



Since July 25, 1890

July & August
2025

Queen City Letter Carriers - NALC Branch 43 News & Views

NALC Branch 43 Proudly Serving

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Ted Thompson
President

From the President's Desk

On June 26th & 27th Branch 43 took a contingent of members to Washington D.C. to meet with our local congressional representatives. Myself, Matt McCarren, Corey Isham, and Matt Bauer met with Congressman Warren Davidson, David Taylor, and Greg Landsman. I must apologize for not getting a News & Views out last month because while on this trip I contracted COVID-19 and could not work out of the office on my return. This trip came at a critical time for letter carriers and federal employees as the One Big Beautiful Bill was in the Senate at the time and all congressional representatives were working in their perspective committees anticipating the return of that bill to the House of Representatives. Needless to say, with such a large piece of legislation in the works, Washington D.C. was a madhouse with lobbyist.

Two months ago, I wrote about the House version of the bill that went to the Senate. While much of that bill sent eliminated cuts to letter carriers and federal employees, some were still sent to the Senate. Those that remained in the bill were elimination of the FERS annuity supplement, an immediate FERS pension increase for all newly hired employees unless they elected to be an "at-will" employee, and filing fees for any appeals with the Merit Systems Protection Board. I had the opportunity of speaking with all

congressional representatives I met with on these cuts and other NALC priority legislation. I will break down the conversation with each representative.

Congressman David Taylor (R OH-2) is a freshman lawmaker new to Congress. With Congressman Taylor I emphasized three things. First, our benefits are not waste, fraud, or a handout; they are promised and earned benefits as a civil servant. Second, I wanted to feel out Congressman Taylor on where he stands on the Postal Service and privatization and discussed House Resolution 70, which is opposition to privatization. Last, I spoke to him about House Resolution 1065, the Protect our Letter Carriers Act. With a short meeting, Congressman Taylor seemed open to opposing cuts and interested in our priorities. Members of Congressman Taylor's staff will be at the Branch 43 union hall on August 22nd for further discussion. I am cautiously optimistic and ready to build a relationship with Congressman Taylor.

Congressman Warren Davidson (R OH-8) is an extreme Republican and difficult to have productive talks when any legislation involves finances for the Postal Service, even if those funds are utilized to get rid of the antiquated arrow keys and legislation designed to keep us safe, provide district prosecutors, and update penal codes for minimum sentencing guidelines when we are attacked. His words were, "Good luck – be safe out there." Nonetheless, I will not give up and there were some, while minimal, productive conversation.

Continued on page 8

**NEWS & VIEWS**

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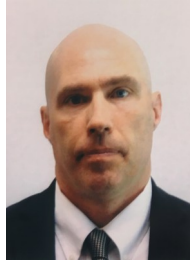
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Corey Isham, Natasha Wever, &
& David Utz

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



Pat Dougherty
Vice President

From the Vice President

Writing Effective Witness Statements: A Guide for Letter Carriers

At some point in every United States Postal Service (USPS) letter carrier's career, it is highly likely they will be asked to write a witness statement. Whether it involves a contractual grievance, a disciplinary action, or a safety issue, witness statements play a vital role in the grievance process. A well-written, clear, and factual statement can make the difference between a grievance being sustained or denied. For this reason, every letter carrier should understand the importance of a strong witness statement, the role it plays in the grievance procedure, and the steps required to write one effectively.

The Importance of a Good Witness Statement

A grievance is a formal complaint filed by the union (NALC) when there is a suspected violation of the National Agreement or other policies. Witness statements provide supporting evidence that helps union representatives and arbitrators understand what occurred. In cases where no other physical evidence exists, a detailed and credible statement may be the primary form of proof.

In grievance arbitration, the burden of proof lies with the party making the claim. If it is a contract case the burden lies with the union to prove a violation occurred. If disciplinary action is issued to an employee, USPS management has the burden

to prove they had just cause to issue the discipline. A strong witness statement can establish a timeline, clarify context, and corroborate or dispute other testimony. Poorly written statements that are vague, inaccurate, or emotional—may be dismissed or undermined during the grievance hearing. On the other hand, a well-written, factual, and concise statement carries weight and improves the credibility of the union's position.

Understanding the Role of a Witness

As a witness, your job is not to advocate or speculate, but to present the facts as you experienced them. Think of yourself as a neutral observer who is simply describing what you saw, heard, or did. Adding personal opinions or assumptions can weaken the strength of the testimony. Instead, focus on delivering a clear, honest, and detailed account. Remember that witness statements can be reviewed by union stewards, management officials, and possibly arbitrators. Being truthful and consistent is essential.

Begin with Your Identification and the Event

Start your statement by clearly identifying yourself. Include your name, job title (e.g., city letter carrier), duty station, years of service, and contact information. Then specify the date, time, and location of the incident you are writing about. Example: "My name is John Doe, a city letter carrier at the Main Street Station with 15 years of service. On Thursday, May 16, 2025, at approximately 9:00 a.m., I was in the carrier case area (route #) when I observed..."

Stick to the Facts

Continued on following page

Vice President cont.

Only describe what you directly observed or experienced. Avoid speculation or second-hand information. Use direct, factual language such as:

“I saw,” “I heard,” “I was told by management,” or “I delivered mail to...” Do not say, “I think,” “I assume,” or “Probably.”

Use Chronological Order

Describe events in the order they happened. This makes your statement easier to follow and more persuasive. Lay out each detail step-by-step. For example: “First, I clocked in at 7:45 a.m. Next, I went to retrieve my arrow keys...”

Be Clear and Concise

Avoid lengthy narratives. Use short, direct sentences. Focus on essential details and leave out unnecessary background unless it’s directly relevant. Don’t use slang or abbreviations that might not be understood by those outside USPS.

Be Objective and Professional

Stay calm and respectful in your tone, even if the incident made you upset. Your credibility is stronger when your statement is rational and unemotional.

Include Dates and Names

Where possible, name all individuals involved and provide exact dates or times. Avoid phrases like “a few weeks ago” or “some guy from management.”

Review and Proofread

Before submitting your statement, reread it for clarity and accuracy. Correct any spelling or grammatical errors. Ask your steward or another trusted coworker to review it if you are unsure.

Example of a Strong Statement (Management Harassment):

“My name is Jane Smith, city letter carrier at Southside Station with 8 years of service. On May 10, 2025, at approximately 8:30 a.m., I was at my case preparing my mail when I heard Supervisor Michael Rogers raise his voice at Carrier Tom Adams. Rogers said, ‘You’re the slowest carrier here—everyone else finishes on time but you always have an excuse.’

Adams responded calmly, stating he was following his normal delivery pace and hadn’t had any previous discipline. Despite that, Rogers contin-

ued to criticize him loudly in front of multiple carriers, saying, ‘Maybe you’re just not cut out for this job.’

I observed that Adams appeared visibly uncomfortable and embarrassed. This was not the first time I witnessed Rogers single out Adams in this way. On several occasions in the past two weeks, Rogers has made similar negative comments about Adams’ performance in front of others, often without any justification or formal discussion. I believe this behavior constitutes harassment and a hostile work environment.”

The Power of Good Testimony

In many grievance cases, management and union representatives present conflicting stories. When that happens, the decision often hinges on which side presents more credible and consistent testimony. A witness statement that is coherent, detailed, and professionally written increases the chance that the arbitrator will give it more weight. Multiple consistent statements from several witnesses can be especially persuasive.

Additionally, a strong witness statement protects not just the individual involved in the grievance, but all carriers. It helps establish a record that management cannot ignore, and it shows unity and awareness among the workforce. Participating in this process builds solidarity and demonstrates that letter carriers take their contractual rights seriously.

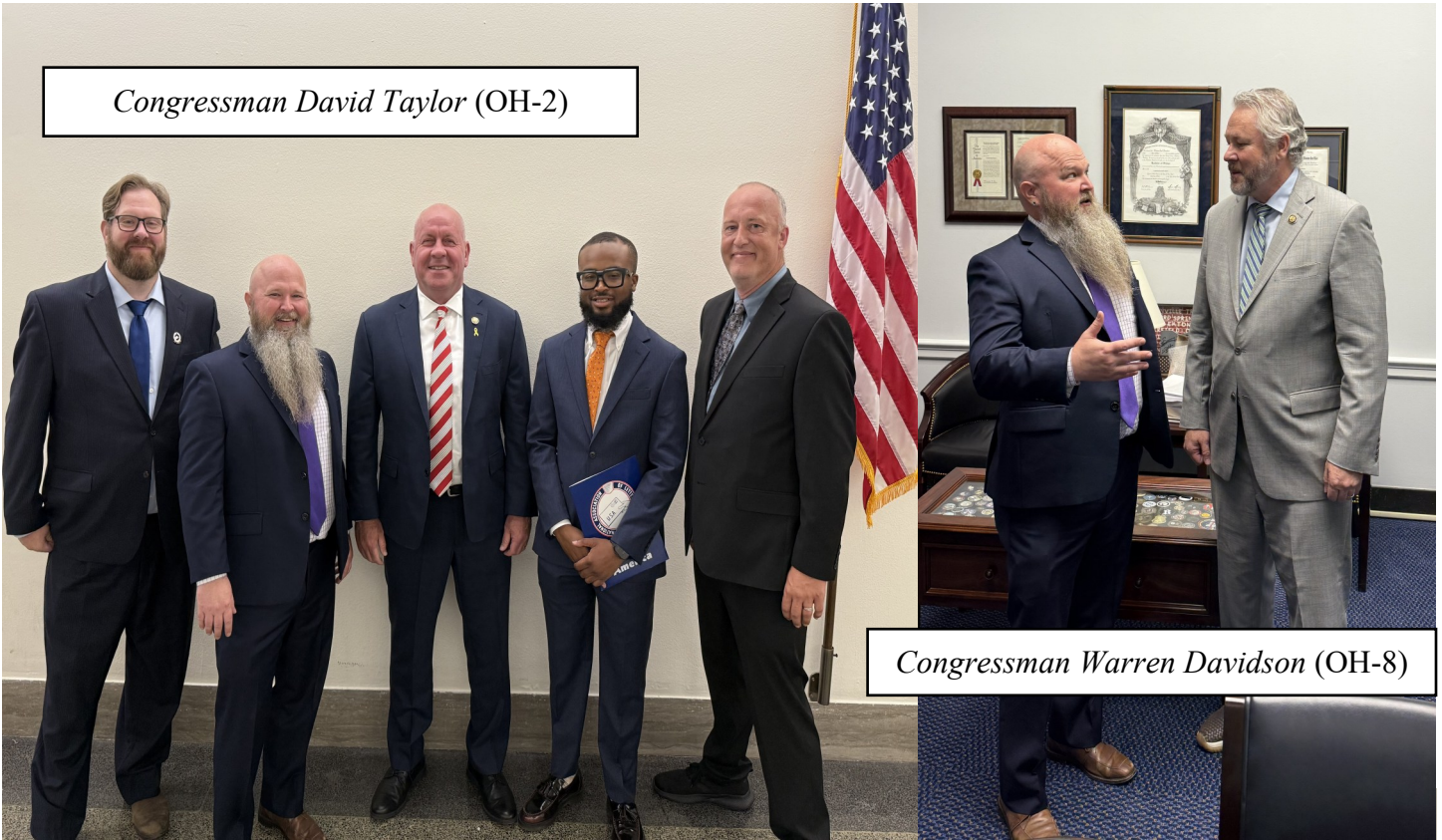
Conclusion

Writing a witness statement is not just a routine task, it is a crucial part of defending your rights and supporting your fellow carriers. Every letter carrier should be prepared to write one at some point in their career. By focusing on the facts, using clear and professional language, and structuring the statement effectively, you can contribute significantly to the grievance process. A strong witness statement may be the key difference in whether a grievance succeeds or fails. Take the responsibility seriously and know that your voice matters in upholding the standards and rights of letter carriers.

In Solidarity,
Pat Dougherty

Ohio Legislative Conference - Washington D.C.

Congressman David Taylor (OH-2)



Congressman Warren Davidson (OH-8)

Congressman Greg Landsman (OH-1)





**QUEEN CITY LETTER CARRIERS CORDIALLY
INVITES ALL BRANCH 43 MEMBERS TO
MEET CONCERNED LETTER CARRIERS
RUNNING FOR NATIONAL OFFICE IN 2026**

When: August 14, 2025

Where: Branch 43 Union Hall

Time: 3:30 PM through
adjournment of the August
membership meeting



JAMES HENRY
CLC CANDIDATE
FOR PRESIDENT



COREY WALTON
CLC CANDIDATE
FOR EXECUTIVE
VICE PRESIDENT



PAMELA DONATO
CLC CANDIDATE
FOR DIRECTOR OF
RETIRED MEMBERS



Mark Camilli
Region 11 NBA

NBA Region 11 Summer 2025

We just successfully concluded the New York State Convention in Syracuse, NY. Congratulations to all who were installed into your elected positions on the State Board! In a couple of weeks, we will have the Ohio State Convention in Toledo, OH. Per the NALC Constitution for the Government of State Associations, Article 1 (see page 87 of NALC Constitution), one of the primary objectives of a State Association is to “guide and direct all activities relating to legislation within the state”. It further states that the Association shall have the authority to coordinate with the National Business Agent (NBA) regarding training schools on the State, District and Branch levels that will be financed by the NALC and directed by the NBA. The Constitution further states, “State Association financial resources previously expended on seminars and training shall be expended in pursuance of and consistent with the object stated above: to guide and direct all activities relating to legislation within the state.” I look forward to our upcoming convention as we have a full slate of training, covering a wide range of topics ready to be presented. My ask is that each member of our State Associations make legislation a priority. The easiest way a member can do that is to contribute to NALC’s PAC, the Letter Carrier Political Fund (LCPF). Our craft, our service and our livelihoods are in a world of uncertainty. Look no further than the recent attacks we just faced from the “Big Beautiful Bill”. We got through a battle, but the war is certainly not over. If there was ever a time we need help from friends on both sides of the aisle – that time is now. As gross as it is, money talks in Washington. Please make LCPF a priority and give what you can! Our next State Convention in Toledo will be an excellent opportunity to sign up and/or learn how to get your co-workers onboard.

Local negotiations for your local memorandum of understanding (LMOU) have ended. Im-

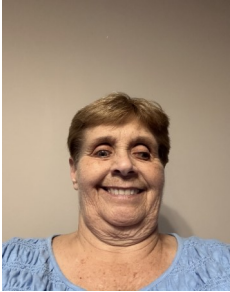
passes are now being sent to the Postal Service and Regional offices. The Area/Regional level has until September 9, 2025, to discuss and attempt to resolve the impasse items. If the items cannot be resolved, appeals to Interest Arbitration will take place no later than September 30, 2025, with the goal of having these impasses scheduled and heard by January 28, 2026. For updates on your LMOU, please consult with your shop steward and/or branch president.

Heat Safety – as I have written in previous articles, Water. Rest. Shade. That is the Occupational Safety and Health’s (OSHA) mantra for heat illness prevention. Each year letter carriers suffer from heat related injuries regardless of age or physical condition. Especially susceptible, new and returning letter carriers from being off for a lengthy period need to “acclimatize” or build a tolerance for working in the heat. For a helpful tool on your smartphone, I encourage you to download (type in your app search) “OSHA-NIOSH Heat Safety Tool”. It gives you an indicator of the current heat index and associated risk levels specific to your current location. It also gives you precautionary recommendations specific to heat index risk levels, hourly forecast of heat index values, risk levels, recommendations, signs and symptoms of heat related illnesses and related first aid information. Please share this information with your co-workers.

If any of you have been on my Webex updates, you know I would say, “we saved the best for the last”. That would be the cue for Regional Workers’ Compensation Assistant (RWCA) David Barbuzzi. In this role, Dave assisted many injured workers in Regions 11 and 14. He began his career in 1987, rose through the ranks to become President of Massachusetts Northeast Merged Branch 25. As a highlight in his career, he was appointed by then National President Vince Sombrotto to be a district co-leader in a joint route evaluation program in 1993. He was a staunch arbitration advocate and a B Team back-up member. In November 2023, Dave was diagnosed with stage 4 pancreatic cancer. Yet – with that diagnosis, he was determined and dedicated to helping others. One of his last official assignments, he traveled to my office

Continued on page 11

Officer's Corner



Hello everyone,

My name is Diana Enwright, and I have been a proud member of Branch 43 since October 1993.

Diana Enwright
Trustee

I am a retiree and currently serve as a Branch 43 officer in the role of Trustee. In this capacity, I would like to explain some of my official duties and responsibilities as both a branch officer and Trustee.

As a Trustee, along with my fellow Trustees, I play a vital role in ensuring the effective functioning and overall success of our branch within the larger organization. We serve as local stewards, responsible for upholding the organization's mission and managing the branch's resources responsibly and efficiently.

One of our primary responsibilities is fulfilling our fiduciary duty. We are obligated to act in the best interest of the organization, which includes overseeing the branch's assets, investments, and financial resources. Part of this responsibility involves working with the Treasurer to create and maintain an annual budget. This is typically accomplished through a dedicated budget meeting held once a year.

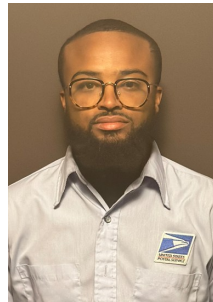
Each month, the Trustees meet to review the bank statements and ensure that all vouchers and receipts are properly accounted for and that the amounts align with the bank records. If any discrepancies are found, we report them to the Treasurer for investigation and resolution.

We also conduct a yearly inventory to safeguard and manage the branch's physical assets. When a new asset is acquired, it is tagged with a unique number, documented, and assigned to a location within the branch. Items that are no longer in use are removed from the active inventory list.

In conclusion, serving as a Trustee is a rewarding and meaningful experience that requires attention to detail, integrity, and a strong commitment to the mission of our organization. By faithfully carrying out our responsibilities, the Trustees

of Branch 43 contribute significantly to the organization's financial health, operational efficiency, and overall ability to achieve its goals.

In solidarity,
Diana Enwright



Corey Isham
Formal A Rep

What is the AFL-CIO and Why Is It Important to You?

According to google, the AFL-CIO, or the American Federation of Labor and Congress of Industrial Organizations, is a national federation made up of 61 affiliated unions, collectively representing over 15 million active and retired workers across the country.

As your AFL-CIO delegate, my role is to serve as a communication bridge between our union and other affiliated unions. I gather and share valuable information, bringing updates from other locals to you and promoting our branch's events to others in return. This exchange is vital because visibility and solidarity matter. The more support we show at events, the stronger our message becomes. A large turnout not only amplifies our voice but also increases the pressure on decision-makers to respond to our concerns—whether we're protesting the privatization of the postal service, fighting to protect federal benefits, or raising money for charitable causes like the Muscular Dystrophy Association (MDA).

Your involvement is critical. Stay informed by reading the *News & Views*, support union-endorsed initiatives, vote in alignment with our union's recommendations, and attend as many meetings and events as possible. Just as importantly, encourage coworkers you frequently communicate with to join you—solidarity starts with each of us.

Here are a few upcoming events I encourage all letter carriers to support if possible:

3) AFL-CIO Labor Day Picnic on Saturday, August 30, 2025, – Noon to 6:00 PM at 11490 Hamilton Cleves Road, Hamilton, OH 45013. **4) United Way Backpack Drive.** The United Way is collecting

Continued on page 11

Congratulations 2025 Branch 43 Scholarship recipients!

William Record

Grandson of Gerald Knight - *Mount Saint Joseph U.*

Makenzie Stewart

Daughter of Stacey Stewart - *University of Cincinnati*

Travis Herget Jr.

Son of Kristin Herget - *University of Louisville*

Alexis Hatmaker

Daughter of Timothy Hatmaker - *Northern Kentucky U.*

Elizabeth Dudley

Daughter of Paul Dudley - *Miami University Oxford*

Motions made at the June & July Membership Meeting

To dispense with the roll call of Officers and reading of the previous months minutes. **Carried**
To spend \$400 for a full page ad for the Ohio State Association Convention in Toledo, hosted by NALC Branch 100. **Carried**

To spend \$250.00 for a quarter page black and white ad for the AFL-CIO Labor Day Picnic. **Carried**

Branch 43 donate \$150.00 toward a gift basket to be raffled off at the 2025 Ohio State Association Convention , amended to read Branch will cover up to \$200 for a gift basket if enough donations are not received. **Carried**

To pass the hat toward 2025 Ohio State Association Convention for gift baskets. **Carried**

To pay the bills. **Carried**

To adjourn. **Carried**

President cont.

Congressman Greg Landsman (D OH-1) is a letter carriers law maker, in the literal sense. Congressman Landsman is the original sponsor of the Protect Your Letter Carrier Act and has co-sponsored every piece of priority legislation. Congressman Landsman randomly calls me just to chat. I, we, could not ask for a greater ally in Congress. This meeting was more of just catching up with each other and thanking him for all he does. Ultimately, the Senate version that came back to the House eliminated cuts to letter carriers. I let him know these attacks will come up again and we need to be better prepared, start working now. I will be meeting with Congressman Landsman again on August 26th.

Lastly, you never know who you'll run into while in Washington D.C. While out at a bar in the evening, in comes Congressman Michael Rulli (R OH-6). While having conversation over a few beers, all I can say is Congressman Rulli, clearly inebriated, loves letter carriers and promised to

protect our benefits and support our agenda and the Postal Service. Over and over, Congressman Rulli made two comments; "I love letter carriers" and "Fuck the immigrants." I, for letter carrier purposes, focused on the former comment. For now, we are clear of legislative cuts to our benefits, but our priority legislation is stalled, and these attacks will come again. The fight on Capitol Hill must continue.

Fraternally,
Ted Thompson



Congressman Rulli (R OH-6)

**June YOPC
Attendees**

Deborah Bryant
Liz Darby
Sue Egbers
Diana Enwright
Jerry Giesting
Art Holt
Dick Keller
Gerry Mees
Ken Pflanz
Angela Stone
Robert Wilkinson

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

Join fellow retirees for lunch

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

September 9th

**Olive Garden
3725 Stone Creek
Cincinnati, OH 45251**

Call Burt Hughes
(513) 807-4143

**June & July Membership Meeting
MDA Split the Pot Raffle Winners**

June - Bill Stratman,

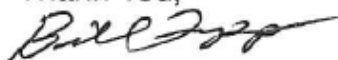
July - Burt Hughes

Letter to the Editor

Dear Ted,

The May issue of News & Views had my birthday listed wrong. I'm a 52 year Gold Card member. My birthday was put under the other column. I called and talked to Burt Hughes about this and he said would correct in the June issue. This was not done. I would like you to make a correction in the July issue. I would also want to say I have seen birthdays for deceased members and called in about this. Let's get someone who is able to handle the job. Requesting you put this paragraph in the July issue too.

Thank You,


Bill Lipp

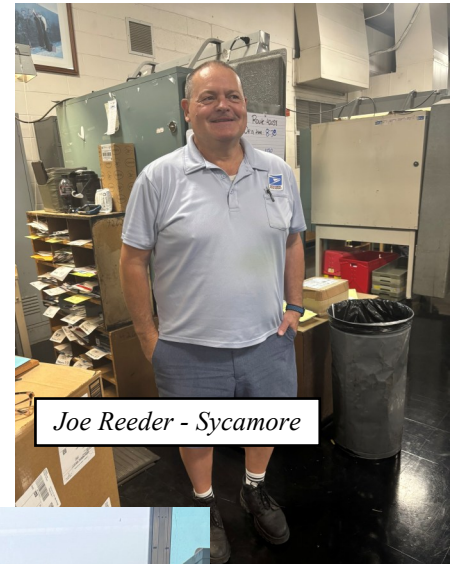
July & August Retiree Birthdays

Peter	Almond	James	Kirby	Larry	Stolte
Brian	Bailey	Denise	Knue	John	Vorholt, Jr.
Richard	Berndsen	Warren	Koenig	Mark	Walter
Cynthia	Bidding	Thomas	Kroner	Larry	Weinel
James	Buchheid	Steve	Kruse	David	Whitley
Leslie	Burgard	Gary	Langenbahn	Sherman	Williamson
Yvonne	Carter	Steven	Luttrell	Robert	Zimmerman
Clayton	Clooney	John	Macon	July & August Gold Carders	
Edward	Colegate	Barbara	Martin		
Harold	Combs III	Jeanne	Maxey		
Stephen	Depenbrock	David	McCleary		
Steve	Dison	James	McNulty	Jerry	Ashmore
Dalton	Fee	James	Meale	Troy	Brock
Carl	Feldman jr	Gerald	Mees	Robert	Caldwell
Roger	Giblin	Melvin	Miles Jr	Billie	Chitwood
Stephen	Ginn	Gregory	Mullins	Herman	Douglas
Frederick	Hafer	John	Neeley	Dennis	Estridge
Frederick	Holl	David	Norris	John	Eveland Jr.
Mark	Hubbard	Christopher	Padgett	William	Hemmerle
Teresa	Iker	Gerald	Patton	Edward	Holzschuh
Jeffery	Jacobs	Mark	Petersen	Fred	Hugenberg
Jerome	Janning	Patrick	Regan	Gerald	Knight
Karon	Jansen	Mary	Rosenacker	Raymond	Koch
Jon	Johnson	Harry	Schwettman, Jr.	Paul	Leslie
David	Johnson	Albert	Sellmeyer	George	Murphy
John	Karch III	Richard	Smethurst	Dennis	Murphy
David	Kennedy	Janet	Stallkamp	William	Murphy
				Carl	Obermeyer
				Roger	Paulinelli
				William	Saurewein
				Donald	Scheben
				Ronald	Stacy
				Daniel	Warnock
				Paul	Wilbers
				Andrew	Zeiser

Last Punch Bunch



Roy Krull - Anderson



Joe Reeder - Sycamore



Regina Colon - Mt. Healthy



Jose Colon - Mt. Healthy

NBA cont.

in Ohio and taught a group of Branch OWCP representatives. He had a truly unique way of teaching, and he would connect personally with those in his classes. He would stay in touch with his students and do everything he could to help them succeed. Dave passed away on June 16, 2025, at the age of 61. I will miss Dave as a friend, co-worker and brother. Please keep Dave, his wife Jean, sons Domenic and Anthony, and three grandchildren in your prayers.

Steward Corner cont.

school supplies and cash donations through the

end of July. Last year, Branch 43 donated 20–25 backpacks—this year, let's surpass that goal. Stations can organize collections, nominate someone to purchase supplies, and assemble backpacks. Completed backpacks can be dropped off at the Union Hall for delivery to the United Way.

For more details or to get involved in additional events around the city, feel free to contact any AFL-CIO delegate listed in the News & Views or reach out directly to the Hall.

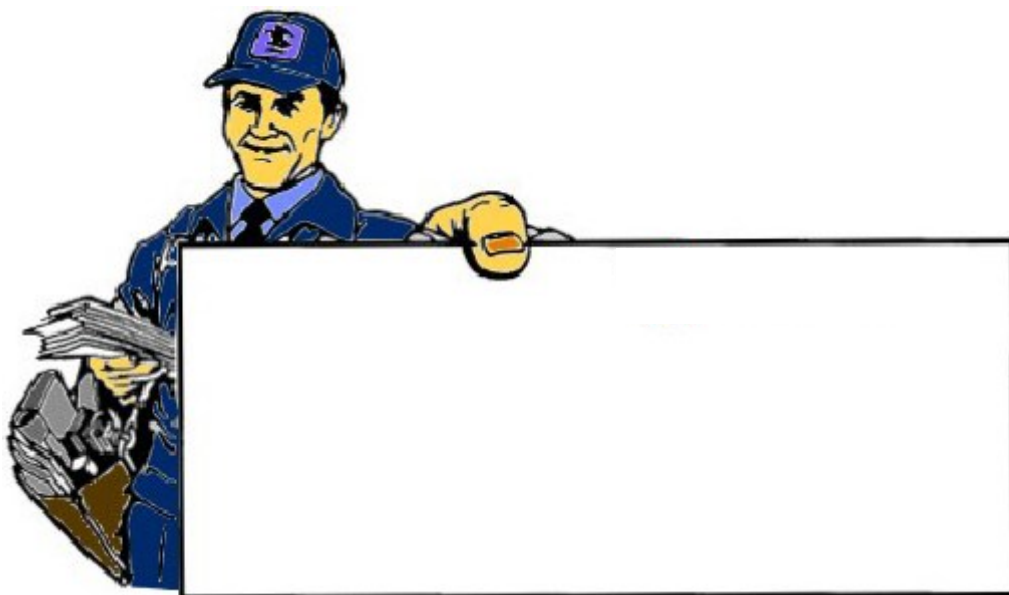
In solidarity,
Cory Isham

Queen City Letter Carriers

NALC Branch 43
11070 Southland Road
Cincinnati, Ohio 45240

"ADDRESS SERVICE REQUESTED"

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



Upcoming Events

Ohio State Convention - August 8-9

Officers Meeting - August 14th, 6:00 PM

Branch Meeting - August 14th, 7:30 PM

September YOPC - Wed., Sept. 3rd

