



Since July 25, 1890

October 2020

Queen City Letter Carriers - NALC Branch 43  
**News & Views**

## NALC Branch 43 Proudly Serving

Amelia - Batavia - Bethel - Blanchester - Cincinnati - Cleves - Georgetown  
Greenfield - Harrison - Hillsboro - Lebanon - Loveland - Mason  
Middletown - Milford - Monroe - Morrow - New Richmond - Oxford  
Ripley - South Lebanon - Springboro - Wilmington



Ted Thompson  
President

### From the President's Desk

Every four years we seem to be told the same thing, 'This will be the most important election of our lifetime.' We hear this so often, perhaps it falls on deaf ears. Then again, perhaps this year its true. When we vote, our voices are heard, and our values are put into action. As a union, we value the right to form a union. We value our right to collectively bargain and the right to a contract which provides fair pay for fair work under fair conditions. When that contract is broken, we value the right to grieve that wrong in front of a jointly selected neutral arbitrator if necessary, and we value the right to employer paid union time to investigate and process that grievance. We value the right to equal treatment regardless of gender, race, nationality, age, sexual orientation or religion. We value the right to a safe and healthy work environment. We value the right to compensation for when we are injured on the job. We value the right to good and affordable health care benefits. We value the right to have the ability to financially retire after years of service and dedication to our employer. These are values we ALL have and we ALL share in common. However, these values we all have, are issues to others.

Lately, every year our values have been attacked by those who have issues with them in Congress, through budget proposals and the Presidential Task Force created by Trump. Among others, these attacks call for the elimination of collective bargaining, reductions to the salary and benefits we receive, increased healthcare costs, elimination of retirement benefits including our Fed-

eral Employee Retirement System (FERS) supplement and Cost of Living Adjustments (COLA), while simultaneously calling for increasing our employee pension contributions to 7.25% or higher. Furthermore, some proposals go as far as to call for the privatization of the Postal Service. These outrageous proposals are a direct attack on the values we share.

Currently, we are working for an employer emblazed in the media and gassed by polarized partisan politics. Unfortunately, we have allowed some of the divisiveness happening around the country on values we don't share in common to infiltrate our ranks. I understand, respect and appreciate everyone's right to opinion. These are sacred rights we have as Americans. I also recognize we all have other values or beliefs that we do not share in common. This election, I ask that we all look and focus on values that unite us, not divide us. Together, we can make our union voice be heard.



The NALC, along with other postal unions and management associations, have formed a National Election Task Force with the Postal Service in effort to prepare for the anticipated increase in election mail this fall. This task force has currently met three times with executives from the Postal Service briefing the Task Force on the Postal Service's months-long preparation and have jointly made progress in continuing past policies while also developing additional protocols and commitments to ensure that election mail

*Continued on following page*



### NEWS & VIEWS

Volume 131, Number 10  
Published Monthly by:  
Queen City Letter Carriers  
NALC Branch 43  
4100 Colerain Avenue  
Cincinnati, Ohio 45223-2684

[www.branch43.org](http://www.branch43.org)  
Phone: 513-542-6400  
Fax: 513-542-0043

### Board of Officers

**President / Editor:** Ted Thompson  
**Vice President:** Patrick Dougherty  
**Financial Secretary:** Burt Hughes  
**Recording Sec:** Sue Egbers  
**Treasurer:** Connie Griffith  
**H.B.R. / M.B.A.:** Jim Metz  
**Sgt.-At-Arms:** Mike Mize  
**Comp. Officer:** Tom Roos  
**Dir. of Retirees:** Gerald Giesting  
**Dir. of Legislative & Political Affairs:**  
Matthew Bauer  
**President Emeritus:** Gary Gabbard  
**President Emeritus:** Gerald Giesting  
**President Emeritus:** David Kennedy

### Trustees:

Denny Doud, Dave Durbin, Diana  
Enwright, Skip Grant, Randy Utz  
**A.F.L.- C.I.O. Delegates:**  
Exec. Council— Ted Thompson  
Brian Bailey, Kevin Hensley,  
Chris Rhea, Lamont Seaborough  
& David Utz

### 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](mailto:thompson@branch43.org)

Printed in House

*President cont.*

is handled properly. One such development is the creation of local task forces with trained members in each office on the proper handling and protocols of election mailings. In the event there is an issue, these members have the right to elevate the issue to get resolved. With this, one of the many challenges, may come from the media or politicians questioning our handling of the mail or ballots. Thus, a major challenge we face is to make sure the handling of political mailings and ballots is done equitably ensuring we avoid even the appearance of favoring one party over another. Letter carriers have always risen and overcome challenges and obstacles and I have no doubt you will once again rise to the challenge and handle these mailings with integrity.

All national Memorandum of Understandings (MOU) signed with the Postal Service since the onset of the COVID-19 pandemic have been extended until the end of the year. If anyone has any suggestions or would like to see any changes to local MOUs put in place to implement terms of national MOUs, please contact your steward or the branch office. One national MOU extended until the end of the year is M-01914, which instructs managers and supervisors to allow liberal leave changes of schedule to accommodate employees who are dealing with childcare issues related to the pandemic. Recently, the Department of Labor revised the definition of intermittent Family Medical Leave Act (FMLA) leave under the Family First Coronavirus Response Act (FFCRA). Initially, intermittent leave was authorized upon the approval of the employer. Under the new revision, employer approval of intermittent leave is not required when an employee needs to take leave due to their child's school operating on alternate days of in-person and distance learning. Essentially, if a school is open for in-person learning on Monday, Wednesday, and

Friday, the employee would be allowed to take intermittent FMLA leave on Tuesday and Thursday.

The office has received numerous calls from employees or stewards on President Trumps executive order calling for federal agencies to defer payroll taxes through December 31<sup>st</sup>. Those deferred taxes would then be owed in January 2021. The Internal Revenue Service issued guidance (Notice 1010-65) making clear that employers are not required to implement the deferral. As a result, the USPS notified the NALC that it has elected not to implement the payroll tax deferral and letter carriers will see no change in payroll taxes as a result of this executive order.

As I stated in last months News & Views, I am excited to begin resuming in-person branch membership meetings. We will be having our first membership meeting since March on October 8<sup>th</sup>. With this also comes the responsibility of doing so as safely as possible so masks and social distancing will be required. This meeting will also be the sign-up meeting for delegates. Anyone wishing to become a branch delegate must sign up in writing. A delegate sign-up sheet is included in this edition (page 8). Please fill out and return the delegate sheet or attend the October 8<sup>th</sup> meeting. Becoming a branch delegate is a great way to get involved with the union. The branch has had officer meetings going for a few months and after much discussion the board of officers has decided to move toward normalcy and begin having other typical annual, seasonal, or bylaw events. The branch has scheduled dates for our fall hall clean up. This will be on Sunday November 1<sup>st</sup>. This event will be followed by the fall steward seminar. The steward seminar will be on Thursday November 5<sup>th</sup>. Unfortunately, we have decided to cancel the annual Veteran's Day Retiree Breakfast due to the large number of older members who historically attend. Gold cards and membership pins have been requested

*Continued on page 7*



Pat Dougherty  
Vice President

## From the Vice President

### What is the Hatch Act?

The Hatch Act of 1939, an act to prevent pernicious political activities, is a United States federal law. Its main provision prohibits civil service employees in the executive branch of the federal government, except the president and vice president, from engaging in some forms of political activity. It became law on August 2, 1939. The law was named for Senator Carl Hatch of New Mexico. Congress approved the Hatch Act to limit partisan activity by federal employees to ensure the government functions fairly and effectively. The Hatch Act generally prohibits Federal employees from engaging in political activities while on duty, in a government room or building, while wearing an official uniform, or while using a government vehicle.

With the November elections right around the corner and the fact that several letter carriers over the last couple of weeks have been investigated by the USPS for possible Hatch Act violations, this is a great time to review the Hatch Act. The penalty for violation of the Hatch Act may result in removal from federal service, reduction in grade, debarment from federal employment for a period not to exceed 5 years, suspension, reprimand, or a civil penalty not to exceed \$1,000.00 dollars. Most letter carriers get into trouble with the Hatch Act through social media and email because of the ease of accessing those accounts at work, either on computers or smartphones. In general, all federal employees may use social media and email and comply with the Hatch Act if they remember the following guidelines:

(1) Do not engage in political activity while on duty or in the workplace. Federal employees are “on duty” when they are in a pay status, other than paid leave, or are representing the government in an official capacity. Federal employees are considered “on duty” during telecommuting hours.

(2) Do not engage in political activity in an official capacity at any time.

(3) Do not solicit or receive political contributions at any time.

“Political activity” refers to any activity directed at the success or failure of a political party or partisan political group (collectively referred to as “partisan groups”), or candidate in a partisan race. The following list of questions is not comprehensive, but an-

swers many of the most asked questions regarding the Hatch Act and the use of social media and email. Please note that although the frequently asked questions (FAQs) refer to Facebook and Twitter, the advice provided is applicable to any social media platform. If federal employees have further questions about when the use of social media and email could violate the Hatch Act, they should email the U.S. Office of Special Counsel (OSC) at [hatchact@osc.gov](mailto:hatchact@osc.gov).  
**Social Media Questions and Answers.**

(1) Q: May a federal employee engage in political activity on Facebook or Twitter?

A: Yes, federal employees may express their opinions about a partisan group or candidate in a partisan race (e.g., post, “like,” “share,” “tweet,” “retweet”), but there are a few limitations. Specifically, the Hatch Act prohibits employees from: engaging in any political activity via Facebook or Twitter while on duty or in the workplace; referring to their official titles or positions while engaged in political activity at any time (note that inclusion of an employee’s official title or position on one’s social media profile, without more, is not an improper use of official authority); and suggesting or asking anyone to make political contributions at any time. Thus, they should neither provide links to the political contribution page of any partisan group or candidate in a partisan race nor “like,” “share,” or “retweet” a solicitation from one of those entities, including an invitation to a political fundraising event. An employee, however, may accept an invitation to a political fundraising event from such entities via Facebook or Twitter.

Further Restricted Employees: Yes, further restricted federal employees also may express their opinions about a partisan group or candidate in a partisan race (e.g., post, “like,” “share,” “tweet,” “retweet”), but there are a few limitations. In addition to the limitations above, the Hatch Act prohibits further restricted employees from: posting or linking to campaign or other partisan material of a partisan group or candidate in a partisan race; “sharing” these entities’ Facebook pages or their content; and “retweeting” posts from these entities’ Twitter accounts.

(2) Q: May a federal employee engage in political activity on Facebook or Twitter if he/she is “friends” with or has “followers” who are subordinate employees?

A: Yes, but subject to the limitations described in other related questions and the following guidelines. If a supervisor’s statements about a partisan group or candidate in a partisan race are directed at all their Facebook friends or Twitter followers, e.g., posted on their Facebook page, then there is no Hatch Act violation. Such statements would be improper if the



## NALC Region 11 Fall 2020 Newsletter NBA Mark Camilli

Mark Camilli  
Region 11 NBA

It is hard to believe that summer is coming to an end and fall is here. I think we are all ready for some normalcy in our lives, but each day we are reminded that we are living in abnormal times. We can take great pride in knowing that the USPS and the letter carriers who serve is a primary reason that is keeping our country up and running through this pandemic. We also know it comes with great sacrifice. Letter carriers are normally used to delivering peak parcels for four to six weeks during the holiday season. This year, carriers have been delivering that parcel workload for at least six months and it has not let up. Your hard work has not gone unnoticed. One of the biggest positives from recent events is the overwhelming support of the American public for the USPS.

The postal service and its new PMG have found itself in the spotlight. While some of the fodder makes good political theater, some of the operational issues were far from it. The horror stories were real. Customers did not receive mail timely. Paychecks, correspondence and advertising mail was extremely delayed. Worse – important (perhaps) life saving medical prescriptions were also delayed. Elected officials, branch leaders, activist groups and the American people raised their voices loud and clear. Both House and Senate committees held hearings trying to get to the bottom of the mess, but also to make sure the USPS will be able to handle the upcoming elections. I want to thank the many branches across Region 11 that have been reporting delayed mail to our office. The information gets forwarded to NALC headquarters who in turn works with USPS operations to get the reported incidents corrected. I am happy to report that many of the delays have been corrected. We are still experiencing limited and isolated events, but I am confident that we will have them corrected soon. I also want to thank NALC President Fred Rolando and the rest of the executive council. Fred and crew worked tirelessly to head off major operational changes that the USPS took upon themselves to make. NALC HQ successfully filed three national level grievances on the Consolidated Casing Initiative (CCI), Expedited Street/Afternoon Sortation (ESAS) and Sorting Equipment Rationalization (SER). All three programs have either

stopped or will be ending soon.

As this abnormal year approaches its final quarter, it comes with a National election. I know you all have heard in previous election cycles that each one was the most important for the future of our country. Not to sound cliché, but this time around, I think we can all agree – this election is the most important election for the future of our country. It is also the most important election in terms of our pay, benefits and the very agency we work for.

In August of this year, I had the opportunity to meet with the NALC Executive Council and vote on who we as a council would endorse for the Presidential election. This was an action that I did not take lightly. I based my individual decision on as much information as I could. Along with the council, we looked at our membership polling, surveys, candidate questionnaire (one that Mr. Trump didn't bother to fill out and return) and the 2018 White House Postal Task Force that called for service cuts, revoking collective bargaining rights and potential privatization of our great service. I also considered the responses to our questionnaire and voting history of the other candidates. After a review of that information the choice was clear and unanimous – all of us on the council voted to endorse Biden/Harris for the 2020 Presidential election. We all have personal convictions and beliefs on many of the wedge issues that can divide our country. I ask that for this election, please consider your livelihood and the future of your career along with your retirement benefits and support the Biden/Harris ticket. Stay safe, social distance and wear face coverings when social distancing is not possible. Hopefully – together, we can get to that normalcy we all crave.



*Vice President cont.*

supervisor specifically directed them toward their subordinate employees, or to a subset of friends that includes subordinate employees. For example, a supervisor should not send to a subordinate employee a Facebook message or “tweet” that shows their support for a partisan group or candidate in a partisan race.

(3) Q: May a federal employee use a Facebook or Twitter account in their official capacity to engage in political activity?

A: No. Any social media account created in a federal employee’s official capacity should be limited to official business matters and remain politically neutral. Any political activity must be confined to the employee’s personal Facebook or Twitter account, subject to the limitations described in other related questions.

(4) Q: May a federal employee become a “friend,” “like,” or “follow” the social media page of a partisan group or candidate in a partisan race?

A: Yes, but not while on duty or in the workplace.

(5) Q: May a federal employee use an alias to “friend,” “like,” or “follow” the social media page of a partisan group or candidate in a partisan race?

A: Yes, but be advised that federal employees remain subject to the Hatch Act even when they act under an alias. Therefore, the advice provided in response to other questions applies regardless of whether the employee is acting under an alias.

(6) Q: May a federal employee continue to “friend,” “like,” or “follow” an official social media page of a government official after he/she has become a candidate for reelection?

A: Yes. For example, a federal employee may continue to “friend,” “like,” or “follow” the official Facebook, Twitter, or other social media page of the president or member of Congress, even after the president or member begins their reelection campaign.

(7) Q: What should a federal employee do if an individual posts or “tweets” a message soliciting political contributions to a partisan group or candidate in a partisan race, or a link to the political contribution page for such entities, on the employee’s social media page?

A: Although the Hatch Act prohibits federal employees from soliciting or receiving political contributions at any time, employees are not responsible for the statements of third parties, even when they appear on their social media page. Thus, if an individual posts a link to the political contribution page of a partisan group or candidate in a partisan race, or otherwise solicits political contributions, the employee

need not take any action. The same advice applies to any “tweets” directed at the employee. However, the employee should not “like,” “share,” or “retweet” the solicitation, or respond in any way that would tend to encourage other readers to contribute.

(8) Q: If a federal employee has listed their official title or position on Facebook, may he/she also complete the “political views” field?

A: Yes. Simply identifying one’s political party affiliation on a social media profile, which also contains one’s official title or position, without more, is not an improper use of official authority.

(9) Q: May a federal employee display a political party or campaign logo or candidate photograph as their cover or header photo on Facebook or Twitter?

A: Yes, federal employees may display a political party or campaign logo or candidate photograph as their cover or header photo on their personal Facebook or Twitter accounts. This display, usually featured at the top of one’s social media profile, without more, is not improper political activity.

(10) Q: May a federal employee display a political party or campaign logo or a candidate photograph as their profile picture on Facebook or Twitter?

A: Yes, but subject to the following limitations. Because a profile picture accompanies most actions on social media, a federal employee would not be permitted, while on duty or in the workplace, to post, “share,” “tweet,” or “retweet” any items on Facebook or Twitter, because each such action would show their support for a partisan group or candidate in a partisan race, even if the content of the action is not about those entities.

#### **Email Questions and Answers.**

(11) Q: What is a partisan political email?

A: A partisan political email is an email that is directed at the success or failure of a partisan group or candidate in a partisan race.

Q: May a federal employee while on duty or in the workplace receive a partisan political email? A: Yes. Simply receiving a partisan political email while at work, whether to a personal or government email account, without more, does not violate the Hatch Act. However, federal employees must not send or forward partisan political emails to others while on duty or in the workplace.

(13) Q: May a federal employee while on duty or in the workplace forward a partisan political email from their government email account to their personal email account?

A: Yes. If a federal employee receives a partisan political email in their government email account, they may send that email to their personal email account



Marc Ashmon  
LPO

## We Are a Family – Voting for Our Livelihood

During these unusual times, letter carriers spend more time at work than they do at home. By spending so much time together we inevitably form strong bonds. We are there to talk each other off the ledge, whether it's facing the seemingly endless task of getting that last parcel delivered or pivoting for someone when we thought the day was over. Each day we are making sacrifices for the good of the service. That's what family is about.

As a family, there are good times and bad times, ups and downs. We all have our favorites (and those we'd rather trade in) but even when our least favorites decide to transfer or retire, we suddenly realize how much we'll miss them. With such a diverse workforce, it's no surprise that we don't like the same things. Some of us like country and some of us enjoy the blues. Yet, we still manage to pick a radio station we can all live with. We may not initially agree with a decision, but we later realize it was for the greater good of the family.

Though we are all letter carriers, we are still individuals who have our own feelings, thoughts, and beliefs. However, we must try to find common ground on issues that affect our entire family. Right now, we are facing a national election and the outcome could have long term effects on our wages, benefits and our jobs on a whole. Depending on how long you've worked for the Postal Service, I'm sure you've heard this phrase ad nauseam – “this is the most important election of our future,” but this time there is no exaggeration. Based on the current administration's actions towards our agency, it is NOT supportive of our family of letter carriers. Consequently, this is the election of our lifetime because we are voting for our livelihoods and the livelihood of our family.

The NALC Executive Council's decision to endorse Biden-Harris was based on the input of our membership through polling, surveys, and responses to our candidate questionnaire, a questionnaire that the current administration disregarded. Additionally, there were several discussions with Vice President Biden which confirmed his support of the USPS. Our family's political pick must be the one who supports us, regardless of which side of the isle they're on.

I know many of us have strong opinions on political and social issues, but I plead with you to consider what's at stake. When you cast that mail-in bal-

lot or go to vote in person, I urge you to think about the future of your career as well as the retirement benefits you currently have. Ultimately, I just want what's best for our family of letter carriers.

In Unionism and Solidarity,  
Marc T Ashmon, LPO  
[ashmon@nalc.org](mailto:ashmon@nalc.org)  
cell #: 202-288-7440



Matt Bauer  
Leg. & Pol.

The United States Postal Service (USPS) has been covered excessively by the media for several weeks now. Every week/day more and more information are being covered and brought forth to the American people.

One of the items being covered is the \$25 billion dollars that is being requested from Congress since the COVID-19 pandemic hit. Provisions of personal protective equipment to employees, a decrease in the ability to use air transportation for deliveries, increased paid sick leave, and lower demand of first-class and marketing mail have all contributed to the surging costs and declining revenues. Package shipping revenues have surged but are not expected to make up for the continued weakness in marketing mail (down 37 percent) and first-class mail (down 8 percent) as the pandemic continues. Airlines received a large bailout earlier this year as the airline industry saw over 95% decrease in revenue. Due to this large increase, their pricing on cargo had soared. Since the USPS cannot own their own planes (as determined by Congress), the cost of shipping items via air has skyrocketed since this pandemic started.

What has Congress done to support the USPS, thus far? In the CARES Act, Congress provided a \$10 billion emergency loan to the USPS.

*Continued on following page*

*Leg & Pol cont.*

This loan postpones, rather than solves, the USPS financial crisis. The House of Representatives passed a bill (Delivering for America Act) on August 22 to provide the \$25 billion in additional funding to the USPS. In addition, it mandates that the USPS must reverse any policy changes that have led to delays in mail delivery and refrain from any new policies that would reduce mail delivery performance until the end of COVID-19 pandemic. This bill is not expected to pass the Senate, but we are hopeful. We need everyone to contact the Senators requesting their support. Please continue to invite friends and family to visit [www.heroesdelivering.com](http://www.heroesdelivering.com)

Another item being covered by the media is the new initiatives taken by the new Postmaster General (PMG) Louis DeJoy. I urge everyone to watch the testimony from DeJoy during the 2-hour Senate hearing held on August 21. You may watch this in its entirety at <https://youtu.be/bBzvkmvTtXQ>. As many of you know that the initiatives taken by PMG DeJoy has caused many delays in service. In fact recently, because of these delays in service one of our larger customers (eBay) has put a message on their website when someone selects to ship their product out via the Postal Service that states "USPS is experiencing significant delays across their delivery network. Please consider using other carrier options that may provide a better buyer experience."

Mail in voting is being extensively covered by the media. This is largely due to the expectations that this election will have the largest vote by mail (absentee voting) in history of the elections. President Trump has been giving false narratives regarding a distinction between mail-in and absentee ballots, claiming that mail-in voting causes voter fraud but absentee ballots do not. This distinction was only made after it was pointed out that he used absentee ballots in the past. He has recently stated that "Absentee ballots are the equivalent of going to the voting machine, or better sometimes." Voting experts have stated the verification process is the same for both absentee and mail-in ballots and many states (Ohio included) consider them to be the same thing.

Did you know that all Ohio Absentee votes can be confirmed as received online? If you vote via this option, you may visit <https://www.ohiosos.gov/elections/voters/toolkit/ballot-tracking/> to confirm your vote was counted.

Lastly, it is important that everyone exercise their right to vote this election. Voting by mail not only is convenient, it provides revenue for the Postal Ser-

vice. Please consider voting via this method. The NALC has recently endorsed Biden/Harris as the best choice that supports letter carrier's livelihood and all the major issues that the Postal Service face today. The Postal Service must not be allowed to fail. We must do everything we can to help the Postal Service thrive. Please take this into consideration when voting November 3<sup>rd</sup>.

Please contact the branch or myself at [matt.bauer@branch43.org](mailto:matt.bauer@branch43.org) to start giving to our Letter Carrier Political Fund. Even if you already give, consider increasing this amount.

Matt Bauer  
Director of Legislative and Political Affairs

## STEWARDS SEMINAR

Thursday, November 5th

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.*

*President cont.*

by our branch secretary Burt Hughes. Once received, myself and other branch officers will be reaching out to these members with the hope of awarding as many in-person as possible. Please see the back page of this edition for a full list of upcoming events, I hope to see you then.

Fraternally,  
Ted Thompson



**Acceptance of Branch 43 Convention Delegate Nomination**

By my signature below, I accept the nomination of Convention Delegate for the 2021 State Convention and the 2022 National Convention.

My signature also certifies that I have not held, accepted or applied for a supervisory position within 24 months prior to nomination for Convention Delegate.

I understand that if elected and apply for or accept a supervisory position at any time from this date until the 2022 National Convention, I must forfeit this and any other Branch 43 position.

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date



*Vice President cont.*

while at work. Simply forwarding such an email to one’s personal email account, without more, does not violate the Hatch Act.

(14) Q: May a federal employee while on duty or in the workplace send or forward a partisan political email from their government email account or his personal email account to others?

A: No. A federal employee cannot send or forward a partisan political email from either their government email account or their personal email account (even using a personal device) while at work.

(15) Q: May a federal employee while on duty or in the workplace send or forward an email about current events or matters of public interest to others?

A: The Hatch Act does not prohibit federal employees from engaging in non-partisan political activities. Accordingly, employees may express their opinions about current events and matters of public interest at work so long as their actions are not considered political activity. For example, employees are free to express their views and take action as individual citizens on such questions as referendum matters, changes in municipal ordinances, constitutional amendments, pending legislation or other matters of public interest, like issues involving highways, schools, housing, and taxes. Of course, employees should be mindful of their agencies’ computer use policies prior

to sending or forwarding any non-work-related emails.

(16) Q: May a federal employee send or forward a partisan political email to subordinate employees?

A: No. It is an improper use of official authority for a supervisor to send or forward a partisan political email to subordinates, at any time.

(17) Q: May a federal employee send or forward an email invitation to a political fundraising event to others?

A: No. The Hatch Act prohibits federal employees from soliciting or receiving political contributions, which includes inviting individuals to political fundraising events, at any time.

This election year the mail in ballots are going to be under a microscope and closely monitored by the Postal Service, media and the respective political parties. Do not post your opinions on Facebook, Twitter or any other social media platform while on duty or off regarding delaying or destroying mail in ballots for the upcoming November elections. In conclusion, exercise your right to vote. As the late great Franklin D. Roosevelt stated, “Nobody will ever deprive the American people of the right to vote except the American people themselves and the only way they could do this is by not voting.”

In Solidarity,  
Pat Dougherty

# Sammarco Law Firm LLC

**SAMMARCO  
L A W**

Workers Compensation,  
Wrongful Termination  
& Personal Injury

*Protecting Your Rights*



15 East 8th Street  
Cincinnati, Ohio 45202

(513) 763-7700

Fax (513) 763-7704

*On Your Side!*

[www.SammarcoLegal.com](http://www.SammarcoLegal.com)

[AJS@SammarcoLegal.com](mailto:AJS@SammarcoLegal.com)



## Roy Tailors Uniform Co.

1905 Dalton Avenue  
Cincinnati, Ohio 45214

(513) 621-4787

Serving **YOU** Since 1958

Union Made with Pride

**"Service is the Key to Our Success"**

Hamilton County Representative

Retired Member of Branch 43

**Pat Mulvaney** (513) 284-1504

## 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**

## September Membership Meeting is cancelled

**Raffles will continue at the October Membership Meeting**

Rickey	Allen
Joan	Bauer-Gast
Susan	Baxter
Donald	Brentlinger
Robert	Briggs
Lyle	Burns
Thomas	Demaree
Rex	Dixon
Sandra	Fatora
Roger	Gregory
Robert	Heis Jr.
Anthony	Hoffman III
John	Jaspers
Thomas	Kampel
Jeffrey	Lewis
Craig	Magnarini
Thomas	Matthews
James	Metz
Diane	Murray
Timothy	O'Brien
Stephen	Peelman
Gary	Richter
Sharon	Rucker
Karen	Runion
John	Schwallie Jr.
Paul	Steffen
Steven	Susong
Richard	Tabeling
Wilson	Turner Jr.
James	Weber
Debra	Wiesman
Charles	Wilder Jr.

**October Retiree Birthdays**

**September YOPC Attendees**

- Deborah Bryant
- Diana Enwright
- JR Ford
- Art Holt
- Burt Hughes
- Dick Keller
- John Macon
- Gerry Mees
- Robert Wilkinson

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

**October Gold Carders**

- |         |               |
|---------|---------------|
| Anthony | Baum          |
| Edward  | Bishop        |
| William | Bowman        |
| Tom     | Brown         |
| John    | Dobranski Jr. |
| Edward  | Faehr         |
| James   | Gaynor        |
| Edgar   | Groen Jr.     |
| Robert  | Hay           |
| James   | Hoelle        |
| Robert  | Huelsman      |
| William | Ivory         |
| Richard | Keller        |
| John    | Koch          |
| Joseph  | Menifee Jr.   |
| Michael | Nagel         |
| Melvin  | Paul          |
| Paul    | Ridder Jr.    |
| Glenn   | Rose          |
| William | Siereveld     |
| William | Stigler       |
| Ernest  | Vanover       |
| John    | Walker        |
| Robert  | Wendell       |
| Morris  | Woods         |

**Motions made at the September Officer Meeting**

- (1) To dispense with the roll call of Officers and reading of the previous month's minutes. **Carried**
- (2) To accept financial reports and pay the bills. **Carried**
- (3) To adjourn. **Carried**



**James R. O'Hara**

**Join fellow retirees for lunch**

**1:00 pm - 1st Monday of each month**

**November 2nd**

Barleycorn's  
1073 Industrial Road  
Cold Spring, KY  
41076

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



# “Bring your loan HOME”



- ✓ **Receive a \$100 Gas Card! \***
- ✓ **Defer your payments for 90 days!**
- ✓ **We will match or beat your rate! \***

**Transfer an existing loan or credit card balance from another institution and bring your loan home!**

**How can you say no?**

**Stop in or call 513.381.8600 Ext. #3**



1243 West 8th Street • Cincinnati, OH 45203-1004 • 513-381-8600  
1111 East Fifth Street • Dayton, OH 45402-2299 • 937-228-7691  
Mail: P.O. Box 14403 • Cincinnati, OH 45250-0403  
Toll Free 1-800-265-4527 • [www.URmyCU.org](http://www.URmyCU.org)

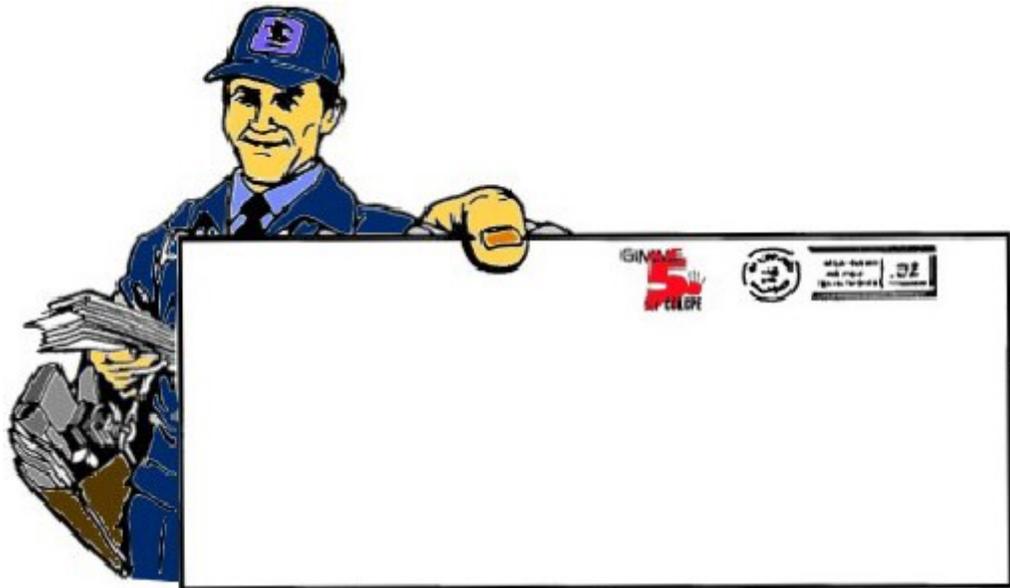
\*Balance must be at least \$10,000 or greater to qualify. For loan balances below \$10,000 only the 90 day deferment will be offered. Member must qualify for the loan under normal underwriting guidelines. Minimum rate floor of this offer is 2.99% APR. Interest will accrue over the 90 day deferment period regardless of balance. Member must be able to provide verification of existing rate. Existing PFCU loans are excluded. This institution is not federally insured. **MEMBERS' ACCOUNTS ARE NOT INSURED OR GUARANTEED BY ANY GOVERNMENT OR GOVERNMENT-SPONSORED AGENCY**

## ***Queen City Letter Carriers***

NALC Branch 43  
4100 Colerain Avenue  
Cincinnati, Ohio 45223

**"ADDRESS SERVICE REQUESTED"**

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



### **Upcoming Events**

- Officers Meeting - Oct. 8th, 6:00 PM**
- Membership Meeting - Oct. 8th, 7:30 PM**
- Columbus Holiday - Monday, Oct. 12th**
- Region 11 Virtual Retirement Seminar -  
Tuesday, Oct. 20th, 7:00 PM**
- Hall Clean Up - Sunday, Nov. 1st**
- Election Day - Tuesday, Nov. 3rd**
- November YOPC - Wednesday, Nov. 4th**
- Steward Seminar - Thursday, Nov. 5th**
- Veteran's Day Breakfast - Cancelled**

