From the President’s Desk

If you attended the breakfast last month celebrating Veterans’ Day, it was a bit of an historic event. We were fortunate to have in attendance both the outgoing and incoming NALC Director of Retired members as guest speakers. Ron Watson is retiring from the position and former Region 11 National Business Agent (NBA) Dan Toth was elected to the position. For Ron this is actually the second time he has retired as he previously worked as Assistant to the President for Workers’ Compensation under Bill Young. As customary, Ron gave a rousing speech outlining our current retirement benefits and the proposed changes. For the second straight year, the White House has proposed drastic cuts to the system that we all were promised and have been working towards. There were some in attendance who were able to answer the questions posed by Watson and he would respond by stating the proposed change. Although he was engaging those in attendance, he was also laying the groundwork for what may be coming in the near future. He closed by giving the ultimatum that the decision to change our retirement is in the hands of our elected officials and we, as voters, have a direct effect on the candidates who make it into office.

At the breakfast it was great to see our former NBA Dan Toth as one of his last assignments for Region 11. Dan has been the Business Agent since May of 2009 and has led the region, which includes Ohio and upstate New York, by incorporating trainings and meetings for branch leaders. Dan has been invaluable when called upon to resolve issues that the Postal Service would not address locally.

On the negative side of retirement, I’ve heard from too many carriers that have been ‘scammed’ by companies claiming to be ‘experts’ on federal retirements. These companies have sent letters, only to your work address, with a questionnaire asking generally if you are prepared for retirement. The most recent solicitation I’ve seen is from the Benefit Education Center. It has a Dallas TX address and after answering the questionnaire, the employee will be sent a personal benefits workbook prepared just for you! While it may sound harmless, they have ulterior motives for ‘helping’ us as federal employees. They try and coerce you into using their ‘services’ and use scare tactics to make you feel unprepared for the future. Their main goal is to ‘manage’ your Thrift Savings Plan (TSP) while offering unnecessary and costly health/life insurance. While their products may seem appealing to those of us who are not ‘experts,’ I understand why carriers are curious and may need advice. (Please see page 10 for a copy of this letter.)

Unfortunately, we sometimes discover after it’s too late that the ‘advice’ provided did not have the best interest of the carrier/retiree in mind. What’s worse is that many of the decisions made are irreversible or simply cost prohibitive to change or overturn. They also tout that their products and services are endorsed by some of our sister unions, but never by NALC. The membership needs to know, whether close to retirement or not, that NALC has resources and insurance products that will help secure everyone’s retirement future. It begins with the aforementioned NALC Director of Retired Members that has retirement training available to the membership. Branch 43 schedules a seminar every spring that outlines the retirement process which is usually provided through the NBA office. I can’t emphasize enough that these companies are only looking to make a buck at a letter carrier’s expense. Look closely. If you see the words; Not affiliated with any Government Agency stay away! NALC provides this and more as a benefit to membership. We can’t help if you don’t ask.

In solidarity,

Dave Kennedy
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 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: Editor, News & Views.

Printed in House
From the Vice President

Pay Consolidation

The national Memorandum of Understanding (MOU) on pay schedule consolidation took effect on November 24th. In accordance with this MOU all career and non-career grade 1 city letter carriers were upgraded to their equivalent step in grade 2. Carrier Technicians (skippers) will receive an additional 2.1 percent compensation. CCA carriers will also receive an additional 1 percent compensation in addition to the increase listed above in lieu of Cost of Living Adjustments (COLAs) that career employees receive. The next COLA for career carriers will be effective on the first full pay period after the release of the January 2019 Consumer Price Index for Urban Wage Earners and Clerical Workers. The date and amount for this COLA has not been released yet. In another note, the December penalty overtime exclusion period has been set for December 1st through December 28th.

Cold Safety

I wrote an article back before summer about heat safety and would like to follow up with one about cold weather safety. Just as there are times the heat can make our job miserable, the cold can too. Many of us have heard stories or personally know of specific examples where friends and coworkers suffered a cold related illness or injury, but I want to start by telling a story from outside our branch you may not have heard yet.

This story happened to one of our brothers out of Branch 3 and fellow Region 11 branch in Buffalo, New York. In Buffalo, winter and spring can bring vast temperature and weather swings. Such was the case in 2014. In March, Buffalo bore the brunt of some inclement weather that resulted in ice. Carriers in Buffalo reported to their respective Post Offices for duty as usual. However, the Postal Service failed to take appropriate action to have the parking lot cleared of ice. During the course of duty one of our fellow brothers slipped on the ice and fell. During his fall, he hit the back of his head. And while he was hospitalized as a result of this fall, It’s unfortunate to write that he passed away three days after this incident. Ultimately the NALC got involved and the Occupational Safety and Health Administration (OSHA) issued a citation.

OSHA issued Citation #963008 from which the Postal Service was found to have a type of violation classified as serious. OSHA determined, “On or about 3/6/14. At the rear parking lot area of the site, 55 Msgr Valente Drive, Buffalo, NY. The pavement of parking lot was not kept clean and orderly that resulted in "slip and fall" of one employee. The employee hit the back of his head and was hospitalized. The employee passed away on 3/9/14.” OSHA found the Postal Service to be in violation of the 29 CFR 1910.22(a)(1), which requires from employers that all places of employment, passageways, storerooms or service rooms were not kept clean and orderly or in a sanitary condition. As a result of this violation the Postal Service was issued thousands of dollars in penalties. I ask that all carriers exercise extreme caution during this upcoming winter season to make sure that everyone gets to go home from work in the same condition from which they arrive. If there are cold weather safety issues from which you recognize please inform your steward and complete a USPS hazardous condition report via PS Form 1767 and immediately bring that to management’s attention. OSHA has also put out information on cold weather safety via a Cold Stress Card providing workplace guidance to employers and employees.

OSHA emphasizes it does not have to be bitterly cold to cause damage. Hypothermia can strike workers when temperatures are above freezing and consistent cold weather causes the body’s temperature to drop below 98.6 degrees. When this happens, a worker can become drowsy and fatigued with uncontrollable shivering, cold bluish skin, have slurred speech with clumsy movements, and can become irritable, irrational or confused.

Frostbite is another common condition associated with bitter cold. Frostbite happens by freezing deep layers of skin and tissue. The skin will turn pale with a waxy-white appearance as the skin becomes hard and numb. Frostbite generally affects the fingers, toes, ears and nose, but could affect more. Without intervention, frostbite can lead to amputation of these areas. OSHA has recommendations for addressing the risk of hypothermia and frostbite. The branch asks if any carrier suffers from a weather-related injury to notify the branch as these injuries are tracked and monitored by OSHA. The branch has both heat and cold weather injury reports that we fill out and forward to national.

Branch 43 Toy Drive

This year, once again, the branch is participating in a toy drive for Cincinnati Children’s Hospital. All offices should have received a branch bulletin on this drive. It is my sincerest hope that all offices have

Continued on page 4
**Knowledge is Power**

I know over the last couple of years a lot of CCAs have made regular. But it seems management still tries to push them because they lack knowledge of the contract. This is where the union stewards and senior carriers come in. Don't be afraid to ask and question the supervisor when they say you can make 8 hours with twice the number of parcels, or when supervisors say this is an 8-hour route you must be in 8 hours. This is not true! You establish the street time on your route which includes your two 10-minute breaks and lunch.

Another issue is quarterly overtime. You do not have to work overtime if you choose not to. Every quarter carriers can sign the Overtime Desired List (ODL), Work Assignment (WA) or choose no list. ODL can work up to 12 hours a day. WA means only the overtime on your route, or if you choose not to be on any list you should be working 8 hours a day. You must stand firm and if management violates these ask to see your steward and file a grievance.

It seems management cannot even get the new regulars a credit card for uniforms. All that must be done is a simple on-line form. Remember, your anniversary date will be the same date as when you received your first allotment as a CCA. So, if management complains about shoes or old uniforms say management failed to provide the contractual uniform allowance.

Darkness and the time change must have taken USPS by surprise. Maybe management can have a telcon about working after dark. All summer long messages on scanner drink water, seek shade and put on sunscreen. Where are the messages now to not cross yards because you can't see the ground? Don't finger the mail! It is unsafe because you need to watch where you are walking. USPS management should be on radio and TV saying carriers will be delivering the mail until 8:00pm so keep dogs inside because carriers can't see them. The USPS preaches safety only when it is convenient for them. All stations must have reflective vest and head lamps. Carriers simply have to ask for them. This came from an OSHA complaint filed by a carrier and a pre-arb settlement. If station does provide tools to work in a safe manner, then get us off the street by 530.

In closing, all of the newer carriers must learn some of the basic contract provisions and what management can and cannot do. The senior carriers must help the others learn some of the ins and outs of the contract.

David Utz,
Formal A steward

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**Vice President cont.**

something set up where gifts can be brought in and donated. I ask that all members take the opportunity to at least think about donating something, however big or small. Branch 43 has a link on the website for Cincinnati Children’s Gift in Kind Wish List for 2018. These are items that Children’s is requesting be donated to give as gifts. There are gifts broken down by age group from a toddler to a teenager. I guarantee there is something on this list that is in anyone’s budget.

Being the last News & Views for 2018, I want to thank all the officers and stewards that work year-round representing the membership. I also want to thank the membership, without you this union would not exist. And finally, as the holiday season approaches, from my family to yours I wish you all a Merry Christmas and a Happy New Year.

In Solidarity,
Ted Thompson

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**MDA RAFFLE**

Be sure to take a chance on winning a Cooler of Cheer. This would make a great holiday gift while supporting MDA. Winner will be drawn at the December 13th meeting. Tickets are available at the right, or by calling the office

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**BRANCH 43, N.A.L.C.**
**CINCINNATI, OHIO**

**Cooler of Cheer**

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| Phone |

Winner will be drawn at the December 13 2018 Membership Meeting
Winner need not be present

DONATION $5.00 or 3 for $10.00
ALL PROCEEDS BENEFIT MDA.
19th Annual
Branch 43
Jim Frentzel Memorial
Bowl Against Dystrophy
January 27, 2019

3746 Montgomery Rd
Norwood, OH, 45212
Registration 12:00-12:45
Bowling begins at 1:00

The Branch 43 Bowl Against Dystrophy was named in memory of longtime NALC member Jim Frentzel who was a huge supporter of this and every branch sponsored MDA event. His spirit lives through our continued support of those afflicted with Muscular Dystrophy.

Registration - $35 minimum per bowler or $140 per team of four. Invite family or friends to participate either by bowling or making a donation. Registration fee includes 3 games of bowling, shoes and a specially designed NALC/MDA T-shirt.

Registration is limited to 28 teams. Please make ALL checks payable to MDA. Collection of pledges prior to event is encouraged. All funds raised, including registration minimum, may be mailed to the branch office. Please complete entire form below. Individuals may register and will be placed on a team. Entries received after January 11th may not receive a T-Shirt.

<table>
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<tr>
<th>TEAM NAME</th>
<th>STATION</th>
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<tr>
<td></td>
<td>Print Name</td>
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<td>Bowler #1</td>
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By signing, we agree to raise a minimum of $140 for Muscular Dystrophy - THANK YOU for participating
Membership has its (technological) privileges

The Member App for iPhone and Android smartphones and the website’s members-only portal bring a wealth of NALC information and literature to your fingertips. The Member App has been downloaded 76,000 times since it was launched in 2016, a testament to its usefulness. It has a wealth of membership and benefit information, with one of the handiest features for letter carriers being its interactive non-scheduled days (NSD) calendar. Whether you have a rotating or fixed schedule, you can see your non-scheduled days for years in advance, if you so desire. And when your NSD lands on a holiday, the app shifts the holiday designation to the correct day, meaning you’ll know exactly how many days you have unscheduled. The calendar is also linked to the NALC Google calendar, so you’ll see important union dates marked in red. Links to workplace resources—including the National Agreement, the Joint Contract Administration Manual (JCAM), the Materials Reference System (MRS) and the City Carrier Assistant Resource Guide—and legislative tools—such as a bill tracker, an individualized list of your congressional representatives and information on the Letter Carrier Political Fund (LCPF)—abound. If you haven’t downloaded it yet, there’s no time like the present. The app is free and available in the App Store for iPhones or Google Play for Androids. Search for “NALC Member App.” For more information and an easy how-to guide on installation, go to nalc.org/app.

Members-only portal In the upper right-hand corner of the website, nalc.org, a white button with red lettering says “MEMBERS ONLY.” Gaining access could not be easier. After you click the button on the home page, you will be asked to log in by creating an account. After entering some basic information, you will be asked to create a password and choose security questions to help you regain access if you forget your password. That is all. It is the gateway to a trove of data: from for-your-eyes-only membership information to tools coordinating legislative initiatives, the food drive, the Veterans Group and more. Not only does this part of the website help members access resources, it “helps stewards and branch leaders do their jobs on behalf of members,” NALC President Fredric Rolando said. “Since we launched the NALC website in the 1990s,” he added, “our goal has been to give all members the information they need online, in the most convenient form possible. We will never stop looking at new and improved ways to do that.”
November YOPC Attendees

Deborah Bryant
J R Ford
Art Holt
Dick Keller
Freddy K
Gerry Mees
Tony Sciamanna
Bob Shepherd

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

December Retiree Birthdays

Andress
Balsley
Butler, Jr.
Capal
Chapel, Sr.
Clegg
Copenhaver
Crowley
Dinsmore
Doughman
Ervin
Flugum
Ford
Griffis
Hackney
Hall
Harewood
Harrison
Hasenzahl
Huesman
Klosterman
Latham
Moreland
Nelson
Roberts
Robinson
Saylor
Schreiber
Tierney
Tisdale
Zeiser

Gold Carders

Brundage
Cardone
Clay
Duderstadt
Frey
Gerke
Keifer, Jr.
Lillis
Moyer
Rooks
Smith
Volz

December News & Views

Last Punch Bunch

Join fellow retirees for lunch

1:00 pm - 1st Monday of each month

January 7th
Buckhead Mtn. Grill
35 Fairfield Ave
Bellevue KY 41073

Call Gerry Mees
(859) 491-2008

Rodney Hines, Mid City

Gail Tippett, Parkdale

In Memoriam

Tim Bick
Steve Hendren
Eugene Koller
Timothy Schmitz
Ronald Waters

Mike Sturwold, Westwood
These Branch 43 members have contributed in 2018 to the Letter Carrier Political Fund (LCPF) and realize the importance of having a voice in Washington. Are you listed? If not, please call the office, or go to nalc.org for more information on how to become a contributor.

BAILEY, BRIAN K
BAUER, MATTHEW
BECKER, BERNARD W
BENTLEY, DOUGLAS
BENTER, DAVID
BERLING, GARY R
BLAIR, MICHAEL T
BOCKMAN, CARL F
BREWER, REUBEN O
BROWN, EDWARD T
BURKHART, C "MOE" M
CADDY, ROBERT R
CALDWELL, ROBERT R
CASEY, MARLON
CHANCEY, KENNETH A
CHANEY, MARVIN J
COLEGATE, EDWARD B
COLEON, REGINA G
COLEON SR, JOSE E
CORCORAN, JOHN M
CROFOOT, CYNTHIA H
DALE, FLOYD N
DASHLEY, STEVEN P
DEMAREE, KELLIE S
DEMAREE, THOMAS J
DEPENBROCK, STEPHEN J
DILL, MARK A
DINSMORE, JOHN P
DOUD, DENNY H
DOUD, MICHELLE L
DOUGHERTY, PATRICK M
DOYLE JR, JOHN R
DURBIN, DAVID R
DURHAM, JAMES B
DURRETT, RONALD K
ECKSTEIN, LOUIS B
EBERS, SUZANNE
ENWRIGHT, DIANA L
ESTRIDGE, DENNIS L
FAEHR, EDWARD A
FLOWERS, BLAKE M
GABBARD, GARY E
GABBARD, ROBERT L
GARY, ROBERT E
GIETING, GERALD R
GRABEL, KEVIN M
GRANT, CHARLES
GRIFFEY, RUBY L
GRIFFIETH, CONNIE L
HEIS JR, ROBERT C
HENSEY, CHARLES K
HILL, DONALD M
HUBBARD, MARK T
HUGHES, BURTON L
JANUS, DAVID J
JENKINS, JAMES S
KEANE, THOMAS J
KELCH II, EARLE K
KELLEY, DEWEY K
KELLY, JAMES J
KENDNEDY, DAVID L
KIRCHGESSNER, FREDRICK J
KIRCHGESSNER, JUDITH A
KOCH, JAMES H
KOENIG, WARREN L
LAPE, DOUGLAS E
LEE, JOE
LINZ, JENNIFER L
LITTELMAN, TODD M
MAHLENKAMP, JEROME W
MAIFELD, RANDOLPH G
MARTIN, BARBARA A
MAYS, RICHARD M
MC GOWAN, CAROL A
MCgowan, Joseph A
MERCER, MARK E
METZ, CHRISTOPHER C
METZ, JAMES E
MILLER, WARREN W
MILLER, WILLIAM C
MIZE, MICHAEL C
MOLLOY, MICHAEL D
MOORE, AARON W
MUELLER, DONALD J
MUELLER, MARK R
MUGAVIN, DANIEL L
MULVANEY, PATRICK A
OBRIEN, SHAWN T
PAULINELLI, ROGER
PORTER, HERBERT P
RAWLINGS, THOMAS A
REGAN, PATRICK F
REYNOLDS, DANNY M
RHEA, CHRIS J
RHEUDE, ANGELA D
RIDDER JR, PAUL A
RIDDER, THEODORE L
RIDLEY, STEPHEN S
ROMITO III, CARMELO L
ROOS, THOMAS C
RUCKER, SHARON M
SAYLOR, JOSEPH M
SCHERPENBERG, DEAN J
SCHURENBERG, BRANDT J
SCHWEPPE, CHARLES J
SCOTT, MICHAEL W
SEABOROUGH, LAMONT I
SHARKEY, ROBERT S
SHARP, RONALD D
SMITH, ALESHA A
SMITH, JULIA
SOUTHALL, LEWIS M
STALLKAMP, JANET M
STIEBY, RONALD J
STOLTE, LARRY A
STONE, ANGELA Y
STRONG, JEFFREY
THOMPSON, TED N
TIEMEIER, GERALD L
TITUS, DAREL L
TODD, JOSEPH M
UTZ, DAVID W
UTZ, RANDALL A
VEARIL, PAUL R
WAGNER, GEORGE W
WALKER, JOHN M
WEHBY, FREDERICK J
WELLS, LARRY G
WEVER, NATASHA A
WILLIAMS, CHARLES E
WILLIAMS, KAROLE R
WINTERS, MICHAEL J
WOODS, MORRIS W
ZWICK, JOHN R
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TTY: 1-866-833-8777

MAILING ADDRESS:
HRSSC FMLA EASTERN
PO Box 970905
Greensboro NC 27497-0905
FAX: 651-456-6041

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Cincinnati, OH 45214
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Union Made/American Made
Branch 43 Retired Member
Ed Groen (513) 378-8905

Call or stop by the store
Monday - Friday
8:00 AM - 4:30 PM

November Membership Meeting
Raffle Winners

Split-the-Pot - Mike Mize ($36.00)

MDA - Mike Blair, Janet Stallkamp, Stacy Baldwin, Tom Roos, Jenny Linz & Randy Seale
Motions made at the November Membership Meeting

- To dispense with the roll call and reading of the previous minutes. **Carried**
- To pay the bills. **Carried**
- To purchase 12 gift cards at a value of $50.00 each for a total of $600.00 for the YPOC volunteers. **Carried**
- To adjourn. **Carried**

Don’t fall for this or similar ads!

Beware of solicitations such as this sent to ALL carriers. The letters are personally addressed to their station. Most importantly, look for the wording as notated **Not affiliated with any Government Agency.** Call the office with questions regarding this or similar ads.
“Bring your loan HOME”

✓ Receive a $100 Gas Card! *
✓ Defer your payments for 90 days!
✓ We will match or beat your rate! *

Transfer an existing loan or credit card balance from another institution and bring your loan home!

How can you say no?

Stop in or call 513.381.8600 Ext. #3

POSTALFamily Credit Union, Inc.

1243 West 8th Street • Cincinnati, OH 45203-1004 • 513-381-8600
1111 East Fifth Street • Dayton, OH 45402-2299 • 937-228-7691
Mail: P.O. Box 14403 • Cincinnati, OH 45250-0403
Toll Free 1-800-265-4527 • www.URmyCU.org

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

Officers Meeting - 6:00 pm December 13th
Branch Meeting - 7:30 pm December 13th
Christmas Holiday - Tuesday, December 25
January YOPC - Wednesday, January 2nd

NALC Health Benefit Plan
Customer Service
For eligibility, claim and benefit information
1-888-636-NALC (6252)
For additional information visit our website at: www.nalc.org/depart/hbp