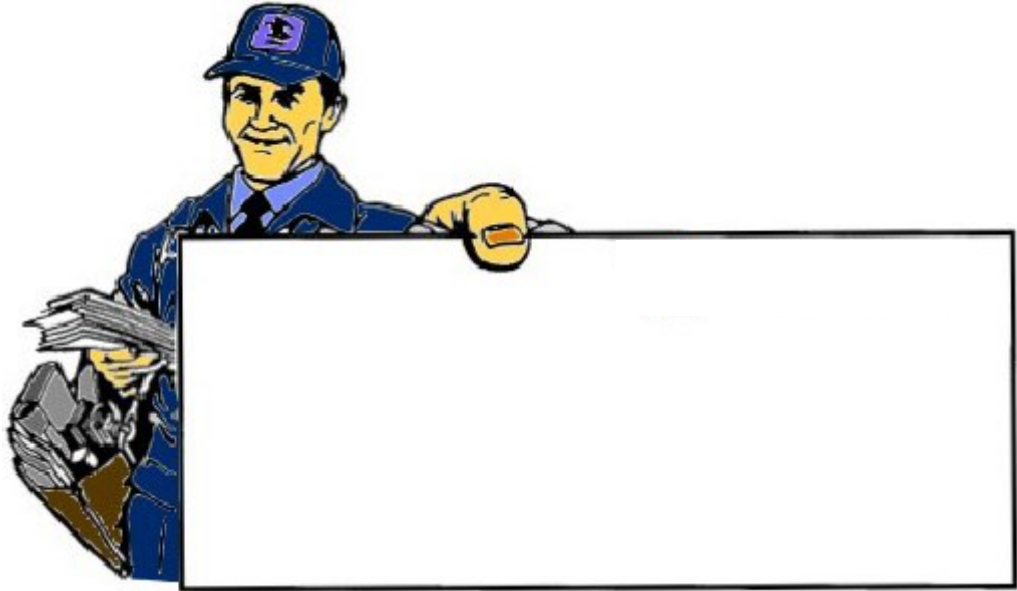
*Balance must be at least \$10,000 or greater to qualify. For loan balances below \$10,000 only the 90 day deferment will be offered. Member must qualify for the loan under normal underwriting guidelines. Minimum rate floor of this offer is 2.99% APR. Interest will accrue over the 90 day deferment period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

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Cincinnati, Ohio 45240

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Upcoming Events

- Region 11 RAP - May 1st & 2nd**
- Officers Meeting - May 12th, 6:00 PM**
- Branch Meeting - May 12th, 7:30 PM**
- Steward Seminar - May 19th, 6:30 PM**
- Hall Clean Up - Sun., May 22nd, 9:00 AM**
- Memorial Day Holiday - Mon., May 30th**
- June YOPC - Wednesday, June 1st**

