FROM THE PRESIDENTS DESK:

Special edition:
I hope you enjoy this special edition of the News and Views for this month. VP David Kennedy and Fred Kirchgessner brought the suggestion forward to have a calendar for members of Branch 43 to use throughout the leave year. The consensus was to include the 2009 calendar into the November edition so carriers will have it readily available when vacation selections begin in their respective units. Just identify your non-scheduled day using the letter (A-E) associated with that day and you will find your non-scheduled day for the entire year. Hope you enjoy it!

Health Benefits—Open Season:
The 2008 health benefit open season is November 10th through December 8th. This year the NALC Health Benefit Plan has a lot to offer to the members in both price and service. This year, the plan has not only added 20 new benefits but reduced out of pocket expenses for many charges. The “other guys” have not only raised their rates but in addition, they have reduced coverage in areas and raised your out of pocket expenses.

We have the NALC Health Benefit Plan highlighted in this edition of the News and Views and I encourage each and every member to take the time to review this plan and your family needs. I believe the NALC will beat any plan out there in both costs and coverage and now you have the opportunity to see for your self. We have a link to the Office of Personnel and Management (OPM) on our Branch website: wwwbranch43.com where you can compare the various health plans being offered in the FEHBP to determine which plan is best suited for your personal needs and costs. I encourage each member to visit this web site and compare—I think you will be pleasantly surprised with the NALC plan.

Snow Grievances:
As of this writing we have still not received any information pertaining to our “snow grievance” being reviewed at National. As soon as we get word, we will let everyone know of the status (resolved, arbitration, etc) of the grievances. Last time we had similar grievances concerning a level 3 emergency the District Manager told employees not to travel. Therefore resolving those issues were easy for both parties. Unfortunately, this time the District Manager (which by the way is a different manager) didn’t bother to look out the window that morning since she didn’t have to go to work and therefore she wasn’t personally affected like everyone else.

(Continued on page 6)
**From the VEEP**

**Should I Stay or Should I Go?**

The Postal Service has invented another acronym for a program that has received a lot of attention lately. A Voluntary Early Retirement (VER) has been granted by the Office of Personal Management (OPM) for many USPS employees including city letter carriers. The eligibility criterion is 50 years of age with 20 years of creditable service, or any age with 25 years of service. This VER applies to employees covered under both the Civil Service Retirement System (CSRS) and the Federal Employees Retirement System (FERS). All city letter carriers who have met the eligibility requirements should have received an estimated annuity from the Human Resources Shared Services Center (HRSSC) at their home address. If a letter carrier decides to accept the offer, forms must be completed and returned by November 21, 2008, and their retirement will become effective February 28, 2009.

Once the annuity estimate has been received, it is clear there are no financial incentives or bonuses offered under this VER. For those who choose not to accept the offer, nothing needs to be done! Carriers considering this offer must proceed with extreme caution. We have talked with many eligible carriers and discovered this VER may be beneficial to some carriers, but for many it is NOT. We’ve also talked to carriers who are currently eligible for an immediate “basic” annuity and are questioning if any additional benefits are being offered under this VER. I need to stress that everyone has a unique set of financial circumstances. Your requirements and options are probably not the same as your buddy on the next route. We have talked to a few retirees who were just waiting for the first chance to leap into retirement only to discover, too late, that they should have been better prepared before accepting any retirement. Potential VER carriers need to ponder a few basic questions; do I want to retire now on a fixed and/or possibly reduced annuity? Or, do I just want to leave the Postal Service, and possibly find another job?

Included in the packet from HRSSC are 66 questions and answers about retirement benefits, pay, and leave. It also explains how you may no longer participate in a Flexible Spending Account (FSA) which has tax advantages, and how your health insurance premiums will rise as you will be paying the annuitant rate instead of the Postal rate. Also, current IRS regulations do not provide the tax break you currently receive as an employee under the pretax payment on health insurance premiums. Once retired you will no longer be eligible to contribute or borrow money from your Thrift Savings Plan (TSP) account. Further detailed information is available from the Postal Service online at www.liteblue.usps.gov.

The decision to retire is an important one. I encourage anyone considering retirement to research all options and consult a financial advisor or someone they can trust. Finally, a decision to accept the VER must be received at HRSSC by November 21 and, after that date, the decision is irrevocable.

In Solidarity,

Dave Kennedy

**S t e w a r d ’s C o r n e r**

**Justify Your Time**

If you request 10 hours to investigate a grievance and need 10 hours to investigate a grievance, that’s perfectly alright, but you may be asked to justify those hours. There is nothing more embarrassing than Union Leaders going to upper management and complaining that Johnny Steward isn’t getting steward time to finish his grievance and management showing the union time sheets proving Johnny actually got 12 hours to finish that grievance and he didn’t get it done.

A discipline grievance at Informal A may take an hour to complete, or it may take 10 minutes. It may even take 5 hours, but you have to justify why you took the time. A quarterly overtime grievance could easily take 10 - 15 hours to go over the time sheets for the quarter.

Management listen up... go over the quarterly OT list EVERY WEEK with the steward, that way he/she won’t need 15 hours at the end of the quarter. Pay him/her a little at a time or a whole lot later.

Co-operation is the key. If management works with the steward, the PO will save time which means money, BUT we do need to justify our time.

When sending grievances to the Union Office, please separate them. Do not staple or paperclip multiple grievances together. If you send two grievances with one set of documentation, separate into 3 sets with a note on the documentation stating that the documentation is for both grievances. Whenever possible paperclip instead of stapling.

To withdraw a grievance, it is not necessary to have management sign off. It doesn’t hurt, but it isn’t necessary. Just sign the 8190 or on a separate piece of paper, write the grievance number, sign it and send it to the office and we’ll take it from there. Thank you.

**VEEP Continued**

Savings Plan (TSP) account. Further detailed information is available from the Postal Service online at www.liteblue.usps.gov.

The decision to retire is an important one. I encourage anyone considering retirement to research all options and consult a financial advisor or someone they can trust. Finally, a decision to accept the VER must be received at HRSSC by November 21 and, after that date, the decision is irrevocable.

In Solidarity,

Dave Kennedy

(Continued to the right)
**Editor’s Column**

“YOU BETTER BELIEVE IT MATTERS“

As I write this column, we are a little less than two weeks away from Election Day. The NALC has endorsed a candidate who has promised to sign into law a ban on the contracting out of letter carrier jobs forever. His opponent has voted against federal employees and worker rights for years. He wears like a badge of honor the claim that he “has taken on the union bosses”. The choice was an easy one. And it was a choice made by the MEMBERS.......NOT the “union bosses” of the NALC.

There are still too many members in this branch who are not plugged in. They still think that their union dues go to the campaigns of those candidates they wouldn’t vote for. Those candidates being usually Democratic and NALC endorsed. To them I say, AGAIN, COLCPE contributions are VOLUNTARY. To them I also say, don’t worry........we’ll save your job without your help.

There are still too many members who want to combine religion with politics, abortion being the big issue. The fact is that after eight years of Bush and twelve years of a Republican congress, abortion, I’m sorry to say, is still with us. Another FACT is that at the time of Roe vs. Wade, the majority of Supreme Court Justices were appointed by Republicans. The Justice who wrote the dissenting argument AGAINST abortion was appointed by DEMOCRAT John F.Kennedy.

Guns. To some, another sacred issue. To them I say after eight years of Bill Clinton, no one I know lost a gun. To them I also say, no money.......no gunny. Our union contract has afforded us a comfortable life. So comfortable in fact that some of our members say things that I wonder if they’d be saying if they were not the recipients of a bi-weekly union paycheck. I once heard the saying, “if you want to live like a Republican, you better vote for a Democrat”.

After twelve years of Republican controlled government we still have abortion and all the social malaise that stains and degrades our society. Back in the days when this country was about 40% organized, we didn’t have the problems we have now. Simply saying “it’s a different world now” doesn’t cut it. The only thing that is different is that there is more greed and corruption than ever before along with a blatant disregard for the national interest, the American worker and the middle class.

Someone walked up to me after the October meeting and handed me a folded sheet of paper, written by someone else and not signed.Typical. The person who wrote it didn’t have the guts to hand it to me.

After seeing what was inside, with great relish I quickly disposed of it in the nearest garbage can, where it belonged. The title: WHY I VOTE DEMOCRATIC.. It contained some of the most inane statements I had ever seen.

The leaders of this branch can take sober satisfaction in the fact that they have done their jobs. We have done everything possible to educate and inform the membership. Jerry and Dave met with Steve Chabot locally hoping to secure the endorsement for him. It was his to lose and he lost it. I made many phone calls to his chief aide hoping to get it done, the last three went unanswered. We tried.

There is no longer any excuse for any member not to understand what COLCPE is all about. There is no longer any excuse for any member not to understand that we support candidates from BOTH major political parties. There is no longer any excuse for any member to think for a minute that the leaders of this union will surrender to politics of divide and conquer.

There is nothing more sickening than the sight of members fighting over politics. Our enemies have done a masterful job with the word game. We have members who seem to be more concerned with the plight of the rich than the plight of the middle class. I don’t understand them and I never will.

Anyway, this union will always be prepared to fight for economic justice for all. We will provide a most vital service to the American people. And we will collect food to feed the disadvantaged. Our goal is to see that everyone has an opportunity to achieve the American dream. If that is your goal, fight with us. If it isn’t, get out of the way.

Fraternally,
Jim Meale, Editor
Dear Brothers and Sisters

The 2008 open season dates are November 10 through December 8, 2008. Many of you may not know the NALC began its health benefit plan in 1950. It operated successfully for ten years as an independently run plan designed for letter carriers. In 1960 the Plan joined the federal program. We are union-owned and union-operated. We are also a not-for-profit plan which means any additional monies are put into added benefits instead of profits.

The NALC Health Benefit Plan is a top rated FEHB Plan. In 2008 our Members rated us above average for our customer service, claims processing, health care and overall rating of all FEHB health plan.

DARE TO COMPARE

I encourage all letter carriers to compare your current plan with the NALC plan. To do that online go to www.opm.gov/insure/08/spmt/plansearch.aspx.

I recommend the NALC plan because it is good for you, your family and all letter carriers. Brothers and Sisters you owe it to yourself to check out the NALC Health Benefit Plan. Happy Thanksgiving!

In solidarity
Jim Metz,
Health Benefits Representative

NALC Health Benefit Plan
20547 Waverly Court
Ashburn, Virginia 20149

Premium Rates Effective January 1, 2009

Group Plan
Bi Weekly Premium

<table>
<thead>
<tr>
<th>Option Code</th>
<th>Total Premium</th>
<th>USPS Pays</th>
<th>Employee Pays</th>
<th>Change to Employee</th>
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<tbody>
<tr>
<td>Postal</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Self Only</td>
<td>321</td>
<td>$212.16</td>
<td>$179.45</td>
<td>$32.71</td>
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<tr>
<td>Self &amp; Family</td>
<td>322</td>
<td>$465.50</td>
<td>$402.66</td>
<td>$62.84</td>
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<tr>
<td>For Other Federal Employees</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Self Only</td>
<td>321</td>
<td>$212.16</td>
<td>$155.66</td>
<td>$56.50</td>
</tr>
<tr>
<td>Self &amp; Family</td>
<td>322</td>
<td>$465.50</td>
<td>$465.50</td>
<td>$116.37</td>
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<tr>
<td>For Annuitants and Survivor Annuitants</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Self Only</td>
<td>321</td>
<td>$459.68</td>
<td>$337.26</td>
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</tr>
<tr>
<td>Self &amp; Family</td>
<td>322</td>
<td>$1,008.58</td>
<td>$756.44</td>
<td>$252.14</td>
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# The NALC Health Benefit Plan

<table>
<thead>
<tr>
<th>BENEFIT</th>
<th>PPO</th>
<th>YOU PAY</th>
<th>Non-PPO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preventive Care</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Annual Routine Physical Exam, age 3 or older</td>
<td>$15 copayment</td>
<td>25% after $300 deductible</td>
<td></td>
</tr>
<tr>
<td>Adult Routine Immunizations &amp; Tests</td>
<td>Nothing</td>
<td>25% after $300 deductible</td>
<td></td>
</tr>
<tr>
<td>Well Child Care (up to age 2)</td>
<td>Nothing</td>
<td>Any amount over Plan allowance</td>
<td></td>
</tr>
<tr>
<td>Routine Immunizations (up to age 22)</td>
<td>Nothing</td>
<td>Any amount over Plan allowance</td>
<td></td>
</tr>
<tr>
<td>Inpatient Hospital Care (precertification required)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maternity</td>
<td>Nothing</td>
<td>30% after $100 per admission copay</td>
<td></td>
</tr>
<tr>
<td>Medical/Surgery</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Room, Board &amp; Other Services &amp; Supplies</td>
<td>$100 copayment per admission</td>
<td>30% after $100 per admission copay</td>
<td></td>
</tr>
<tr>
<td>Mental Health/Substance Abuse</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Room, Board &amp; Other Services &amp; Supplies</td>
<td>$100 copayment per admission</td>
<td>50% after $500 per admission copay</td>
<td></td>
</tr>
<tr>
<td>All charges after 50 days maximum</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Outpatient Hospital</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Medical/Surgical</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maternity</td>
<td>Nothing</td>
<td>30% after $300 deductible</td>
<td></td>
</tr>
<tr>
<td>Emergency (auto accident, acute myocardial infarction &amp; concussion)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Medical/Surgical</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Initial office visit</td>
<td>$15 copayment</td>
<td>25% after $300 deductible</td>
<td></td>
</tr>
<tr>
<td>Initial set of spinal x-rays</td>
<td>10% after $250 deductible</td>
<td>25% after $300 deductible</td>
<td></td>
</tr>
<tr>
<td>Spinal manipulations</td>
<td>10% after $250 deductible</td>
<td>25% after $300 deductible</td>
<td></td>
</tr>
<tr>
<td>(12 per calender year)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Physician Care</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Office visits</td>
<td>$15 copayment per visit</td>
<td>25% after $300 deductible</td>
<td></td>
</tr>
<tr>
<td>X-rays, other diagnostic services</td>
<td>10% after $250 deductible</td>
<td>25% after $300 deductible</td>
<td></td>
</tr>
<tr>
<td>Laboratory Services</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Quest Diagnostics</td>
<td>Nothing</td>
<td>25% after $300 deductible</td>
<td></td>
</tr>
<tr>
<td>Other lab facility</td>
<td>10% after $250 deductible</td>
<td>25% after $300 deductible</td>
<td></td>
</tr>
<tr>
<td>Maternity Care (complete)</td>
<td>Nothing</td>
<td>25% after $300 deductible</td>
<td></td>
</tr>
<tr>
<td>Accidental Injury</td>
<td>Nothing within 72 hours</td>
<td>Any amount over the Plan allowance</td>
<td></td>
</tr>
<tr>
<td>Surgery</td>
<td>10%</td>
<td>25% after $300 deductible</td>
<td></td>
</tr>
<tr>
<td>Mental Health and Substance Abuse</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Office Visit</td>
<td>$15 copayment per visit</td>
<td>50% after $300 deductible</td>
<td></td>
</tr>
<tr>
<td>Other diagnostic services</td>
<td>$10 after $250 deductible</td>
<td>50% after $300 deductible</td>
<td></td>
</tr>
<tr>
<td>(to a sound natural tooth)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dental</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accidental dental injury</td>
<td>10% within 72 hours</td>
<td>25% within 72 hours after $300 deductible</td>
<td></td>
</tr>
<tr>
<td>Prescription Drugs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>This is a mandatory generic program with a 30-day limit at local retail</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retail Pharmacy</td>
<td>1st and 2nd fill</td>
<td>Full cost at time of purchase</td>
<td></td>
</tr>
<tr>
<td></td>
<td>25% of cost</td>
<td>50% after $25 deductible</td>
<td></td>
</tr>
<tr>
<td>Mail Order Program</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>60-day supply</td>
<td>$8 generic/$24 brand name</td>
<td></td>
<td></td>
</tr>
<tr>
<td>90-day supply</td>
<td>$12 generic/$35 brand name</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Note:** You may purchase up to a 90-day supply (84-day minimum) of covered drugs and supplies at a CVS/Caremark Pharmacy through our Maintenance Choice Program. You will pay the application mail order copayment for each prescription purchased.

**Catastrophic Limits**

| Medical/Surgical | You pay nothing after coinsurance expenses total: | |
| | $4,000 per person or family for services of PPO providers/facilities | |
| | $6,000 per person or family PPO/non-PPO providers/facilities combined | |
| Mental Health and Substance Abuse | You pay nothing after coinsurance expenses total: | |
| | $4,000 per person or family for network services/facilities | |
| | $8,000 per person for non-network inpatient hospital treatment (to a maximum of 50 days) | |
| Retail Network Prescription Drugs | You pay nothing after coinsurance expenses total $4,000 per family for prescription drugs at a network/retail pharmacy | |
Grievance Arbitration Process

Most carriers don’t know the grievance process because they’ve never used it. For those carriers, here’s the process.

**Informal A** - When you feel that you have a grievance you notify your shop steward and he/she will file a grievance for you. At this stage **YOU** have the say on the settlement. Your steward will meet with you and your supervisor to try and settle the grievance. If they cannot settle the grievance or you do not accept the settlement, it will be sent up to Formal A. Remember the steward is usually more experienced thatnyou in these matters. It’s usually in your best interest to listen to them, you may not get a better offer.

**Formal A** - If the grievance isn’t settled at the informal A level it’s sent to the Formal A steward. We presently gave five Formal A stewards; Mike Blair, Denny Doud, Doug Lape, Mike Mize for the city offices and Dave Kennedy handles the Associated Offices.

The Formal A’s have had more training than the stewards. They are either Step B or arbitration trained. They know what can be won and lost at arbitration. They have more resources than most stewards have. At this level the grievance belongs to the Union. They have the authority to settle the grievance but will consult with the grievant. The Formal A’s prepare the grievance for the DRT and Arbitration. When the grievance goes to the DRT, no other documentation can be added to the grievance package.

**Step B, Dispute Resolution Team** - This is one member of management and one from the NALC who meet on grievances that cannot be settled at Formal A. Presently the DRT is in Toledo, Ohio. They meet and try to settle the grievances for the entire Cincinnati District. This is their full time job. If the grievance cannot be settled they write contentions and the grievance may be scheduled for Arbitration. The DRT contentions are the only other documentation or evidence that can be used at arbitration.

**Arbitration** - The final step in the grievance process is Arbitration. The panel consists of professionals such as lawyers, retired labor leaders, etc, that are jointly chosen by both the NALC and the Postal Service as an Arbitrator. A date is set for arbitration, an advocate from management and the NALC will read the case file and prepare to meet at arbitration.

All parties will meet at the designated location and argue both sides of the case. Witnesses will be called, the evidence will be discussed and the grievant will be allowed to tell his/her side to the arbitrator. Arbitrations start at 9:00 AM and usually end by 3:00 PM. If another date is needed, one is scheduled. The arbitrator then has 30 days to render a decision.

From the time the grievance is filed until we get a decision can take up to 9 months. The time frame is usually less for a removal, but not always.

**Passports:**
I have been contacted by the Postal Service who is offering to provide to our members an evening for you and your family members to obtain passports. They will provide the personnel and if enough people wish, a photo booth to take care of all your needs in applying for a passport. They are offering this since carriers are normally working when the passport offices are open and it’s difficult to get everyone in the household together during working hours. Please phone the union office and let us know if you are interested and how many people you will be bringing. We will have the forms sent to you in advance to simplify the process for everyone.

**Poker Tournament for MDA is a Huge Success:**
Branch 43 hosted a Texas-Holdem’ Poker Tournament on October 25, 2008 for MDA and thanks to everyone, the tournament was a huge success. We gave out gifts and prizes totaling over $2,500.00 and gave MDA a check for $2,500.00. The evening was fun and exciting event for everyone in attendance. I would also like to personally thank the volunteers who once again gave of their time to make this event such a fun time for the players and a profitable night for MDA. Without the volunteers, we could never be successful. Again, thanks for all your help.

**Happy Thanksgiving:**
On behalf of the Officers and staff of Branch 43, I would like to take this opportunity to wish everyone and their families a Happy Thanksgiving Holiday. Enjoy your day off—you deserve it!

Sincerely,
Jerry Giesting, President

Thanksgiving is a typically American holiday...The lavish meal is a symbol of the fact that abundant consumption is the result and reward of production.

Ayn Rand (1905 - 1982)
Parkdale gets Customer Connect Visit

(Not pictured are Mark Fry and Reggie Lowe)

Cincinnati Postmaster Joe Meimann and the Business Development Team visited the Parkdale Branch to recognize their success with the Customer Connect Program. Letter Carriers Jeff Freeman, Jeff Phair, Reggie Lowe and clerk Myra Grubbs, led and supported by Carrier Coordination and Manager Jim Price, volunteered to actively promote USPS products/services and routinely solicit and qualify for the Customer Connect program.

One such lead, submitted by Mark Fry for a pharmaceutical fulfillment company, resulted in generating over $100,000, in NEW Postal revenue for the US Postal Service.

(From the Cincinnati Digest)

George Coriell from the Mason PO is acknowledged for signing up Touchstone Merchandise with a $150,000.00 account through Customer Connect.

Where is he now?

Mike Nagel has been retired for almost 3 years. He resides in Burlington, Ky. with his wife, Barbara.

His hobbies include golf, working in the yard, and his church choir. He is proud that his group sings at nine o’clock mass every Sunday at Immaculate Heart of Mary Church.

Once a month he meets with other retirees in the Y.O.P.C to help get the News & Views ready for mailing, play some cards and have a little lunch.

From February thru May he is the assistant baseball coach at Conner High School in Hebron, KY for the freshman team. In three years they have compiled a 48-13 record. In 2007 they went 17-1 and won the regional tournament in Northern Kentucky. His group of freshmen will be seniors this year and Mikes predicting a run at the state title.

WHO’S BEST INTEREST?

Is it just me or do others question our National leadership? I remember a couple of contracts ago that everyone (Management, National and the arbitrator) agreed that Letter Carriers had a harder job and deserved to be a higher level than clerks. Now before anyone goes off about other contract issues please hear me out. We flew in management, carriers and anyone who would speak out about how hard our jobs can be. Do you remember these covers from the Postal Record, Letter Carriers Work Harder - Deserve Higher Pay, NALC Members Demand More, Historic Arbitration Award Recognizes Carriers’ Hard Work? Testimonies were given by management and letter carriers agreeing to our jobs being more difficult. Some people even wrote about it. We do more “clerk” work now than ever before, and when automated flats kick in, it will be more difficult.

Clerks were given an increase to level 6 and their First Cola was rolled in to Base Pay (we were given a “Lump (on the head) Sum, no roll in) I didn’t hear a word from National about how we deserved a higher level also. The gap between Carriers and Clerks has gotten closer. My calculations show that we make 11 cents an hour more than clerks. (Maybe National feels this is sufficient enough for how much harder our jobs are compared to clerks.)

Oh, by the way, back in 1984 our leaders agreed to add 2 more steps to carriers, 96 weeks first step, 96 weeks 2nd step. Approximately 4 more years before making top step pay. Clerks have no step more than 36 weeks and max out at approx. 9.7 years. (In 1986 our National President’s salary and compensation went from $65,000 to $100,000 and now stands at about $200,000 a year.) Our wages increased 70%, our leader 300% WTF?

So it is true, we do make more than clerks (11 cents more an hour), it just takes approx. 2.7 more years to achieve this grandiose amount.

O.C.O.
David “Red Dog” Haussler
Letter Carrier, Westwood Branch

ARTICLE X Section 3

A qualified delegate shall be a member in good standing who has attended the convention requirements:

a) Five of the eight regular Branch meetings previous to the State Convention.

b) Nine of the twelve regular Branch meetings previous to the National Convention.

1. In reference to the above article, National President, William Young according to the National Constitution makes $161,586.96 as his salary.
## Queen City Letter Carriers

**Gerald Giesting, President**

**David Kennedy, Vice President**

### Branch 43

<table>
<thead>
<tr>
<th>Year</th>
<th>2009</th>
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**Gerald Giesting, President**

**David Kennedy, Vice President**

**April Ma**

**Queen City Letter Carriers**

**Branch 43**
Proper Lifting Techniques

How to stay out of the Chiropractic office!
by Dr. Paul G. Bauer DC

Improper lifting technique can lead to back, leg and arm pain. Poor technique can cause both acute injury, and serious chronic effects. Learning the right way to lift will help you avoid these problems and stay out of the Doctor’s office. Since this is such an important topic we will go over lifting techniques and tips on lifting in this issue and next months issue. The first step before lifting is to plan ahead before lifting. Knowing what you’re doing and where you’re going will prevent you from making awkward movements while holding something heavy. Clear a path, and if lifting with another person, make sure both of you agree on the plan. The next step is to lift close to your body. You will be a stronger, and more stable lifter if the object is held close to your body rather than at the end of your reach. Make sure the feet are shoulder width apart. A solid base of support is important while lifting. Holding your feet too close together will be unstable, too far apart will hinder movement. Keep the feet about shoulder width apart and take short steps. The last step in this article is to bend your knees and keep your back straight and keep your stomach muscles tightened when picking items off the ground. Make sure you lift with your legs. The legs are many times stronger than the back. We’ll go over more tips next time. As always, Be safe. If you need to talk to me I’m just a phone call away. I can be reached by calling Julie at Anderson Hills Family Chiropractic. Our phone number is (513) 232-5999.

How to get fired from the Postal Service

There are three sure fire ways to get fired. Two of them that same day, the other takes a little longer.

First one, steal from the Post Office. If you open letters and take out money (rifling), you will get fired. When someone reports to the PO that they’re missing money from envelopes, the PO will notify the Postal Inspectors and you will be watched. Once you are on film taking money, you will get fired immediately. The Postal Inspectors will even set you up by planting money and if you take that, you could even go to jail.

Second one, assault a co-worker. I don’t mean insult a co-worker, I mean punch, smack, push, or any other physical altercation with that person and you will get fired. This rule only applies to carriers, it does not apply to management personnel. I’m not allowed to mention any stations, but some of you have witnessed one supervisor grab another by the arm or such and they’re still working. The NALC is concerned about YOU, not them. Almost 100% of the time the carrier is walked out of the building.

What if you are attacked, can you defend yourself? This is really a tough one, now we possibly have carrier against carrier. Unless there are really good witnesses for you that you were totally innocent, yea, you’ll probably get fired for defending yourself too. I use to say that I can take an ass whipping, can you take unemployment. That always stopped any violence that might have directed in my direction.

Third way and the most common way to get fired is just don’t show up for work. Unscheduled absences is the best way to get fired. I’m not talking about calling in a few times when you’re sick. 99% of the carriers do not know of the less than 1% of the employees that don’t show up for work. They don’t call their in to tell management that they’re not going to be at work. Not once, but many times. Sooner or later that person gets fired. When this case goes to arbitration, we’re not as successful winning as we are in others.

It’s not easy to get fired from the Postal Service, but if you try, you can do it, so DON’T.

Disclaler: These are NOT meant to be instructions, only guidelines for you to stay away from!

________________________

Be wary of the man who urges an action in which he himself incurs no risk.

Joaquin Setanti

Health nuts are going to feel stupid someday, lying in hospitals dying of nothing.

Redd Foxx (1922 - 1991)
Auto Loans

Do you need a new ride?
Get miles ahead with our financing.

CONVENIENT FINANCING FOR CAR SHOPPING:
• Loan Applications at the Dealer
• In person: 1243 West Eighth Street
• By phone: During regular hours—
  513-381-8600 or 800-265-4527
  After hours telephone loan center—
  513-243-5626 (LOAN) or 888-670-5626 (LOAN)
• By phone through PAL (Telephone Banking):
  513-632-5693 or 800 621-9722
• By fax: 513-345-8726
• By internet: www.cpecu.com—
  home banking, click on Web Pal II

CINCINNATI POSTAL EMPLOYEES CREDIT UNION, INC.
Postal Manager Demoted
Over Violation of NALC Contract!
Here are excerpts from the MSPB decision:

The appellant served as the EAS-20 Manager, Customer Services, at the Glenridge Post Office in Atlanta, Georgia. On April 26, 2007, Charles Gracek, Manager, Customer Service Operations, Atlanta, Georgia Post Office, proposed to reduce her in grade and pay to the EAS-17 position of Supervisor, Customer Services, based on a charge of failure to perform her duties in an effective manner. Gracek specified as follows:

The appellant failed to provide information to the [NALC]union steward or to schedule “Formal A meetings” in the grievance process, which caused the steward to forward the grievances without management documentation and responses. The appellant’s failure to support management’s position at the Formal A step resulted in the “Step B Team” rendering decisions and awards totaling nearly $28,000 in the union’s favor. The appellant’s error cast doubt on her ability to manage her unit in a satisfactory and effective manner, and her inability to delegate duties to her supervisors and to timely complete tasks resulted in substantial financial liability for her unit.

On December 20, 2007, Kevin Helmer, Postmaster, Atlanta, Georgia, issued a revised letter of decision sustaining the proposal and reducing the appellant in grade and pay for failing to perform her duties in a satisfactory manner. He informed her that she would be reassigned to the position of EAS-17 Supervisor, Customer Services, Martech Station, Atlanta, Georgia, effective December 22, 2007. The appellant filed an appeal with the Board’s Atlanta Regional Office.

MSPB ruled that “The penalty was within the bounds of reasonableness.” Therefore the decision to demote the manager stands after this appeal.

Branch 43 Supports
the Men and Women
Fighting for OUR Freedom
May God Bless America!!!

RoyTailors Uniforms Co.
"When Quality and Service Count"
1905 Dalton Avenue
Cincinnati, Ohio 45214
(513) 621-4787
Serving YOU Since 1958
Just two blocks from the Main Post Office
Package Plans – Fast Delivery
Union Made with Pride
"Service is the Key to Our Success"

Our Hamilton County Representatives are
Retired Members of Branch 43
Pat Mulvaney and Gerry Mees
Call Pat at 513-284-1504 or Gerry at 859-491-2008
Richard Gargana
513-607-7738
Retired Human Resource Specialist
Cincinnati District
Northern Kentucky Representative
Terry Metz
Call 289-9372

Store Hours:
M-F 8:00 AM ~ 5:00 PM, Sat 8:30 AM ~ Noon
Closed on Saturday from July 4th through Labor Day
Mohawk Honor Roll Memorial
by Mike Kirchgessner

Sunday, November 18th, 1945 the Mohawk Honor Roll Memorial located on the corner of Ravine and McMicken was dedicated to the fine men and women who served their country during World War II. Five hundred and eighty one of our brothers and sisters were on this memorial, men and women who without hesitation or reservation walked away from their lives to ensure the freedoms of the American way of life for the future.

Today, more than ever, in light of terrorism across the globe, and the threat it poses to us, as well as our men and women in the armed forces, we need to stand together and recognize the services of our military personnel. We are fighting for the same things now that we fought for over sixty years ago. It is my wish that their sacrifice may not be in vain, that we can reminisce back to a simpler time and realize that freedom and justice mean the same thing today as they have meant in the past.

The Mohawk Honor Roll Memorial has seen better days. The brick is starting to falter, and the concrete around the bottom has all chipped away. The worst, however, is that all of the five hundred and eighty one names that were on the honor roll have been removed. It is my intention to restore this monument back to its original state. To continue to honor those men and women that served our country in its complete triumph in what was called the “Great War”. But I cannot do this alone, like the men and women that served on that memorial they worked as a team to achieve a great victory.

I urge you to work with me to accomplish this small goal, which seems so miniscule compared to what they did for us. Let them not be forgotten. Give their descendants a place to see their name and recognize their honor.

Why are I doing this?
These men and woman were called the “greatest generation” they fought to ensure our freedom, and I believe its my generations responsibility to ensure these monument are preserved for future.

Why is this important to me?
I am a veteran and this is my way of continuing to serve my county and by honoring those that served before me.

What started this?
I stopped by with my kids to show them where their great grandfather’s name was on the monument and saw the condition that it was in. Shortly after that Cliff Radel of the Cincinnati Enquirer had done an article about fallen monuments and the rest is history.

What do I hope to accomplish?
Mohawk wasn’t just a place to live it was a community that was a family. This family of neighbors all pitched in to help build this monument. I want to restore it for them as well. So this community can have its symbol back, it is a growing community that is looking forward to better times, and I think that starts now. I walk those streets and I see the rift raft being replaced by hop scotch, drug dealers being replaced by backyard baseball, and guns replaced by jump ropes.

Let’s keep this going so this community can have a beacon of light, lets tell them that we still care for them, and that the government is here to help them, that they don’t have to do it on their own.

Let’s not forget what a symbol can do for a community, as we look at the Statue of Liberty or the soldiers hoisting the flagon top of Mt. Suribachi at Iwo Jima, and a fireman holding an American flag at ground zero.

So I ask you, help me rebuild this symbol. Please call 513-377-2988 if you can help. Thank you.

Become an e-Activist.
Sign up at www.branch43.com
Click on the: NALC COLCPE/ E-Activist Sign Up link on the main page.

SPEND AN EVENING WITH FRIENDS ATTEND YOUR UNION MEETINGS!
Injury Compensation Questions?

You can call the Union Office on most Wednesdays between 11 - 4. Former Compensation Officer, Tom Roos will be available to answer your questions.

Branch 43 Attorney
Attorney Scott Knox will provide free telephone advice to members of Branch 43. Scott Knox's phone number is 241-3800. Members who call should ask for the attorney by name at these phone numbers and identify themselves as members of Branch 43, Nat'l Assoc. of Letter Carriers.

Arslan Uniforms
4119 Spring Grove Ave.
Cincinnati, OH 45223
Phone (513) 621-2111/Fax (513) 961-9211

Union Made/American Made
Our sales Rep. will be visiting your station soon
Retired From Branch 43
Ed Groen, Butch Barrett & Ed Wesseling
Call them at home
Ed G. (513) 367-2642 ~ Butch (859)781-3266
Ed W (513) 300-6119
or stop by the store
Monday - Friday 8:00 am - 5:00 pm
Saturday 8:00 am - noon

NALC Health Benefit Plan
Customer Service Lines

Whether your needs are for general information or specific medical and claim questions, the NALC Plan is here for you!

For us to service your call better, please have your social security number and claim information readily available when you place your call.

- Health Benefit Plan 1-888-636-6252
- Claim Forms 1-888-636-6252
- Caremark Specialty Pharmacy 1-800-237-2767
- Durable Medical Equipment 1-888-636-6252
- Fraud Hot line 1-888-636-6252
- PPO Locator Service 1-877-220-6252
- Precertification 1-877-220-6252
- Claim Forms 1-888-636-6252
- Prescription Drug Program 1-800-933-6252
- Mental Health/Substance Abuse 1-877-468-1016

NALC/First Health 24-Hour Nurse, Telephonic Provider Directory and Hospital Precertification
1-800-622-6252 24 hours-a-day

NALC/United Behavioral Health, Mental Health and Substance Abuse Helpline, provider information and precertification referral
1-877-468-1016 24 hours-a-day
EDITOR’S NOTES

Branch 43 members are encouraged to send articles to the News & Views. Items of interest about your station, current events, etc. are welcome. The following guidelines apply:

(1) We may edit your article for grammar, punctuation, spelling, etc.

(2) If it should prove necessary to edit an article for space or coherence, every effort will be made to preserve the substance and intent of the article.

(3) Unsigned articles will not be printed. Letters, criticism and suggestions for improving the News & Views are also welcome. If your letter is not intended for publication, please so state. 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. Send items to:

Editor, News & Views
4100 Colerain Avenue
Cincinnati, Ohio 45223

To Protect Your F.E.C.A. Rights
When Injured on Duty
Call The Branch 43 Office Immediately

513-542-6400

According to these MSP reports, Millie. Your T-6 delivers the route in half the time you do. Looks like you’ve got a lot of explaining to do!

November Retiree Birthdays

Anthony Baum
Thomas Bell
Edward Bishop
Wm. Bowman
Robert Briggs
Tom Brown
Joseph Bryant
Paul Buenger
Clyde Cooper
John Dobranski Jr.
Edward Faehr
Solomon Flack
Robert Flesher
Marcella Fritz
James Gaynor
Roger Gregory
Edgar Groen, Jr.
Robert Hay
James Hoelle
Anthony Hoffman III
Robert Hoog
Robert Hulesman
Wm. Ivory
Russell Joran
Richard Keller
John Koch
Joseph Lanzarotta
Ernest Larkin
James Laub
Joseph Menifee, Jr.
James Morgan
Michael Nagel
Timothy O’Brien
Melvin Paul
Robert Pulskamp
Edward Rhodes
Tony Ridder, Jr.
Glenn Rose
Sharon Rucker
John Schwallie
Wm. Siereveld
Wm. Stigler
Wilson Turner Jr.
Ernest Vanover
John Walker
James Weber
Robert Wendell
Charles Wilder
Morris Woods

Gold Carriers

Sylvester Diebold
Ray Kennedy Sr.
Eugene Koller
Russell Mikesell
Roosevelt Silmond
Robert Steuer

Missed in October
Jim Metz
November Calendar

Election Day ~ November 4th
Y.O.P.C. 9:30 A.M. ~ November 5th
Veteran's Day ~ November 11th
Veteran's Day Breakfast ~ November 11th
Officer's Meeting 6:00 P.M. ~ November 13th
Branch Meeting 7:30 P.M. ~ November 13th
Thanksgiving ~ November 27th
Y.O.P.C. 9:30 A.M. ~ December 3rd

Board of Officers

President: Jerry Giesting
Vice President: David Kennedy
Secretary: Joe McGowan
Recording Secretary: Jim Meale
Asst. Secretary: Alesha Chappell
Treasurer: Connie Griffieh
H.B.R./M.B.A.: Jim Metz
Sgt.-At-Arms: Mike Mize
Comp. Officer: Barb Martin
Dir. Retirees: John "Corky" Corcoran
President Emeritus: Gary Gabbard

Trustees:
Steve Dashley, Denny Doud, Dave Durbin, Gary Griffis, Don Mueller

A.F.L. ~ C.I.O. Delegates
Shawn O'Brien, A.F.L. ~ C.I.O Executive Council
Brian Bailey, Mark Dill, Kevin Hensley, Doug Lape, Randy Seale

Editor: Jim Meale