From the President’s Desk

I want to start by thanking all the branch officers and delegates for making the 2019 Ohio State Convention a huge success! As most are aware Cincinnati was the host city for this year’s biennial convention. While this year’s convention was not overtly eventful for state business, there were events and speakers worth mentioning.

First, this year delegates from across the state were provided with gifts for the first time in many years. The branch created, published and printed the state convention souvenir booklet in-house. With the funds received from state branch’s and local businesses, the branch used those funds to create a state association logo and purchase hats from Blackout Tee’s. The overwhelming feedback was positive and delegates in attendance were happy to receive a gift again.

Second, with the help and donations from branch officers, stewards and carriers in the units the branch was able to put together an impressive spread of baskets to auction off for the Muscular Dystrophy Association. Tickets were sold throughout the weekend for the baskets and for a split-the-pot drawing. The branch also sold shirts. Together, these raffles and shirts raised over $2,500 for MDA. Thank you to all the members who donated or volunteered selling tickets.

Third, the branch hosted a hospitality room on Thursday and Friday nights. Hospitality rooms are a great way for delegates to make new friends and meet up with old ones all the while discussing letter carrier issues. The social gathering that took place was great to take part in and witness. I thoroughly enjoyed many of my conversations with carriers across the state. Hosting a hospitality room was made possible by the many branch delegates who volunteered to work it.

Fourth, we heard from many great guest and member speakers. Hamilton County Commissioner Denise Driehaus addressed the delegates first. Denise was followed by Peter McLinden (Cincinnati AFL-CIO Executive Secretary-Treasurer), Karen Garber (Cincinnati Postmaster), Emily Rivers (Cincinnati EAP) and Robert Faingold. (Cincinnati MDA). Guest speakers were followed by national speakers throughout the weekend. Paul Barner (Assistant Secretary-Treasurer), Dan Toth (Director of Retired Members), Mark Cambi (National Business Agent Region 11) and Marc Ashmon (Legislative and Political Organizer). National speakers discussed a vast array of topics, but the overwhelming theme, and one addressed extensively by all was the political landscape in regard to the Postal Service and the need to participate in the Letter Carrier Political Fund (LCPF). These speakers addressed the numerous House Resolutions and the need to have bipartisan support for Postal issues that can directly influence our salary, benefits and working environment. These speakers also stressed that the benefits we currently receive can be taken away with the stroke of a pen. It was great to have branch members hear this message from someone other than myself and I hope the message was well received and will be spread. Thank you to all the branch delegates who signed up for the LCPF at convention, let’s keep working on spreading the message and increasing participation in the LCPF to help reach our goals on Capitol Hill.

Fifth, the delegates were provided with training sessions the opening morning of convention from national on politics, retirement and CCA rights and benefits. The whole delegation was provided a training skit that was presented by Toledo on workroom floor issues. The training

Continued on following page
President cont.
sessions received positive feedback. I want to thank the many branch delegates who took advantage of the opportunity to attended training sessions and NBA Mark Camilli and Toledo President Mike Hayden for providing it.

Lastly, the State Association voted unanimously to adopt a proposed national resolution submitted by Elyria, Branch 196. This resolution called for the inclusion of ‘grandchildren’ to be added into bereavement leave provisions in all handbooks, manual and contract for bereavement leave purposes. Unfortunately, Elyria had a member whose grandchild passed away, and the Postal Service wanted to refuse this member bereavement leave. Thus, the need for this resolution arose. This resolution will be forwarded to the Executive Council which will make a recommendation and be voted on by all delegates at the Hawaii convention. If passed, this will become the official bargaining position the NALC must take during future contract negotiations.

The branch and its members have recently partaken in some exciting celebratory occasions. Westwood carrier and branch delegate Melissa Tilton, along with tremendous support from the Cincinnati Post Office, helped make Grace Flannery’s dream of delivering mail for a day come true. Grace is a local woman with Down Syndrome and has always dreamed of being a letter carrier. Cincinnati Postmaster Karen Garber and our beloved carrier Melissa helped make that happen. Melissa greeted Grace at the Westwood Post Office, showed Grace how to case and pull down a route and took Grace with her to the street where she delivered around 30 houses. This event was widely publicized in local media channels and was a great story and publicity for the Postal Service. I have received numerous phone calls and emails from Presidents and members across the country having read this story. There is a link on our national Facebook page from which there is over 100 comments and close to 1,000 shares. I had the brief opportunity to talk to Grace and her father and they were truly a pleasure. The Postal Service did a fantastic job in facilitating this for Grace and Melissa represented the Postal Service and letter carriers in a positive uplifting manner. Congratulations Melissa for helping Grace’s dream come true!

I recently just got to celebrate another one of a kind event. I had the honor of presenting branch member Tom Rottinghaus with his Gold Card. Gold Cards are awarded to branch members after 50 consecutive years membership with the NALC. While the branch awards Gold Cards annually, what makes this event so special is that Tom is still an active carrier at Murray. Tom is the epitome of a professional letter carrier and union member. Tom has an extremely hard work ethic, always has a positive attitude whenever I get the luxury to talk with him and always answers a call when one of his brothers or sisters are in need, just recently at the event the branch and Syca- more carriers hosted for Mark Mueller. Humble as he is, Tom dedicated his Gold Card and 50 years membership with the NALC to the carriers of Murray and thanked them. I can not over-emphasize enough what an honor and privilege it was for me to present Tom with his Gold Card. Tom, congratulations again brother!

While these events have been exciting, with the good comes the bad. I struggled with how to address this with the membership so I’m just going to do it. Unfortunately, I received a call early morning on Monday the 26th that one of our members, Christopher Olliges, took his own life on the prior Sunday. Chris carried out of the Milford Post Office. Chris had worked at the Post Office for a few years and was retired from the Air Force. I went to Milford first thing that morning and you could hear a pin drop in that office. Some carriers were in shock, others were overwhelmed
From the 
Vice President

Grieving Management’s 
OWCP Mistakes

Not long ago, a letter carrier was lifting a tray of mail out of his LLV and hurt his back. He reported the injury to his supervisor but did not seek medical treatment and did not complete a CA-1 (work related traumatic injury) the day of the injury. A week later, however, he did seek medical care and he completed a CA-1 and submitted it to his supervisor.

Unfortunately, his supervisor did not sign and give the employee the CA-1 receipt, did not provide a copy of the CA-1 to the employee, and did not forward the CA-1 to OWCP. Later, when the medical problem continued, the supervisor told the letter carrier he had lost the CA-1 and asked him to submit another one. The carrier did submit another one, but mistakenly wrote the wrong date in item 10 of the CA-1. Ultimately, the carrier’s claim of an on-the-job injury was denied, much to his detriment.

There is nothing unusual about a letter carrier suffering an on-the-job injury. Our job is physically demanding, often ergonomically injurious, and bristles with objective dangers. With about 230,000 letter carriers on the street every day, we expect there will be on-the-job injuries. While we seek to minimize their occurrence, we recognize their inevitability. Fortunately, there is a law designed to protect us from the adverse financial consequences of those injuries. The law is known as the Federal Employees Compensation Act, or FECA. It is codified at 5 United States Code 81 and its implementing regulations are found at 20 Code of Federal Regulations (CFR) 10.

FECA is intended to help employees who are injured on the job. FECA establishes the Office of Workers Compensation Programs, or OWCP, and tasks that agency with deciding all matters relating to claims of on-the-job injuries by federal employees. OWCP decides, for example, whether an injury is job related, whether compensation is payable and, if so, how much, and whether a limited duty job offer is medically suitable. FECA was intended to protect federal employees by providing compensation when they suffer job-related injury or illness. The law places the burden on the injured worker to prove that the injury is job-related. The OWCP claims process is designed to operate efficiently and to result in fair, accurate decisions that fulfill FECA’s purposes. Unfortunately, many claims do not turn out that way. Letter carriers know that too many legitimate claims are controverted by management or become unnecessarily complicated due to management mistakes in handling claims. These management mistakes lead to some of the worst injustices to injured letter carriers who seek workers compensation benefits. FECA requires postal management to process claims in accordance with regulations, but frequently supervisors do not. Supervisors mistakes often result in legitimate claims being delayed or even denied. These mistakes also violate the law, as well as Postal regulations and the National Agreement. Unfortunately, they are far too common.

A top-ten list of common, harmful management mistakes:

1. Failing to provide a CA-16 in the case of traumatic injuries.
2. Providing a CA-2a instead of a CA-1 or CA-2.
3. Failing to provide a receipt for a submitted CA-1 or CA-2.
4. Delaying forwarding of CA-1 or CA-2 to OWCP.
5. Failing to provide completed copy of CA-1 or CA-2.
6. Contacting a carrier’s physician in person or by phone.
7. Failing to provide copy of written contact with physician to carrier and OWCP.
8. Failing to provide employee notice of controversy and challenge information.
9. Failing to advise carrier of the right to select a physician of his or her choice.
10. Delaying forwarding of CA-7 to OWCP.

Shop stewards can do something about these harmful mistakes. While there is nothing unusual about carriers suffering on-the-job injuries, there is something disturbing about supervisors violating the law and regulations when those injuries are reported. Shop stewards should do something about it. They should hold postal managers accountable to comply with the law and regulations governing on-the-job injuries. If necessary, they should do so using the grievance procedure. In doing so, shop stewards should be mindful of the distinction between helping an injured Letter Carrier with an OWCP claim and dealing with management violations of contract and law. The distinction is important. When it comes to

Continued on page 10
2019 OHIO STATE CONVENTION
STEWARD’S CORNER

By the time you are reading this article, the fundraiser for Sycamore carrier Mark Mueller will have taken place and because of the efforts of many NALC brothers and sisters, other USPS co-workers, and an abundance of community support, the event was a huge success. I was very pleased with the generosity and assistance everyone gave to make the event all come together. This truly showed how a postal family should be, both USPS and NALC working together for one of our own. And as a friend of Mark’s, I appreciate all that everyone did to help him out. For those who know Mark, he is a fighter. He battled Pancreatic Cancer for well over a year, beat it, and returned to work full duty for two months only to find out he had cancer on his liver. Mark is a 35-year carrier and very close to retiring. We all look forward to him beating this also, and I personally can’t wait to tip back a drink with him at his retirement party. #MARKSTRONG

Every month the NALC honors heroic carriers in The Postal Record typically for being at the right place at the right time during their daily routine. Many times, it is a carrier spotting an elderly person in need of help, a small child, pet, or even saving someone from being a victim of crime or from a house fire. Let me tell you that recently many more of our brothers and sisters have stepped up to be heroes for the NALC families affected by tornadoes in Dayton which left over 20 members without a home. Branch 43 stepped up and raised $4,808 to help aid those brothers and sisters in this tragic time through collecting at their stations and raffles and collections at the branch hall.

Letter Carriers, both active and retired go above and beyond when it comes to helping their brothers and sisters in need either with financial contributions or hands on assistance. The NALC recognizes this and has a relief fund to make it possible to those who want to help out. The NALC Disaster Relief Foundation has response teams set up throughout the country to aid members who have been affected by natural disasters with money, water, food, clothing, and other needed supplies. Be a hero, help a brother or sister in need. Donations can be made by sending a check or money order to:

NALC Disaster Relief Foundation
100 Indiana Ave, NW
Washington, DC 20001-2144

In solidarity,
Steve Dashley
Formal A Representative

President cont.

Steward Election Notice

This shall serve as notice to all members that pursuant to Article 7 of the Branch by-laws, Branch 43 will hold Steward elections this year for the term beginning January 1, 2020 through December 31, 2022. Anyone desiring to run as Steward in their office must be a member in good standing who has not held or applied for a supervisor position for 2 years prior to the beginning of the term. Nomination notices shall be posted in each station on October 11th and remain posted through the close of business on October 21, 2019. If necessary, ballots will be distributed and members shall vote in their respective stations from November 16 through November 30, 2019.
LETTER CARRIER FOR A DAY

TOM ROTTINGHAUS – 50 YEARS
August YOPC Attendees

Deborah Bryant
Liz Darby
JR Ford
Art Holt
Dick Keller
John Macon
Jaimee McNulty
Gerry Mees
Tony Sciamanna

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

In Loving Memory

Anthony Roe
Christopher Olliges

Join fellow retirees for lunch

1:00 pm - 1st Monday of each month

October 7th

Kreimer’s Bier Haus
6052 State Route 128
Cleves, OH 45002

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

Gold Carders

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Charles
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Harold
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Dwyer
McGraw
Mitchell
Morris
Neff
Paolillo
Peck
Reardon
Schweppe
Stoy
Vuotto
Welch

September Retiree Birthdays

Judy Bailey
Robert Basler
Greg Behrmann
William Bennett
Gary Berling
Ruth Biddle
Gregory Brauer
James Conner
John Conway
Ronald Durrett
Suzanne Egbers
Robert Gavin
Keith Gibbs
Thomas Hamberg
Loretta Henderson
Steven Holt
Dennis Hudson
Burton Hughes
Mark Jansen
Karen Joy
Billy Kemper
Fred Kirchgessner
Daniel Kramer
Tony Livengood
Jerome Mahlenkamp
Roy Mangham
James Miller Jr.
Donna Nelson
Patricia Nuss
Charles Ott
Richard Raybourne
Leroy Roberts Jr.
Dennis Selmeyer
Raymond Singleton
Gregory Stulz
Darel Titus
William Vandervort
Daniel Walsh

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Register Today!
Visit www.mda.donordrive.com/event/cincinnati

MDA Muscle Walk of Cincinnati
September 21, 2019
Miami Whitewater Forest · Harrison OH
Registration Starts: 10am  Walk Begins: 12pm

For more information contact:
Deneen Wolber · 513.231.2222 · dwolber@mdausa.org

MDA Muscle Walk is a life-changing experience that unites families, friends, neighbors and local businesses to forge powerful connections, celebrate the strength of families living with muscle-debilitating diseases and transform hope into answers.

Muscular Dystrophy Association · mdamusclewalk.org · #MuscleWalk
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

August Membership Meeting Raffle Winners

Split-the-Pot - Randy Utz ($38.00)

MDA– Mike Winters, Randy Utz, Curtis Vaughn & Megan Redden

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Cincinnati, Ohio 45214
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Hamilton County Representatives
Retired Member of Branch 43
Pat Mulvaney (513) 284-1504
Motions made at the August Membership Meeting

To dispense with the roll call of Officers and reading of the previous month’s minutes. **Carried**

To pay the bills. **Carried**

To adjourn. **Carried**

Vice President cont.

helping injured letter carriers pursue on-the-job injury claims with OWCP, NALC representatives have no right to time on the clock. Nor do they have an obligation to assist non-members, even if they do assist members. Remember the carrier whose claim was denied after his supervisor lost his original CA-1? He never did get the claim accepted. That was a travesty, because he had a legitimate on-the-job injury. If his shop steward had known to grieve the supervisors failure to sign and give the receipt, the failure to give the carrier a copy of the completed CA-1 and the failure to forward the CA-1 to ensure it was sent to OWCP, the story would have ended differently.

In Solidarity,
Pat Dougherty

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**Last Punch Bunch**

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**Tim Claibourne, Hillsboro**

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**Steve Depenbrock, Lockland**

---

**Carm Romito, Sycamore**

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**STEWARD SEMINAR**

**Thursday, October 3rd**

**6:00 Food - 7:00 Training**

Call to confirm attendance
"Bring your loan HOME"

✓ Receive a $100 Gas Card! *
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✓ We will match or beat your rate! *

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

**Officers Meeting** - 6:00 pm Sept 12th

**Branch Meeting** - 7:30 pm Sept 12th

**October YOPC** - Wednesday, Oct 2nd

**Steward Seminar** - 6:00 pm Oct 3rd