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September 2025

Queen City Letter Carriers - NALC Branch 43 News & Views

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Ted Thompson
President

From the President's Desk

The roots of Labor Day lie in the late 19th century labor movements that sought to improve working conditions and secure basic rights for workers. As industries flourished in the 19th and 20th centuries and economies expanded, the need for organized labor became increasingly evident. For letter carriers, the fight for a basic eight-hour workday took years to secure with final passage in 1888. Ironically enough, the Post Office Department ignored and challenged this rule and continued working letter carriers for more than eight hours per day. Ultimately, the newly formed NALC filed suit in federal court and ultimately the United States Supreme Court, in 1893, ruled in favor of the NALC and awarded letter carriers \$3.5 million, which settled thousands of overtime claims against the Department. When adjusted for inflation, that equates to over \$105 million today. This holiday serves as a tribute to the contributions labor unions and workers have made to the prosperity of their communities and country. I hope everyone has gotten to enjoy a little time off for the Labor Day Holiday.

The branch office has received numerous inquiries into back pay, so I want to address it and many misconceptions. For starters, all career and non-career letter carriers should have received their back pay this last Friday, August 29th. It should have been

provided all at once on your August 29th paycheck. If an employee has retired, switched craft, resigned, or has been terminated, back pay checks for these employees should be sent to their last employing office. I encourage all of you to contact the office to make arrangements for you to pick up your check. For employees who have switched crafts and have hours paid during the backpay period, they can view the back pay amount on their Pay Period 18 earnings statement available in the ePayroll application on LiteBlue. For career employees, the back pay covered will date back to August 26, 2023, through April 18, 2025. This backpay will include four Cost of Living Adjustments (COLA) and two general wage increases. For retirees who were active during the backpay period, the Office of Personnel Management (OPM) will have to update your high-3 salary as though you were compensated at the correct amounts. For City Carrier Assistants (CCA) the back pay period will cover from November 18, 2023, through April 18, 2025, and will include two general wage increases. These back pay payments include all leave and work hours including straight-time, overtime, and penalty overtime rates. If you have, or had, paid leave or work hours during these periods and were enrolled in the Thrift Savings Plan (TSP) you will have TSP deductions at the fixed amount or the percentage you contributed during the back pay period at the straight-time rate. If you were Injured on Duty (IOD) or were in a Leave Without Pay (LWOP) status for any reason with the Postal Service dur-

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NEWS & VIEWS

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Cincinnati, Ohio 45240

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EDITOR'S (Ted Thompson) NOTES
Branch 43 members are encouraged to send articles to the *News & Views*. Items of interest about your station, current events, etc. are welcome. The following guidelines apply:

- (1) We may edit your article for grammar, punctuation, spelling, etc.
- (2) If it should prove necessary to edit an article for space or coherence, every effort will be made to preserve the substance and intent of the article.
- (3) Unsigned articles will not be printed. Letters, criticism and suggestions for improving the *News & Views* are also welcome. If your letter is not intended for publication, please state so. Letters held to 150 words are less likely to be edited.
- (4) Articles must arrive at the Branch office by the 15th in order to make the next month's issue. Digital format is preferred. Send items to: thompson@branch43.org

Printed in House

President cont.

ing some, or all, of the backpay period, you will not receive back pay for the hours you were in a LWOP status. For all letter carriers, there is a new letter carrier pay schedule effective September 6th. This pay scale is available at nalc.org/news/research-and-economics/research. The next change any of us will see is the November 15th General Wage Increases.

Part of our new contract includes the New Employee Experience Retention and Membership Program (NEERP) Memorandum of Understanding (MOU). Most Cincinnati employees should at least be somewhat familiar with these programs as Cincinnati was one of the pilot test sites. If you are not aware, please make yourself aware of these programs. I expect union stewards to enforce the provisions contained within, and I am currently looking for mentors to work with new employees. If you are interested in becoming a mentor, please let me know, as I will have more detailed information available. For basics, mentors are to be provided with the Mentor Guide and given 30 minutes on the clock to do a self-study of the guide. Additionally, there is joint training provided to mentors via Zoom. Stand-up talks should have been given on both programs.

Branch 43 bylaws dictate that we hold steward elections every two years in odd numbered years. I am currently working on nomination notices but the opportunity to sign-up to run for steward should be posted in every Branch 43 office by October 14th for a two-year term that will begin January 1, 2026. Further,

Branch 43 is hosting our annual fall steward seminar on Thursday October 2nd. Information on both is posted on page 6 of this edition. I encourage all current stewards and those debating on running for steward to attend this training. However, this training is open to all branch members seeking education. There is always opportunities for those with the ability to learn, grow, and represent the membership.

Lastly, I wish to thank Concerned Letter Carriers (CLC) James Henry, Corey Walton, Pam Donato, and David Grosskopf for attending our last union meeting and sharing their agenda as they plan to be nominated at next year's national convention and run for their perspective offices of nomination. James Henry will be running for President of the NALC. Mike Caref, who visited us in April, is also running as President. Both have asked me for support. Current NALC President Brian Renfro has not been at the office yet, but I hope to have him in the future. The membership of Branch 43 has not taken any form of endorsement for any potential elections next year; therefore, I have included ways in which members can contribute to either candidate for President who has visited Branch 43 (pages 7 & 8). If you are a supporter, please consider donating to their cause as campaigning for national office is quite expensive and time consuming. As president, I am honored that they reached out and put the effort in to get to know our branch. Hope to see you at the September membership meeting and the October steward seminar.

Fraternally,
Ted Thompson



Pat Dougherty
Vice President

From the Vice President

STRENGTH IN UNITY: Why Supporting the Letter Carrier Political Fund Matters

In today's political climate, the livelihood of letter carriers depends not only on the work we do in our communities every day, but also on how strong our voice is in Washington, D.C. That voice is made louder, stronger, and more effective through the **Letter Carrier Political Fund (LCPF)**, the political action committee (PAC) of the National Association of Letter Carriers (NALC).

If we want to protect our jobs, defend our collective bargaining rights, and ensure that our hard-earned benefits are not eroded by harmful legislation, we must invest in our political strength. The LCPF is the tool that allows us to do just that. Participation is not just about politics, it's about survival, solidarity, and protecting the future of letter carriers nationwide.

What Is the Letter Carrier Political Fund?

The LCPF is the voluntary political action arm of the NALC. It gives letter carriers the ability to support members of Congress, both Democrat and Republican, who support letter carrier issues. The fund is financed entirely by voluntary contributions from NALC members. No union dues are used.

The money collected helps: 1) Support pro-letter carrier candidates for the House and Senate. 2) Educate lawmakers about the importance of the Postal Service. 3) Protect collective bargaining rights. 4) Push back against harmful postal privatization efforts. 5) Preserve our retirement and health benefits. 6) Promote sensible postal reform legislation.

In short, **LCPF amplifies our voice in Washington**. And in today's legislative environment, where postal issues can be swept under the rug or worse, become political pawns, that voice needs to be louder than ever.

Why Participation Matters

1. Protecting Collective Bargaining Rights

One of the most essential rights letter carriers have is the ability to negotiate wages, benefits, and working conditions through collective bargaining. Unfortunately, these rights are not guaranteed forever.

In recent years, there have been multiple attempts in Congress to limit or eliminate collective bargaining for federal and postal workers under the guise of cost-cutting or government efficiency. Without a strong political presence, these efforts could gain traction, especially in a climate where unions are under constant attack.

The LCPF allows us to support candidates who respect the labor rights of postal workers and oppose those who aim to weaken unions. The more carriers who contribute, the more influence we have.

2. Fighting Against Harmful Legislation

Every year, bills are introduced in Congress that could negatively impact letter carriers. These include proposals to: 1) Cut federal retirement benefits. 2) Reduce or eliminate cost-of-living adjustments (COLAs). 3) Increase employee contributions toward retirement. 4) Privatize the Postal Service. 5) End Saturday delivery. 6) Remove door-to-door delivery.

These aren't hypothetical threats, they are real legislative proposals that have been introduced time and again. The LCPF ensures that **NALC has a seat at the table to fight these efforts**, inform lawmakers, and advocate for letter carriers' interests.

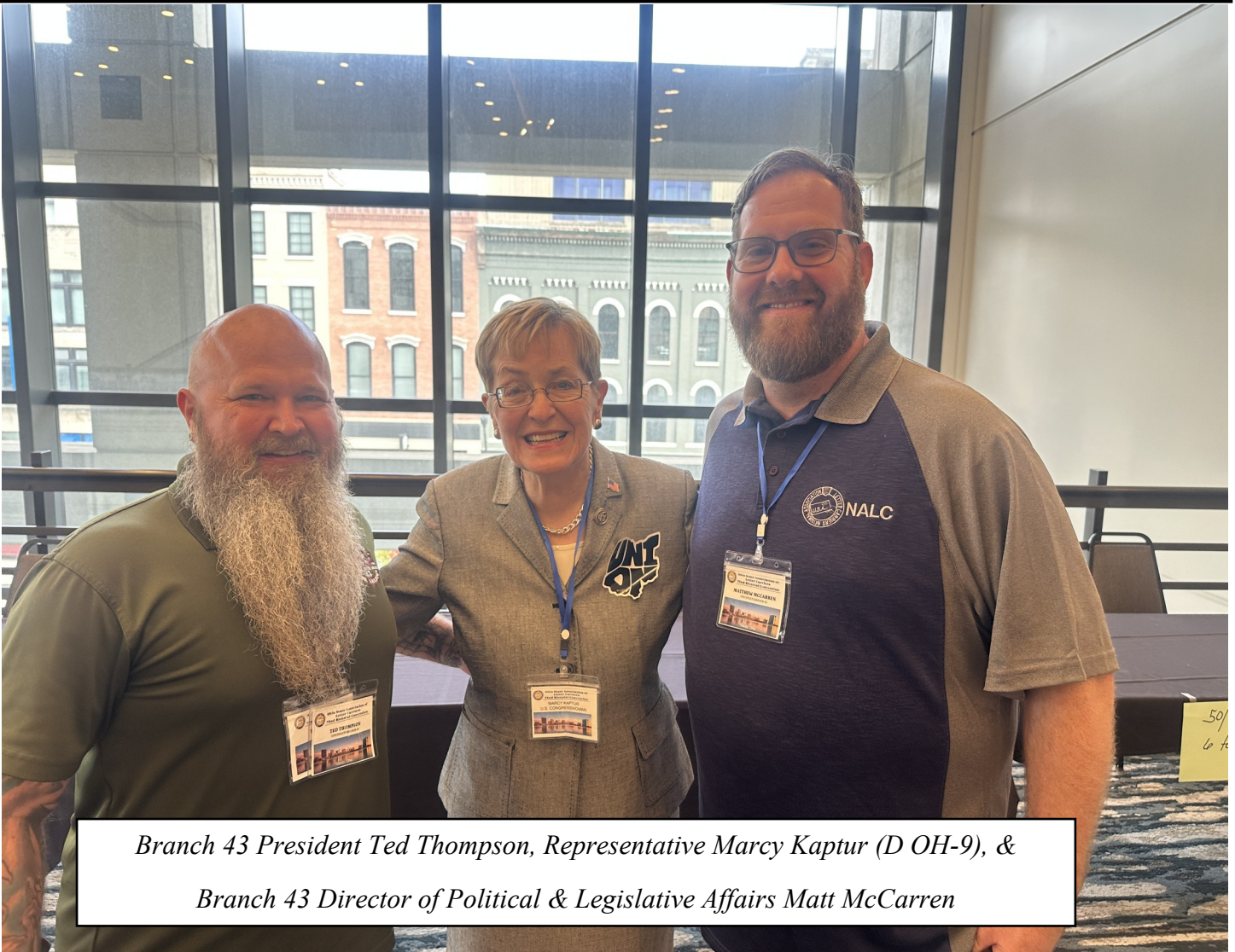
3. Promoting Positive Postal Reform

While defending against harmful policies is important, **we also need to be proactive**. LCPF contributions help support lawmakers who are working to: 1) Stabilize USPS finances through smart reform (like repealing the unfair pre-funding mandate). 2) Expand postal services, such as postal banking and vote-by-mail. 3) Maintain six-day and door-to-door delivery. 4) Ensure the USPS remains a public, service-oriented institution.

The NALC can only help shape this kind of positive policy if we have strong relationships with members of Congress, and that requires political en-

Continued on following page

2025 Ohio State Association of Letter Carriers State Convention



*Branch 43 President Ted Thompson, Representative Marcy Kaptur (D OH-9), &
Branch 43 Director of Political & Legislative Affairs Matt McCarren*

Vice President cont.

agement and financial support through the LCPF.

LCPF: A Collective Investment in Our Future

Think of contributing to the LCPF as an investment in job security, both for yourself and for future generations of letter carriers. If we don't participate, we risk letting others — those who do not have our best interests in mind to control the narrative and drive the legislative agenda.

Consider this: Private corporations spend millions lobbying Congress to privatize mail delivery. Anti-union groups are constantly pushing for legislation that weakens labor protections. The Postal

Service's own leadership has sometimes supported policies that would reduce delivery services and diminish our roles.

To counter this, we need political strength, and political strength comes from active participation. Even small, regular contributions from thousands of letter carriers across the country make a difference. A few dollars per paycheck pooled together creates a powerful fund that helps protect all of us.

A Stronger Voice on Capitol Hill

When lawmakers hear from NALC, they listen because they know we represent a powerful, organized, and informed group of public serv-

Continued on page 9



Denny Doud
NALC DRT Rep

Steward's Corner

Workplace Harassment

You have the right to work in an environment free of harassment. The Postal Service is committed to providing its employees with a safe, productive, and inclusive workplace. To achieve a workplace free of harassment, the Postal Service wants to make sure that every employee knows the definition of harassment, what to do if it happens, and what they can do to prevent it.

Harassment comes in different forms. Publication 553 titled: Employee's Guide to Understanding, Preventing, and Reporting Harassment is an informative booklet. Publication 553 provides information about workplace harassment and inappropriate conduct. This is important because the only way to achieve a workplace free of harassment and inappropriate behavior is to make sure everyone knows what it is, what to do if it happens, and how to prevent it. You must do your part as an employee. Read and become familiar with this guide and report improper behavior.

Although it's a familiar term, harassment is not always easy to define. What one person might perceive as harassing behavior, another may think of it as kidding or joking around, or if harassment is sexual in nature, one may deem it mild or inoffensive flirtation. Harassment can cover a wide variety of behaviors. It may consist of words, actions, or most often, a combination of the two. It can range from the display of derogatory cartoons to the crime of rape.

In situations involving EEO prohibited activity, the victim may not be the only person who is harassed but may be anyone who hears or witnesses the offensive conduct and is affected by it. Do not hesitate to report any type of harassment. If you feel you're being harassed by anyone, especially by a supervisor or anyone in management, report it immediately. Document it by starting a paper trail in the form of a statement and by filing a PS Form 1767. If there are any witnesses, they can also submit a statement. Make sure that you

inform your shop steward and safety captain. Your shop steward can file an Article 14 grievance. If you don't do any of the above history, harassment will only get worse.

Depending on the type of harassment you can also file an EEO complaint against the individual. If you chose to do so, you must request EEO counseling within 45 days of the act (s) giving rise to the claim, through the Postal Service EEO efile application at <https://efile.usps.com> or by writing to: NEEISO-EEO Contact Center, PO Box 21979, Tampa FL 33622-1979. Your filing must be timely, or you could lose your right to pursue your complaint under federal law.

The Employee Assistance Program (EAP) is available to give you emotional support for the problems that may result from being harassed. Contact an EAP counselor at 800-EAP-4-YOU (800-327-4968). You can find additional information just by typing the word Harassment in the search engine of either the Liteblue page and or the NALC.ORG website.

Importantly, your office union steward should be your first line of defense against workplace harassment or bullying. Your union steward is trained and has the available resources available to address the individual situation as well as how to grieve it under the National Agreement. Depending on the situation, it could be a violation of Articles 1, 2, 3, 5 and any applicable laws, 14, 15, 19 including USPS Handbooks M-39 section 115, ELM sections 665, 811, and 814, USPS policies, publications, trainings, and the Joint Statement of Violence and Behavior in the workplace - all of which address a workroom floor bully. However, these incidents of workplace harassment must be grieved, otherwise they will not stop. If anything, a supervisor or manager may become more emboldened by a lack of action to address harassment.

The bottom line is, if you don't object to the way you or others are treated, nothing will change. So do your part and observe how others are treated and stand up for each other as witnesses so that we can help make the changes necessary. Keep an eye on each other. Live by a solidarity motto - when you see something, say something.

STEWARD SEMINAR NOTICE

Thursday, October 2nd

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.

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, 2026, through December 31, 2027. 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 two years prior to the beginning of the term. Nomination notices shall be posted in each station on October 14th and remain posted through the close of business on October 24, 2015. If necessary, ballots will be distributed, and members shall vote in their respective stations from November 14th through November 29, 2025.

Burt Hughes

Secretary Branch 43

Motions made at the August Membership Meeting

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

To send up to two people, at the Presidents discretion, to the Health Benefits Seminar, November 2-5, in Orlando to include transportation, lodging, wages, and per diem. **Carried**

To accept the April and May financial report and pay the bills. **Carried**

To adjourn. **Carried**

Concerned Letter Carriers at August Membership Meeting



Scan the QR code to
purchase apparel or donate
to the Concerned
Letter Carriers Campaign



Mike Caref for Prez Nationwide Raffle and Donation Information



GRAND PRIZES:

PRIZE A:	PRIZE B:	PRIZE C:	PRIZE D:
			
Nintendo Switch 2 Mario Kart Edition (\$499.99 value)	Apple 11 in. iPad - A16 Chip w/ WiFi 128 GB (\$499 value)	Ninja-Slushie 5-in-1 Professional Frozen Drink Maker (\$349 value)	United Airline Travel Voucher (\$500 value)

Fifteen (15) Bonus Prizes



Make a one-time donation

Utilize the prompts below OR use Zelle caref4prez@gmail.com (preferred) to make a donation. Thanks!

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\$20.26

\$202.60

Or choose a custom amount

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60680-5026

Raffle Tickets available at the Branch 43 Union Office and at some stations

DRAWING SEPTEMBER 15, 2025		 GRAND PRIZES: <table border="1"> <thead> <tr> <th>PRIZE A:</th> <th>PRIZE B:</th> <th>PRIZE C:</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td>Nintendo Switch 2 Mario Kart Edition (\$499.99 value)</td> <td>Apple 11 in. iPad A16 Chip w/ WiFi 128 GB (\$499 value)</td> <td>Ninja Slushie 5-in-1 Professional Frozen Drink Maker (\$349 value)</td> </tr> </tbody> </table> PRIZE D:  United Airline Travel Voucher (\$500 value) Fifteen (15) Bonus Prizes: 	PRIZE A:	PRIZE B:	PRIZE C:				Nintendo Switch 2 Mario Kart Edition (\$499.99 value)	Apple 11 in. iPad A16 Chip w/ WiFi 128 GB (\$499 value)	Ninja Slushie 5-in-1 Professional Frozen Drink Maker (\$349 value)
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Nintendo Switch 2 Mario Kart Edition (\$499.99 value)	Apple 11 in. iPad A16 Chip w/ WiFi 128 GB (\$499 value)		Ninja Slushie 5-in-1 Professional Frozen Drink Maker (\$349 value)								
NAME: _____											
BRANCH NO. _____											
PHONE: _____											
EMAIL: _____											
Rank your Choice of Prize (optional) 1st Choice _____ 2nd Choice _____ 3rd Choice _____ 4th Choice _____											
© 310 No. 7420 Ticket: 1/\$5 or 5/\$20 (1 free)											

Vice President cont.

ants. But to maintain that influence, **we need to back up our message with political resources.** That's what the LCPF provides.

Letter carriers are trusted members of every community in America. We are often the most visible face of the federal government that the average citizen interacts with. That trust and visibility give us influence, but only if we use it wisely. Supporting the LCPF ensures that we are: 1) At the table when postal legislation is written. 2) Not blindsided by harmful bills or regulations. 3) Able to build long-term relationships with allies in Congress. 4) Representing our members with strength, dignity, and resolve.

How You Can Get Involved

Getting involved in the LCPF is simple. You can sign up to contribute through payroll deduction, direct bank withdrawal, or by making one-time contributions. The NALC.org website or Branch 43 can help you through the process of joining the LCPF.

But more importantly, talk to your fellow carriers about the importance of the fund. **Educate. Encourage. Empower.** A strong PAC depends on strong participation.

Conclusion

The Letter Carrier Political Fund isn't just another line item or donation; it's our collective power in action. It's how we fight back against bad legislation, protect our hard-earned rights, and ensure that letter carriers have a secure future.

We cannot afford to be passive. Our jobs, our benefits, and our union are on the line. With

unity, action, and political strength through the LCPF, we can continue to serve our communities proudly and protect the values that make the Postal Service one of America's most respected institutions.

Support the LCPF. Strengthen your voice.

Protect your future.

I ask that anyone willing to answer the call to help facilitate priority NALC legislation on capital hill to get with myself, President Ted Thompson, or Director of Legislative and Political Affairs Matt McCarren. We can all help facilitate and navigate the process of signing up for you. And thank you to all who are already signed up for LCPF!

In Solidarity,
Pat Dougherty

Steward Corner cont.

Most importantly, let management know you want to talk to your union steward so that they can properly investigate and file a grieve on your behalf or as a class action on behalf of the office depending upon the situation.

In solidarity,
Denny Doud



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 Winner

Split the Pot - Liam Garry

Marvin	Anderson
Michael	Armbruster
Stephanie	Baker
William	Bennett
Gary	Berling
Gregory	Brauer
Gary	Compton
James	Conner
Susan	Deweese
Ronald	Durrett
Suzanne	Egbers
Keith	Gibbs
Rhonda	Guidugli
Thomas	Hamberg
Loretta	Henderson
Richard	Henry
Steven	Holt
Burton	Hughes
Mark	Jansen
Karen	Joy
Michael	Kelly
Fred	Kirchgessner
Daniel	Kramer
Charles	Losey
Jerome	Mahlenkamp
Randolph	Maifield
Michael	Metzger
Donna	Nelson
Patricia	Nuss
Richard	Raybourne
Leroy	Roberts Jr.
Kelly	Rudd
Dennis	Selmeyer
Daniel	Stallkamp
Timothy	Tobias
William	Vandervort

September Retiree Birthdays

August YOPC Attendees

Deborah Bryant
Liz Darby
Sue Egbers
Diana Enwright
Dick Keller
Ken Pflanz
Robert Wilkinson

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

September Gold Carders

Robert	Basler
Bernard	Becker
Jerry	Bedford
Greg	Behrmann
Michael	Christopfel
John	Conway
Edward	Dec
Robert	Gavin
Dennis	Hudson
Tony	Livengood
Harold	Neff
Thomas	Paoello
Charles	Schweppe
Gregory	Stulz
Darel	Titus
Mick	Vuotto
Daniel	Walsh



**Deneen Coleman
William E. Ivory
Carl B. Obermeyer**

YOU WILL BE
missed.

**Join fellow retirees
for lunch**

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

October 6th

Twin Peaks

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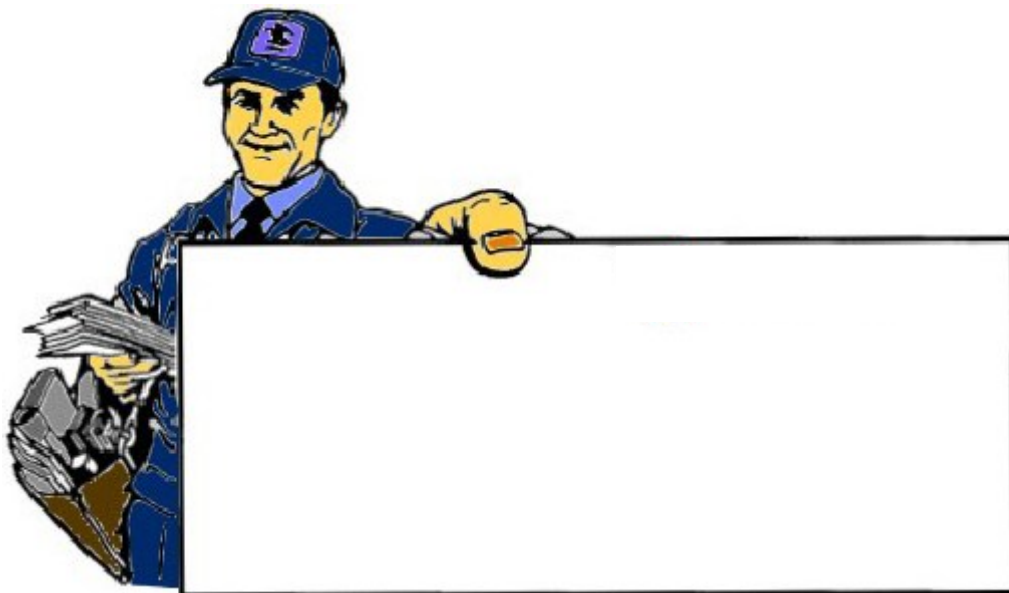
*Balance must be at least \$10,000 or greater to qualify. For loan balances below \$10,000 only the 90 day deferment will be offered. Member must qualify for the loan under normal underwriting guidelines. Minimum rate floor of this offer is 2.99% APR. Interest will accrue over the 90 day deferment period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

Queen City Letter Carriers

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Cincinnati, Ohio 45240

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Upcoming Events

Labor Day Holiday - Monday, Sept. 1st

Bylaws & Constitution Committee

Meeting - Tuesday Sept. 9th 7:00 PM

Officers Meeting - Sept. 11th, 6:00 PM

Branch Meeting - Sept. 11th, 7:30 PM

October YOPC - Wednesday, Oct. 1st

Steward Seminar - Oct. 2nd, 6:00 PM

