Queen City Letter Carriers - NALC Branch 43

News & Views

Since July 25, 1890

August &

September 2026

NALC Branch 43 Proudly Serving

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Ted Thompson
President

From the President's Desk

There was no News & Views last month due to the National Convention. As I write this since our last publication, the branch delegation has returned from the NALC's 74th biennial convention in Los Angeles. At convention there were thousands of delegates from across the country representing hundreds of different branches. National conventions are held every two years where delegates across the nation discuss and vote on proposed resolutions submitted by various branch or state associations. These resolutions, if adopted, become either the NALC's official bargaining position when it comes to contract negotiations, alter the NALC's constitution or stance on a particular subject matter, or become our stance on the legislative process and our message to capital hill. Personally, I have been attending conventions since 2007, and all I can say after attending this recent national convention is wow again! The last two conventions were the most spirited and electric of any conventions I have attended in the past. I want to inform you of all the various contractual resolutions, general resolutions, and legislative resolutions the delegates discussed and voted on in the future, but I would be remiss if I didn't first discuss the order of business.

On Monday morning, the first day of the convention, President Brian Renfroe gave his opening comments and report. While President Renfroe discussed many topics two significant updates were provided. First, President Renfroe discussed the collective bargaining process, where we are in that process, and that we will likely not come to a tentative agreement with the Postal Service and will head toward interest arbitration. No timeline or update was provided beyond that. Second, President Renfroe announced he will not be running for, or accept nomination of, the position of President of the NALC. Ultimately, there were four nominations for the position of President and two national tickets are running. We will be having an important election. Branch 43 has thus far only endorsed one candidate, and that is Mike Hayden for National Business Agent in our region. However, his opponent, Mike Brim will be attending our September membership meeting, and I encourage all of you to attend and hear what he has to say. There may be other special guests at the September meeting as well and there may be more branch endorsements so please stay tuned. It took the rest of the day Monday for the delegates to adopt rules to the convention for how the convention will be ran and governed. That left just three and a half days to discuss 79 National Agreement Resolutions, 37 General Resolutions, 8 Legislative Resolutions, and 41 proposed NALC Constitution Amendments. I will discuss that challenge along with the outcome of proposals from the convention in next months addition in detail.

Fraternally,
Ted Thompson

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Jacob Bingham, Alex Harper, Corey Isham, Natasha Wever, & & David Utz

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



Aaron Moore
Formal A Rep

Steward's Corner

You're Being Called into the Office—Now What?

The first thing you need to find out is whether you are being called into the office for a Pre-Disciplinary Interview (PDI) or simply for a discussion.

Under Article 16.2 of the contract, for minor offenses, management has a responsibility to discuss the matter with the employee. These discussions are not considered discipline and are not grievable. You do not have the right to have a union steward present for a discussion, but you are allowed to take notes of what is asked and discussed.

A Pre-Disciplinary Interview (PDI) is a meeting held by postal management to question a letter carrier about a potential infraction, accident, or performance issue before management decides whether to issue formal discipline. A PDI is required before discipline can be issued, and a PDI can and often does lead to discipline.

Before stepping into the office, you should always ask management what you are being called in for and whether the meeting could or may lead to discipline. If the answer is anything other than no discipline, your next request should be for a union steward to be present.

Management should then inform you and your union steward of the reason for the interview. You have the right to consult with your steward before the interview, outside the office, so that you are clear about the subject matter and what management is questioning you about.

At any time during the interview, you or your steward has the right to request a break and consult privately if needed. During the interview, your steward has the right to be an active participant. The steward may help clarify a question, assist with your response when appropriate, and ensure that your rights are protected.

How to Answer Questions in a PDI

When answering questions, take a deep breath, think about what you want to say, and then speak slowly and clearly. Remain calm and discuss only the issue at hand.

This is your opportunity to give your side of the story and respond to what management is alleging. Do not simply answer every question with a quick "yes" or "no" just to get the interview over with. Your complete and accurate answers can help your steward defend you if discipline is issued.

When management asks questions, do not raise your voice or scream back. Always remain professional and keep your composure. If you feel that management is cutting you off or not allowing you to finish your statement, politely say that you have more to add to your answer. Make sure your complete response is documented.

If management does not accurately record your full answer, your steward should document that fact and make sure it is placed on the record. When necessary, you can also ask management to read back what they wrote to ensure that your response was accurately recorded. Always Remember 1) Find out whether the meeting is a discussion or a PDI. 2) Ask whether anything discussed may or will lead to discipline. 3) Always request a union steward for a PDI or an OIG investigation. 4)

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Pat Dougherty
Vice President

From the Vice President

YOUR VOICE, YOUR VOTE, YOUR UNION.

Why every NALC member should participate in the 2026 national officer election. As members of the NALC, we understand the importance of having a voice. Every day, we stand together to protect our jobs, our wages, our benefits, our working conditions and the future of the letter carrier craft. We know that solidarity matters. We know that when letter carriers stand together, our collective voice is stronger than any one individual.

But there is another way we exercise that collective voice that deserves our attention: our right to vote. The 2026 NALC National Officer Election is more than simply choosing names on a ballot. It is an opportunity for every member to have a direct say in who will lead our union and represent the interests of letter carriers across the country for the next four years.

The terms of the national officers elected this year will run through 2030. NALC's national officers have significant responsibilities involving collective bargaining, contract enforcement, member representation, organizing, union finances, safety and health, retirement, benefits and the overall direction of our organization. That is why your vote matters.

This Election Deserves Our Attention.

There is no denying that our union has experienced difficult and controversial times in recent years. Many members have strong opinions about the current national officers, National President Brian Renfroe, and the most recent contract negotiated between the NALC and the USPS and the final Interest Arbitration Award in March 2025. Some believe the union should have achieved more. Others believe the agreement represented progress under difficult circumstances. Some members are satisfied with the direction of the union, while others believe significant changes are necessary. Those disagreements are not necessarily a weakness.

In fact, disagreement can be a sign of a healthy democratic organization, provided that members participate in the democratic process. Brian Renfroe is not seeking another term as National President, meaning this election represents a significant transition for our union. Four candidates are competing for the office of National President, and all other national officer positions are also being contested.

This gives NALC members an important responsibility. We should not simply complain about the direction of our union. We should not simply criticize the contract. We should not simply say that "the union needs to change." If we believe those things, we need to participate in the process that allows us to influence that change. That process begins with our vote.

One Member. One Voice. One Vote.

The NALC Constitution provides for national officers to be elected by the membership through secret mail-in ballots. The Constitution establishes that regular members are entitled to vote for the offices being filled, with the election covering the national offices and regional National Business Agent positions. This is an important part of our union's democratic structure. Think about what that means. You don't have to be a branch president. You don't have to be a shop steward. You don't have to be a delegate to the National Convention. You don't have to hold union office. You don't have to attend every union meeting.

You simply have to be a member in good standing and participate in the election. Your ballot gives you a direct voice in determining the leadership of our national union. That opportunity should never be taken for granted.

Unfortunately, one of the greatest challenges facing any democratic organization is member apathy. People become frustrated. They become disappointed. They become convinced that their individual vote will not make a difference. But imagine if every member who has ever said, "Someone needs to do something about this," actually participated in deciding who should be responsible for doing it. Imagine if every member who has criticized a contract took the time to research the candidates and cast a ballot. Imagine if every member who believes NALC needs stronger representation, better communica-

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Corey Isham
Formal A Rep

Steward's Corner

I wrote about this previously, and I've discussed this with many of you in person. But, I am going to say it again. I come from a labor family. I was raised to understand that the world rotates on its axis and operates because of Labor Workers.

I started at the Groesbeck Post Office in 2016 and became a steward at the same office in 2022. I always knew that I would contribute to the letter carrier union in a way other than paying dues. In 2021, a friend suggested that I run for union steward for the 2022–2024 term. I thought about it, and I decided to do it. The Cincinnati Installation was still dealing with the staffing issues tied to Covid. The Branch had negotiated numerous MOUs with management that greatly benefited carriers such as Out of Schedule and 8.5F, which helped Cincinnati carriers receive more money for the work they did in Covid. Carriers who were forced to carry routes that were not their assignments were paid $150.00, and non-ODL carriers, which was the preference of everyone at the Groesbeck Office, received additional payments for the work they did at the penalty rate.

We filed almost every violation. The Groesbeck Post Office was tired and overworked. The carriers turned to their union, and I feel we did a good job. We ensured they received premium pay for work that none of us projected would be as horrible as it was. Why do I tell this story? To encourage all members reading this article to get involved. The branch has far too many offices without a steward. Get involved! Learn your rights and study the National Agreement. Dedicate yourself to ensuring that you and the members in your office are receiving every benefit that you deserve.

There is a quote that has stuck with me through conversations and trainings I've attended this year. *"You won't find a union official who does not agree that letter carriers deserve higher pay."* That quote is true. The issue is that we letter carriers have started to fight each other. Unfortunately, I spend more time than I should on social media. I see so many comments where letter carriers are criticizing other letter carriers for things beyond their control.

On the workroom floor, I see letter carriers arguing with letter carriers because of management's direction. Carriers should understand that self-dividing makes management happy. Nothing would make management happier than not having to deal with bargaining unit employees. In the absence of the right to bargain, they would steamroll, fire who they want, enforce policies, and pay that comes nowhere close to fair, and deserving compensation for the work letter carriers perform daily. The gap right now between fair compensation and the pay letter carriers receive does exist. But I promise that without the right to bargain, the gap would be much larger.

How do we close the gap? We close the gap by coming together as a union. We close the gap by stepping up for each other. We close the gap by providing excellent representation. Excellent representation does not just end on the workroom floor. Excellent representation extends to legislative policies and showing up for other unions.

How many times this year has Matt McCarren asked you to contact your local representatives and urge them to support bills that benefit letter carriers? And how many times have you actually done it? For those who haven't, how many conversations have you had about the NALC not supporting a candidate you prefer, and how that has maybe influenced your decision to donate to the political fund?

Again, you realize that you are the NALC, and you can change that, right? Contact the candidate and get them to sponsor the bills that we need to pass. Then, when you come to the table asking your union why they don't support your candidate, you'll have receipts showing that they've held up their end of the bargain and deserve support. If all of that happens, I doubt you will have to come to the table; the candidate will be supported. But also, if your elected official refuses to support you, your job, and your ability to feed your family. There should be consequences for that. That should influence your vote.

In this News & Views, the announcement will include that the branch endorsed Greg Landsman for

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NALC 2026 ELECTION DATES

DELIVERING U.S.A. NALC QUEEN CITY LETTER CARRIERS 43 FOR AMERICA

IMPORTANT DATES. YOUR UNION. YOUR VOICE.

THE NATIONAL ELECTION COMMITTEE HAS SET THE TIMELINE FOR THE 2026 NALC NATIONAL ELECTION.

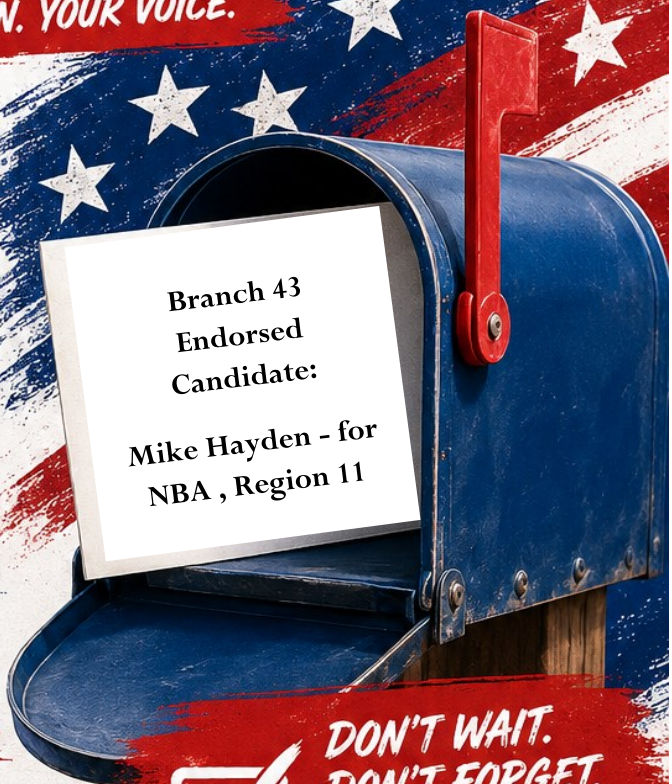
SEPT. 28
BALLOTS MAILED TO ELIGIBLE VOTERS

OCT. 7
NO BALLOT? REQUEST A REPLACEMENT

OCT. 9 • 4 PM ET
DEADLINE TO CONTACT THE NALC MEMBERSHIP DEPARTMENT FOR A REPLACEMENT BALLOT

OCT. 19 • NOON
BALLOTS MUST BE RECEIVED TO BE COUNTED

THE AMERICAN ARBITRATION ASSOCIATION WILL PREPARE, PRINT, MAIL AND TABULATE THE BALLOTS UNDER THE OVERSIGHT OF THE NATIONAL ELECTION COMMITTEE.



DON'T WAIT. DON'T FORGET.
When your ballot arrives, take the time to review your choices and mail it back early.

THIS ELECTION WILL DETERMINE THE DIRECTION OF OUR UNION.
MAKE YOUR VOTE COUNT.

★ INFORM. EDUCATE. DELIVER. ★

Delegate Election Notice

In accordance with Article X of the Branch 43 by-laws, the following is official notification for election of delegates; Section 1 At the regular meeting in November, preceding the State Association Convention, delegates and alternates shall be elected to serve both National and State conventions. The elected delegates shall be chosen from those nominated at the regular monthly meeting in October. Section 2 Any member desirous of becoming a candidate for delegate for Branch 43 must signify in writing not earlier than 45 days and no later than the adjournment of that October meeting.

Burt Hughes
Financial Secretary

STEWARD SEMINAR

Thursday, October 15th

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.*

Motions made at the July & August Membership Meetings

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

To pay the bills. **Carried**

To adjourn. **Carried**

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

To endorse Mike Hayden for National Business Agent Region 11. **Carried**

To endorse Greg Landsman for Congress (OH-1). **Carried**

To accept the May, June, and July Financial Reports and pay the bills. **Carried**

To adjourn. **Carried**

Vice President cont.

tion, stronger contract enforcement or a different direction participated in the election. That would be a powerful membership.

Don't Let Someone Else Choose for You.

One of the most dangerous attitudes a union member can have is, "My vote doesn't matter." It does. Maybe your individual ballot will not determine the election by itself. But neither will mine. Elections are decided by the collective participation of thousands of individual members. Every vote is part of that collective decision. If you choose not to vote, you have still made a choice, you have simply allowed someone else to make the decision on your behalf. That is particularly important in an election like this one.

The National President and other national officers will make decisions that can affect letter carriers in every state and every branch. National leadership plays an important role in collective bargaining and contract enforcement, while the various national officers have responsibilities affecting the operation and administration of our union. The individuals elected will help determine the priorities of NALC during the next four years. Those priorities can affect the conversations surrounding our next National Agreement. They can affect how aggressively contractual violations are addressed. They can affect organizing and membership participation. They can affect the relationship between national leadership and local branches. They can affect how our union responds to changes within the Postal Service. And they can affect how our union prepares for the challenges facing the letter carrier craft in the years ahead. Four years is a long time. We should not leave that decision to somebody else. Vote based on information, not anger or loyalty.

Participating in an election does not mean voting for a particular candidate because someone tells you to. It means taking responsibility for educating yourself. Read what the candidates are saying. Listen to their positions. Look at their experience. Consider their record. Think about what you believe NALC needs. Ask yourself what qualities you want in the people negotiating on your behalf and representing you nationally. And perhaps most importantly, don't allow disagreement with one issue to determine your entire ballot.

The National President is not the only position being decided. There are multiple national officer positions on the ballot, and each position carries responsibilities that matter to our membership. Take the time to learn about the candidates for every office. Do not vote based solely on a name you recognize. Do not vote simply because a coworker told you who to vote for. Do not vote simply because a candidate has the most campaign material. Do not refuse to vote because you dislike all the choices. Your responsibility is to make the best decision you can with the information available to you. We may not all reach the same conclusions. That's okay. That's democracy.

Our Union Belongs to the Membership.

NALC is not simply a national organization located in Washington, D.C. It is more than the officers elected to national positions. It is more than the employees at NALC Headquarters. NALC is its membership. Thousands of local branches make up the organization, and those branches are where members come together, exchange information, discuss issues and participate in union activities. The national organization exists to serve and represent those members. That means the direction of NALC should ultimately reflect the participation and will of its membership. But that can only happen if members participate. Democracy requires more than having the right to vote. It requires people willing to exercise that right. We cannot demand accountability from our leadership if we are unwilling to hold leadership accountable through the democratic process. We cannot demand change while refusing to participate in the process that determines who leads us. We cannot complain that our voice is not being heard if we don't use the most fundamental voice available to us. Our ballot is our voice.

A Call to Every Letter Carrier.

Regardless of where you stand on the current leadership, the last contract, or any other issue facing NALC, I encourage every member to participate in this election. If you are satisfied with the current direction of the union, vote. If you are dissatisfied with the current direction of the union, vote. If you believe the union needs significant change, vote. If you believe the union is mov-

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Congratulations 2026 Branch 43 Scholarship recipients!

Cheyenne Keeton

Daughter of Dwayne Keeton - *Sinclair Community College*

Kiera Johnson

Granddaughter of Sandra Fatora - *Indiana University Indianapolis*

Travis Herget Jr.

Son of Kristin Herget - *University of Louisville*

Matthew Hensley

Grandson of Charles Hensley - *Dayton University*

Daniel Dudley

Son of Paul Dudley - *Miami University Oxford*

Steward Corner Isham cont.

OH-1. If it does not, sorry, Ted; I just broke the news. If you live in the Ohio 1 District, vote for Congressman Landsman. Congressman Landsman has done everything letter carriers have asked of him and deserves every letter carrier's vote.

Remember, the more legislation we get passed that supports letter carriers, the better our representation. The better our representation, the greater our bargaining power. The greater our bargaining power, the stronger our pay and benefits. And the stronger our pay and benefits, well..... you know the rest.

In solidarity,
Corey Isham

Steward Corner Moore cont.

Never answer a question you do not understand. Ask for clarification. 5) Always consult with your steward before going into the office. 6) During a PDI, you have the right to stop and privately consult with your steward when needed. 7) Make sure management documents your complete answer even if that means asking management to read back what they wrote. 8) Stay calm. Know your rights. Consult your steward. And make sure your side of the story is fully heard and accurately documented.

Be safe and Solidarity,
Aaron Moore
Union Steward/Formal A

Vice President cont.

ing in the right direction, vote. If you are undecided, educate yourself and then vote. If you have been frustrated with the union, don't walk away from it, get involved. If you have never voted in a national election before, make this the year you start. And if you have always voted, encourage another member to participate. Talk to your coworkers. Talk to your branch officers. Attend meetings when you can. Read the information provided by the candidates. Ask questions. Then cast your ballot.

The NALC National Election Committee has already been established to oversee the 2026 national officer election, and the committee has established the order in which candidates will appear on the ballot. This election is happening now. Our future leadership is being decided now.

On or about September 28, ballots will be mailed to all eligible voters. Official election instructions will be included with all ballots. To be eligible to vote, a person must be a member of NALC in good standing as of June 1, 2026. If you do not receive the Postal Record, you will not receive a ballot. Any member who does not receive a ballot by October 7 should contact the NALC Membership Department to request a replacement ballot. The Membership Department can be reached by telephone at (202) 393-4695. The deadline for contacting the Membership Department is 4 p.m. Eastern time on October 9. To be counted, ballots must be received by noon on October 19.

Don't Give Away Your Voice.

There will always be reasons not to participate. "I don't have time." "I don't know enough about the candidates." "Nothing is going to change." "My vote won't make a difference." "I don't like any of the candidates." But none of those reasons changes the fundamental truth: If you are a NALC member, this is your union and this is your opportunity to have a say in its future. We ask our union brothers and sisters to stand together when management violates the contract. We ask members to stand together when our jobs are threatened. We ask members to support one another when working conditions become difficult. We ask members to attend meetings, support rallies, participate in political action and defend the letter carrier craft. We should also ask one another to do something very simple: Vote.

The 2026 election is an opportunity to decide who will represent us nationally through 2030. It is an opportunity to choose the leaders we believe will best defend our interests, protect our craft and move our union forward. We may disagree about who those people should be. But we should agree on one thing: Every NALC member should participate. Don't let someone else decide who will represent you. Don't give away your voice. Don't give away your vote. Take the time. Learn the candidates. Consider the issues. Make your decision. And when your ballot arrives, fill it out and send it in. Because a strong union requires strong participation. And a union that belongs to its members should be led by the members who care enough to make their voices heard. **YOUR VOICE MATTERS. YOUR OPINION MATTERS. YOUR MEMBERSHIP MATTERS. YOUR VOTE MATTERS. VOTE IN THE 2026 NALC NATIONAL OFFICER ELECTION. OUR UNION. OUR VOICE. OUR FUTURE.**

In solidarity,
Pat Dougherty

July & August Meeting Raffle Winners

Split the Pot - Charlie Williams &

Mike Hayden

August & September Retiree Birthdays

Peter	Almond
Marvin	Anderson
Dave	Anson
Michael	Armbruster
Brian	Bailey
Stephanie	Baker
William	Bennett
Gary	Berling
Cynthia	Bidding
Gregory	Brauer
James	Buchheid
Yvonne	Carter
Clayton	Clooney
Harold	Combs III
James	Conner
Susan	Deweese
Ronald	Durrett
Suzanne	Egbers
Carl	Feldman jr
Keith	Gibbs
Rhonda	Guidugli
Frederick	Hafer
Thomas	Hamberg
Loretta	Henderson
Richard	Henry
Steven	Holt
Burton	Hughes
Teresa	Iker
Jerome	Janning
Mark	Jansen
Karon	Jansen
David	Johnson
Jon	Johnson
Karen	Joy
Michael	Kelly
David	Kennedy
James	Kirby
Fred	Kirchgessner
Warren	Koenig
Daniel	Kramer
Steve	Kruse
Gary	Langenbahn
Charles	Losey
Steven	Luttrell
John	Macon
Jerome	Mahlenkamp
Randolph	Maifield
Jeanne	Maxey
Michael	Metzger
Warren	Miller
Gregory	Mullins
Steve	Murray
Donna	Nelson
David	Norris
Patricia	Nuss
Gerald	Patton
Richard	Raybourne
Patrick	Regan
Leroy	Roberts Jr.
Kelly	Rudd
Dennis	Selmeyer
Rob	Sharkey
Daniel	Stallkamp
Janet	Stallkamp
Larry	Stolte
Timothy	Tobias
William	Vandervort
John	Vorholt, Jr.
Larry	Weinel
David	Whitley
Sherman	Williamson
Robert	Zimmerman

July YOPC Attendees

Liz Darby
Diana Enwright
Jerry Giesting
Art Holt
Burt Hughes
Dick Keller
Ken Pflanz
Angela Stone
Robert Wilkinson

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

August & Sept. Gold Carders

Robert	Basler
Jerry	Bedford
Greg	Behrmann
Troy	Brock
Michael	Christopfel
Robert	Gavin
Dennis	Hudson
Tony	Livengood
Wm.	Murphy
Dennis	Murphy
George	Murphy
Harold	Neff
Thomas	Paolello
Roger	Paulinelli
Charles	Schweppe
Gregory	Stulz
Darel	Titus
Mick	Vuotto
Daniel	Walsh
Daniel	Warnock



Michael J. Kamp



Join fellow retirees for lunch

1:00 pm - 1st Monday of each month

October 5th

Buckhead Mountain Grill

35 Fairfield Avenue
Bellevue, KY 41073

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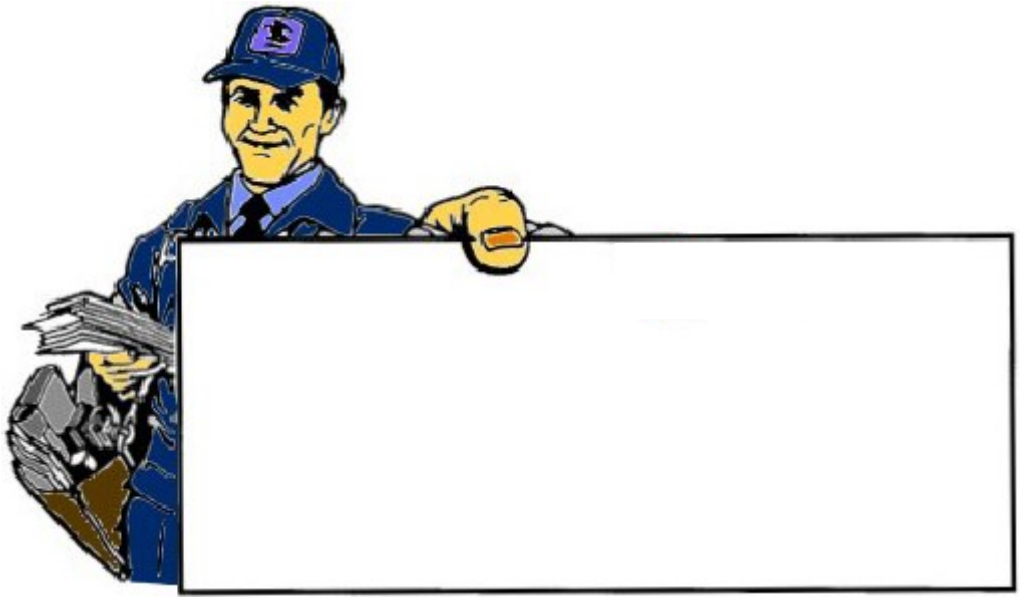
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*Balance must be at least $10,000 or greater to qualify. For loan balances below $10,000 only the 90 day deferment will be offered. Member must qualify for the loan under normal underwriting guidelines. Minimum rate floor of this offer is 2.99% APR.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

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Upcoming Events

Labor Day Holiday - Mon. Sept. 7th

Officers Meeting - Sept. 10th, 6:00 PM

Branch Meeting - Sept. 10th, 7:30 PM

October YOPC - Wed., Sept. 30th

Steward Seminar - Thur., Oct. 15th

LETTER CARRIER POLITICAL FUND
DELIVERING NALC'S MESSAGE TO WASHINGTON

