The first full month in office has been very busy for the officers of this branch. Some of the issues being handled include a safety meeting at the district level, a labor-management meeting at the district level, minor route inspections and adjustments, dealing with unresolved LMOUs, and changing bank documents. We are preparing for many upcoming events and meetings, including our first audit/executive board meeting, a labor-management meeting with the full-time officers and the postmaster along with her MCSOs, annual RAP Session, Committee of Presidents Meeting, Ole Timers Day, the annual Stamp Out Hunger Food Drive, the State Convention, the National Convention, more route adjustments and inspections, the fight against right-to-work, sending out results of LMOUs for some associate offices. These officers are working their tails off, everyday, working 10-12 hours.

I want to thank John McLaughlin for all his help dealing with the two conventions slated for this year and at the same time performing his normal duties, learning a new position at tax time and his long hours to find different ways to make issues smoother in the future.

I want to thank Brad Layton for his dedication and willingness to learn the many duties he has including all the bids and postings issues, recording of dues reports, appealing grievances, preparing for the Food Drive and Ole Timers’ Day, settling his pending Step A grievances, and his long hours.
I want to thank Brian Litteken for his outstanding work and help dealing with the LMOUs and minor route inspections associated with the loss of some collections. Please refer to Brian’s article regarding the St. Louis LMOU. I was not included in the LMOUs by my predecessor and, therefore, I have leaned on Brian for his assistance and am very grateful for that.

I want to thank Chet Drain for his ongoing help in the OWCP field as we are preparing to get a few other stewards interested and trained in that complex field.

Next month, I will give an update on the RAP Session that the three full-time officers and Brian Litteken will be attending. We were hoping to send more, but we are trying to prepare a budget for the future and dealing with some bills from the past. As a team, we are being very fiscally responsible. I will update you on the labor-management meeting as there are more than a few issues to discuss by both parties.

Tom Schulte and I discussed a few ideas on how to use the strength of the retirees to help the membership. Tom will be approaching the retirees at the next meeting regarding helping out with the Food Drive and Ole Timers’ Day. We have been having many more recent retirees come to the monthly meetings and that is a good sign for the future.

The two meetings that I did attend were the quarterly district safety meeting and then the following day was the quarterly district labor-management meeting. The safety meeting is a gathering of the district manager, HR, labor relations and other management personnel, union officials and the safety committee. We are most fortunate to have Richard Thurman on our side. He is a bulldog for safety and ensuring our rights. Richard can only preach and teach, but it is up to every carrier to make sure that they work safely at all times.

Some facts are that 57% of all accidents involve those with five years or less of service time and 40% of accidents involve those with three years or less of service. How important these two stats are depends on what correlation those comprise of the entire workforce. Most vehicle accidents do not involve two vehicles, but the USPS vehicle involved with a stationary object. One way that management is attempting to address these accidents is by having three to five minute daily meetings discussing a safety issue with all employees with less than three years of service. That is a great idea and, hopefully, good results will come from that. Please, everyone be attentive of your surroundings as we want everyone to go home each day the same way they came to work. Management insists that they want us to report accidents, which we should, but then wants to discipline carriers for incidents that are everyday duties of our jobs. An example is minor slips and trips like stumbling over uneven walkways and falling from icy steps. We should all be very careful but, unfortunately, when you carry mail these go with the job title.

The district labor-management meeting addressed the financial situation of this area and district along with operations. Parcels increased again during the past holiday season and the USPS did an overall good job getting them scanned and delivered. First class mail continues to decline and therefore we must rely on those parcels. One reminder would be for everyone to perform their job efficiently and professionally at all times. Nowadays there are cameras everywhere, take the time to deliver the parcels in a professional manner and treat that parcel like you would want it delivered to your home.

Last month in my article, it was mentioned that we are trying ways to get more members involved in the branch and were seeking help. I am happy to say that Shalonda Andrews from Mackenzie Pointe has agreed to steer a committee for our few events that we need caterers. Thank you very much, Shalonda.

There is a topic that is getting much publicity, lately. The issue is the Joint Statement on Violence and Behavior in the Workplace which entails treating people with dignity and respect and does not allow for bullying and intimidation. There have been a few instances of the media getting involved. We are a very diverse workforce and a very diverse country and that is a strong point. We must find ways to treat each other the same way that you ask to be treated. If you are not being treated that same way, then those concerns need to be addressed. If you feel that you are being bullied, intimidated, treated without dignity and respect by any management personnel, then bring
it to the attention of your steward. You must not be afraid of retaliation and therefore be willing to provide a written statement on exactly what was said and how it was said and where it took place. If there are witnesses, then they need to speak up and not fear retaliation. At our last steward meeting, we did address to the stewards what our expectations are for them and, also, how to handle these difficult situations. I understand that at times, it feels that nothing will come from it, but that is not true. We have made significant progress dealing with that concern. If the uneasiness is between two members, then bring that to the attention of the steward and then if needed to the branch office. Please, everyone, find a way to deal with difficult situations as it is quite understandable that everyone handles and perceives situations differently. I disagree that nothing ever gets done. You cannot just say that I am being harassed and bullied or threatened. You must be exact on what was said. You must remember that we have a grievance process and ways to communicate and address these issues with management. We do not need the public to know any of our problems as we are not much different than most big companies. This does not imply that it should be tolerated. If needed, never be afraid to call EAP. Next month, I will inform you about a recent grievance appealed to the next level, an installation grievance regarding management condoning a certain supervisor’s on-going mistreatment of carriers. In closing, please treat everyone with respect, but at the same time make sure that you are treated the same way.

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**Mark Your Calendar**

Don’t sit on the sidelines... Get involved!

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<tr>
<th>Date</th>
<th>Event</th>
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<tr>
<td>Mar 8</td>
<td>Regular Branch Meeting</td>
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<td>Mar 11</td>
<td>Daylight Saving Time returns (Set clocks ahead 1 hour)</td>
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<td>Mar 18</td>
<td>MDA Bowl-a-Thon, Olivette Lanes, Noon till 2 p.m. (see ad)</td>
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<td>Mar 31</td>
<td>Deadline for the Charles J. Coyle Scholarship</td>
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<td>Apr 4</td>
<td>Retirees’ Meeting</td>
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<td>Shop Stewards’ Meeting</td>
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<td>Apr 7</td>
<td>Texas Hold ‘em Tournament/ Chili Cook-Off for MDA (see ad)</td>
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<td>Apr 12</td>
<td>Regular Branch Meeting</td>
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<td>Apr 14-15</td>
<td>Reel in a Cure MDA Buddy Bass Tournament (see ad)</td>
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<td>May 5</td>
<td>Ole Timers’ Day</td>
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**100 percent Union HONOR ROLL**

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**Branch Legal Plan**

Advice and Consultation on General Practice and Civil Actions.

**John H. Goffstein, Attorney**

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**Daylight Saving Time Begins March 11**

Change your clock. Change your battery.
BULLYING = ZERO TOLERANCE

Many of you may have seen the news story on KSDK concerning bullying and the anonymous testimony of a few carriers. This news story may come as a surprise to the public, but I doubt there is one city letter carrier who was shocked by these revelations. This happens daily. And as the reporter remarked, these carriers came from more than one station.

WHAT IS MANAGEMENT'S RESPONSIBILITY?

- **M-39 Section 113.4 Maintain Mutual Respect Atmosphere**: “… it is the front-line manager who controls management’s attempt to maintain an atmosphere between employer and employee which assures mutual respect.
- **Article 14 Section 1 Responsibilities**: “It is the responsibility of management to provide safe working conditions …”
- **ELM, Section 665.24 Violent and/or Threatening Behavior**: “… there must be no tolerance of harassment, intimidation, threats, or bullying by anyone at any level.”
- **ELM 814.1 Rights**: Report unsafe and unhealthful working conditions using PS Form 1767.
- **Joint Statement on Violence and Behavior in the Workplace (JSOV)**: “… every employee at every level of the Postal Service should be treated at all times with dignity, respect and fairness.”

It is management’s contractual obligation with respect to the treatment of employees. The problem we face is; the ones doing the harassing and intimidation are the very individuals we are supposed to report these incidents to. What’s more, they are denying carriers their right to consult with their shop steward. You can’t go to management and they won’t let you see a steward. Every carrier has been in this situation, and if not, they know one who has.

WHAT CONSTITUTES HARASSMENT OR BULLYING?

This is the toughest question. The Joint Statement on Violence and Behavior (JSOV) should have placed the word “behavior” first. There does not need to be violence for there to be a violation of the JSOV. It is the behavior of the combatant that holds: Intimidation, threats, cursing. Were they creating a hostile or toxic work environment? Were they yelling, flailing their arms, pointing their finger, shaking their fist, throwing items around … etc.? These actions are a strong indicator they violated the JSOV.

What is not a violation is management directing you to perform your duties as a carrier, no matter how preposterous you may find their instructions. Illogical directives from management falls under the “do as they say, shake your head, walk away, and get paid” category. When you get home that day you’ll have a “you won’t believe what they told me to do today” story. If the manner in which they convey their instructions to you falls under the prior paragraph, notify your steward.

WHAT CAN YOU DO?

Documentation for these incidents unfortunately falls under the “he said, she said” scenario all too often. One that we rarely win. That is why one should always:
- Keep track of everything that happens on the workroom floor and document it.
- Pay attention to how other carriers are being treated and what management does.
- Challenge management’s conduct through the proper channels when necessary.
- Don’t give up. Patience will result in a positive change.

The weight of the evidence relies on accurate, consistent, and detailed statements from as many witnesses as possible. Unfortunately, a carrier’s word often time does not carry the same weight as that of managements. This is why we must all come together when the adults in the room don’t behave as adults.

WHAT KIND OF REMEDY IS THERE FOR THIS BEHAVIOR?

Unfortunately, we cannot fire our bosses. First, we can ask that the behavior cease and desist, and/
or the offender give a written or oral apology. If the behavior persists, we can ask that the supervisor no longer be allowed to supervise letter carriers. We can ask that they be reassigned. We can ask that they seek anger management training. Most remedies will depend on the severity of the infraction and the frequency of their occurrence. One thing for certain, nothing changes unless we act.

It has been my experience that seasoned carriers often times will ignore or shrug off this type of behavior because they have been exposed to it for such a long time. This speaks volumes. Many of these carriers have seen worse and nothing happened. Carriers should not have to dread going to a job which, aside from the bosses, can actually be a rather enjoyable job. If we do not do our part, nothing will change. Speak up and be part of the solution.

Until next month, do your job safely and accurately. Show up to your union meeting. You might learn something. We don’t write the rules; we just have to play the game. Sláinte.
I would like to address, this month, the rights of all letter carriers during an investigatory interview by management, also known as a pre-disciplinary interview (PDI). Too many times, I have heard stories where carriers do not exercise their Weingarten Rights under the National Contract by requesting a steward.

**Weingarten Rights:** Federal labor law, in what is known as the Weingarten rule, gives each employee the right to representation during any investigatory interview which he or she reasonably believes may lead to discipline.

I know especially for a city carrier assistant (CCA) it is very hard to remember every right you have under the contract. As a new carrier you’re trying to learn all the jobs we are responsible for and working six or seven days a week. Our job can be mentally and physically exhausting. If you have a question concerning your rights, ask your steward.

If any carrier finds themselves in a situation where a member of management approaches you and requests to speak with you in the office, I want you to remember one simple question to ask management.

**COULD THIS CONVERSATION LEAD TO DISCIPLINE?**

The answer to this question from management will guide you on what your plan of action should be.

- If management responds to this question by saying, “No, I just want to give you a job discussion in the office,” then no steward is required. Such discussions are not discipline and are not grievable. So, an employee does not have Weingarten representation rights during an official discussion.
- If management responds by saying, “Yes, this conversation may lead to discipline,” then your course of action is to immediately invoke your Weingarten Rights requesting to speak to a steward.

Once you have exercised your Weingarten Rights, management must meet with the steward and inform him/her of what the interview is about. After that, you are allowed a private meeting with your steward to discuss the situation before the PDI begins.

In a PDI, the employee has the right to a steward’s assistance; the steward is not just a silent presence. Management would violate the employee’s Weingarten rights if they refused to allow the steward to speak or tried to restrict the steward to the role of a passive observer.

Under Weingarten Rights, your steward may intervene and request clarification of a question, or object to confusing or intimidating questions. You can consult with your steward during the PDI, and your steward can advise you on the way to answer a question, but your steward can not tell you what to say.

After the PDI has concluded, you also have the right to meet with your steward if you need to discuss any additional questions you may have. Please remember your Weingarten Rights, because anything you say during a PDI can be used against you. Request a steward before you answer any questions.

I want to finish my article up this month by going over a scenario CCAs can find themselves in on a non-scheduled day and at home. Management is calling you at home on your non-scheduled day, what should you do? Under the JCAM in Article 7 on CCA’s questions and answers it states:

Q: Can CCAs be required to remain on “stand-by” or remain at home for a call in on days they are not scheduled to work?

A: **No.**

CCAs, know your rights when it comes to your non-scheduled days. Also, if you have a designated time to report the next day because you do not have a hold-down on a route, you do **not** have to answer your phone if management calls you in the morning. You have a right to report at the time you are scheduled for. More! Later! Stay tuned …

**WEINGARTEN RIGHTS**

If this discussion could in any way lead to my being disciplined or terminated or have any effect on my personal working conditions, I respectfully request that my union representative, officer or steward be present at this meeting. Without union representation, I choose not to participate in this discussion.
settlement on some of the LMOU impasse items has been reached. These settlements should be enforced now. The St. Louis local negotiating team consisted of Barry Linan, Brian Litteken, Charles Sexton, John McLaughlin and Tina Hunt. The following items were negotiated for St. Louis by the branch negotiating team. The changes from the 2011-2016 LMOU are italicized and bold.

**LMOU Item 7C1: Annual Leave Posting**

A phase will be considered complete when every carrier has been given his/her selection, or selections as submitted during the phase as outlined below. Official notices will be provided each carrier of the vacation schedule approved. The vacation schedule will be posted on a bulletin board behind locked glass immediately following the completion of first and second phase.

**LMOU Item 7C3a: Incidental Leave**

After the completion of the second phase, any unfilled vacation periods (below 14.5%) will be available for incidental leave. All incidental leave requests of a week or less will be approved on first-come, first-served basis. Seniority breaks a tie. Requests for incidental leave are to be made no more than sixty (60) days or less than five (5) days prior. Each station or branch will have an Annual Leave calendar posted listing unfilled periods.

**LMOU Item 7C3b: Cancelled Annual Leave**

Annual Leave that is canceled at least seven (7) days prior to the beginning of the leave period will be posted for 5 days and awarded by seniority. (Annual Leave canceled less than seven (7) days prior to the beginning of the leave period will not be posted for bid.) Leave not used due to retirement, transfer from the letter carrier craft, or promotion will also be posted for 5 days and awarded by seniority.

**LMOU Item 7C3d: Incidental Leave**

When requesting other annual leave above 14.5%, employees will be notified of approval or disapproval within three (3) employee work days following submission. If not so notified, the leave will be approved. Such leave requests may not be submitted more than sixty (60) days prior to the first leave day to be covered.

**LMOU Item 10: Bidding on Vacant Assignments**

Bidding for vacant assignments in the Carrier Craft will be restricted to letter carriers of the St. Louis, MO Post Office.

In instances where several assignments are posted, a letter carrier may bid for as many assignments as are posted, stating his/her preference in the following manner: First choice____; Second choice____; Third choice____; Fourth choice____; etc.

Letter carriers applying for an assignment may make a sealed bid in writing, a phone bid or a bid by computer, during the eleven (11) day period for which the notice is posted.

**LMOU Item 17: Article 41.3.O**

When a letter carrier route or full-time duty assignment other than the letter carrier route(s) or full-time duty assignment(s) of the junior employee(s) is abolished at a delivery unit as a result of, but not limited to, route adjustment, highways, housing projects, all routes and full-time duty assignments at the St. Louis installation held by letter carriers who are junior to the carrier(s) whose route(s) or full-time duty assignment(s) was abolished shall be posted for bid in accordance with the posting procedures in Article 41.3.O.

Troy Smith, Local Business Agent (Region 5) and Kelly Pruka, Labor Relations Specialist (Great Lakes Area) have reached the following settlements.

**LMOU Item 5: Curtailment or Termination of Service**

The existing language will remain the same.

**LMOU Item 6: Selecting Carriers to Work on a Holiday**

The method of selecting employees to work on a holiday is as follows:

A. All part-time flexibles.
B. Full-time regulars who volunteer to work on their non-scheduled day by seniority.
C. Full-time regulars who volunteer to work on their holiday or their designated holiday by seniority.
D. City carrier assistants (CCAs).
E. Full-time regulars who do not volunteer on what would otherwise be their non-scheduled day by seniority.

F. All other nonvolunteer full-time regulars by seniority.

LMOU Item 7C2: First Phase Vacation Bidding

2. The FIRST PHASE will be installation-wide by seniority/relative standing. Full-Time Regular, Part-Time Regular, Part-Time Flexible, or City Carrier Assistant letter carriers earning 13 days annual leave per year will be granted one choice of up to ten (10) days continuous leave or two five-day periods in the choice vacation periods. Regular or Part-time Flexible carriers earning twenty (20) to twenty-six (26) days annual leave per year will be granted one choice of up to fifteen (15) days continuous leave or two choices of five (5) or ten (10) continuous days in the choice vacation period.

A. City Carrier Assistants (CCAs) shall be allowed to take up to two (2) weeks per leave year in choice vacation period, in forty (40) hour increments after the second phase of the annual leave calendar, of any vacant slots available, based on their relative standing. If the CCA does not possess enough annual leave at the time of their relative standing, the selection will be relinquished.

B. A carrier attending a National, Regional or State convention which is scheduled during a choice vacation period must select that period as a choice in first phase.

C. Carriers at their option can choose other periods outside the choice period for all or the balance of their annually earned leave on the first phase.

D. Carriers who fail to obtain their first phase selection (first, second, or third choices) in the choice period, may resubmit another first phase bid for period or periods that are open in the choice period, before bids are submitted for the second phase.

LMOU Item 10b: Carrier Technician Bumping

The five (5) routes on a Carrier Technician’s (T-6) string, which constitute a full-time duty assignment, will normally be carried in the posted sequence except when the following conditions are met:

1. The regular carrier is called in to work overtime on his/her regular route on his/her nonscheduled day.

2. An open route is available on the Carrier Technician’s (T-6) string.

3. The Carrier Technician (T-6) voluntarily agrees to move to the open route.

LMOU Item 4: Light Duty Assignments

Carriers requesting a light-duty assignment must supply management with a supportive medical statement for the light duty; in accordance with the requirements of Article 13 of the current National Agreement. Management will aid and assist carriers in all phases of light-duty assignment. If such request is granted, first consideration will be given to assignment to duties to be performed within the Carrier’s bid assignment. Second consideration will be duties within the Carrier Craft for which the individual is qualified and would be appropriate, considering the individual’s illness or injury.

The remaining impasse items have been forwarded for interest arbitration.

LMOU Item 2: Parking for Letter Carriers at Stations and Branches

LMOU Item 7A: The Percentage of Carriers Who Will be Granted Leave

LMOU Item 7B: The Duration of Choice Vacation Period (Include December)

LMOU Item 7C3: % Granted Leave in 2nd Phase Bidding

LMOU Item 10a: Posting of Hold-Down Assignments

The following are the impasse procedure deadlines.

Sunday, February 18, 2018: NALC President Rolando certifies all impasses which are to be resolved by arbitration.

Monday, February 19, 2018: An Alternate Dispute Resolution team begins discussions on any CCA Annual Leave impasse issues from installations that had no CCA annual leave rights in their current LMOU.

Tuesday, April 4, 2018: Interest Arbitration hearings for LMOU impasse items will begin.
As postal employees you need to be aware that you have certain rights established by federal law should you be injured on the job. Unfortunately, even though postal regulation exist for management to adhere to those laws, they don’t always apply the proper understanding of FECA (Federal Employees Compensation Act) regulations to how they process claims when carriers get hurt.

The first thing is just that, management is required to inform employees they have the right to file an injury claim under FECA regulations. More often than not, in our workplace environment, carriers learn of their rights either by word of mouth, from other employees, or their shop steward.

Secondly, should you sustain an injury while in the performance of your duties, you have the right to request continuation of pay (COP) to maintain your income for the initial 45 days after the date of injury. Like the responsibility to inform employees of their right to file a claim, federal and postal regulations also require management to inform you of your right to COP. In many instances this does not happen, especially in cases where management is questioning the validity of an employee’s claim of injury.

Even in cases where management disagrees with an employee claim that they had an injury on duty, they still do not have the right to deny the employee’s entitlement to COP. The only right that management has is to controvert (contest) the employee’s claim of injury. **They cannot deny paying you simply because they are questioning or contesting your claim.**

When an employee files a CA-1 for claim of traumatic injury, an injury which occurs as a one-time event while in the performance of duty, the employee is entitled to COP by simply checking item #15 on the CA-1 form. Should management controvert an employee’s injury claim, the final decision lies with the Dept. of Labor (OWCP) as to whether the claim is valid. OWCP will make their decision based on the documentation that is submitted by the injured employee despite the fact that postal management controverts the claim. Management is also required to notify you in writing should they decide to controvert your claim.

We have also been faced with several instances where management filed an employee CA-1, but still neglected to pay the employee COP. This is unacceptable. As stated above, an employee has the right to request COP should they have a necessity to file a claim for traumatic injury. After the initial three days, payment of COP should be without trouble. It is not left to management’s discretion.

Another issue we’ve been confronted with is employee’s injury claims being delayed. In one instance, a carrier CA-1 was delayed for three whole months before management finally processed the CA-1. This is outlandish! Timely filing of an employee’s claim is essential in relation to them receiving not only their COP, but also in relation to the processing of payments for related medical services. For an employee to be eligible for COP, the CA-1 must be filed within 30 days of the date of injury. In the case mentioned above, the good thing was, the claim was filed timely by the carrier. The bad thing was the claim was not timely processed by management. COP was based on the date the claim was filed, not the date management processed it.

If you, God forbid, suffer an on-the-job injury, try to **remember there are three basic forms you should get from management.**

1. The CA-1 to file your claim with OWCP.
2. The CA-16 giving you authorization to go to the medical provider of your choice.
3. The CA-17 for the physician who treats you to list any medical limitations you may have.

Keep these things in mind if you get hurt on the job. Be sure to submit a CA-1 for a traumatic injury and don’t forget to check the box for continuation of pay. Get a copy of the receipt from the CA-1 initially, and them a full copy once management completes the entire form. **Make sure you get a CA-16 authorizing you to be treated by your choice of physician or an emergency room within a 25-mile radius, preferably where your physician is on staff.**

Make sure you have a CA-17 so that the doctor can clarify any restrictions you may have, and so that management can have the necessary information to make you a limited duty job offer if you can’t do your normal work.

**HEALTH BENEFITS**

Don’t forget if you are a CCA and are converted to full-time regular status you have 60 days to sign up for a new health plan under the Federal Employee’s Health Benefit Program. Once you receive notice that you are being made career, you can select a health plan 30 day prior to the effective date of your career status, but the coverage does not kick in until the actual date you are converted. **Carriers who became FTR on Jan. 20 still have until March 21 to make their health insurance selections. Don’t miss out.**

God bless all and peace!
A systemic corruption in the ranks of management has existed over the last few years that has been festering for far too long. I’m talking about the blatant harassment and bullying of letter carriers by supervisors and managers at the station level. Last month several carriers, disguised for fear of retribution, spoke to a reporter at KSDK about the endless abuse of carriers both physically and mentally by managers and supervisors on a daily basis. Some described the constant verbal abuse of being called derogatory names and another stated that a supervisor actually threw an arrow key at her. Where do these managers get off thinking that their actions have no consequences and, furthermore, why is it that Downtown turns a blind eye to this obvious abuse of authority? What is it going to take before physical harm comes to someone?

Let me remind everyone of the Memorandum of Understanding (M-01242) Joint Statement on Violence and Behavior in the Workplace, which came about as a result of the mass shooting which took place in Royal Oaks, Michigan, in 1991. The statement says in part:

“We openly acknowledge that in some places and units, there is an unacceptable level of stress in the workplace; that there is no excuse for and will be no tolerance for violence or any threats of violence by anyone at any level of the Postal Service; and that there is no excuse for and will be no tolerance for harassment, intimidation, threats of bullying by anyone.

The memorandum continues; “Making the numbers is not an excuse for the abuse of anyone.” Those who do not treat others with dignity and respect will not be rewarded or promoted. Those whose unacceptable behavior continues will be removed from their positions.

Just recently a supervisor was accused of violating the joint Statement on Violence and Behavior in the Workplace and was ordered to attend an anger management class. That supervisor not only didn’t attend the class, but also proudly stated she had no intention of attending that class. The area manager along with a union representative went out to that station and the area manager immediately placed that supervisor off the clock – proposing removal for not attending the class. The disposition of this case is yet to be seen.

In the past, abusive managers and supervisors who have displayed similar behavior have conveniently ended up at different stations and continued to bully and abuse with impunity.

The real problem, as I see it, begins at the top. Unless and until the area manager and postmaster grow a spine and issue orders for their subordinates to put a halt to this constant abuse of authority, they must bear any negative consequences for their lack of intervention.

I’m sick to think of how the Postal Service has denigrated. Our jobs are to serve the public. Our jobs are to give a fair day’s work for a fair day’s pay. No one should feel ill walking into his or her place of employment every morning. We need more than lip service from postal authorities; we need action to end this abuse.
Dignity & Respect: Yes, I know I just recently wrote about this, but apparently I need to repeat myself. Letter carriers demand dignity and respect from management. If any letter carrier is mistreated by management, that carrier should write a detailed statement on what happened… who, what, where, when and why. That statement should then be turned over to their steward, branch president or mailed to this office if there is no local NALC representation. Even more troubling and causing deeper concern is that I’ve recently been made aware of stewards who have mistreated letter carriers whom they were elected or appointed to represent. If a letter carrier, steward, branch officer or branch president violates the code of conduct of the Postal Service, they can be held accountable and disciplined, up to and including removal. Any union official who does not treat every member with dignity and respect, should step down immediately! To all of you managers who read this article—yes, we know many of you do—you can either be part of the problem or part of the solution. If you mistreat employees, witness or condone mistreatment of employees by other managers, you’re part of the problem and in violation of the code of conduct and violence in the workplace agreements.

Surveillance: Another issue I’ve recently written about is cameras and surveillance. You are being watched! I don’t believe a day has gone by in the last few months where someone hasn’t directed me to some website, or told me about a carrier caught on camera. From tossing parcels, to slips trips and falls, vehicle accidents and roll-aways, theft, to throwing away mail. On top of that, management tracks you all day long and will soon want to put a microchip up on your forehead. Meanwhile, route inspections will be starting soon. Please carry your route professionally, every minute of every day… someone’s watching.

Accidents: A letter carrier has a minor vehicle accident. It’s not too bad, so he/she tells the citizen they’ll take care of it because he/she is afraid of being disciplined. Worse yet, since no one saw them, they don’t tell anyone. Management finds out. Abracadabra, the possible letter of warning is now an emergency placement (off the clock, without pay) and is followed by a notice of removal. That grievance that would have been filed to get the letter of warning expunged from your record, is now to save your job. We see these cases all the time. Don’t put yourself in this situation. The NALC has negotiated with the Postal Service something called “just cause.” Having an accident is not in and of itself, cause for discipline. Arbitrators have ruled over and over again employees will have accidents from time to time and that an accident by itself cannot constitute a basis for discipline unless some specific infraction can be linked. In political jargon, “The cover-up is worse than the crime.”

Miscellaneous: There have been 50,970 CCAs converted as of the end of 2017. The attrition rate for CCAs is approximately 58%. Over 70,000 letter carriers have downloaded the letter carrier app. NALCREST is full with 42 retired carriers on the waiting list. RWCAs have assisted injured letter carriers in receiving $7.9 million in scheduled awards over the past two years. Letter carriers delivered an average of 2.2 - 2.5 million Amazon parcels and an additional 183,000 priority packages on Sundays. On the Sunday before Christmas, 7.5 million Amazon parcels and an additional 650,000 priority parcels were delivered. Speaking of parcels, Walmart is testing next day delivery in Georgia and plans to expand to 80 additional sites in the near future. Target is testing in Minnesota, although they just purchased their own delivery company. USPS has purchased an additional 8,000 Promasters and will deploy roughly 200 per week until the Next Generation Vehicle is deployed.

Food Drive: Just a reminder that the 26th annual Stamp Out Hunger Food Drive will be held on May 12, 2018. You can find more information at the NALC website.

Hand Surgery Associates

Treating hand & wrist problems since 1986

Bruce Schlafly, M.D.
Board Certified Hand Surgeon

(314) 842-2200

10004 Kennerly Rd., Suite 259B
St. Louis, MO 63128
(St. Anthony’s Medical Offices)
MOUND CITY CARRIER

BRANCH 343 CARDINALS TICKETS

For Sale, Thursday, April 12, 2018
Immediately following the Regular Branch Meeting

Great Seats (Behind Home Plate)
Section 249
Row 6
Seats 5 and 6

$120 for the pair. Must be present and pay on April 12

These same seats resold by the Cardinals would go for up to $150 for premium games.

Payment only by check, money order or cash tendered on April 12.

Show up by 9 p.m. on April 12, after the regular branch meeting, to enter the drawing.

Everyone wanting to purchase tickets will be given a lottery ticket and limited to select two games first time around. Then, in the same order, all additional tickets will be available.

No sales prior to April 12, 2018, at 9 p.m - Remaining tickets for sale after April 12.

Raffle Ticket - $5 per chance

Cards Home Opener
Thursday, April 5, 2018 (6:15 p.m.)
versus Arizona Diamondbacks

Raffle Tickets go on Sale
Thursday, March 1 (Stewards’ Meeting)

Ends
Thursday, March 29 (Cardinals Opening Day)
<table>
<thead>
<tr>
<th>Game Times subject to change</th>
<th>All Game Times are St. Louis time</th>
</tr>
</thead>
<tbody>
<tr>
<td>All games broadcast on KMOX 1120 AM and the Cardinals Radio Network</td>
<td></td>
</tr>
</tbody>
</table>

**FS = FOX Sports Midwest**

**F = FOX**

**E = ESPN or ESPN2**

**FS1 = FOX Sports 1**

*** = TV Network TBD**

**HOME**

**AWAY**

**FOR FULL SCHEDULE OR BROADCAST DETAILS, PLEASE VISIT**

[cardinals.com](cardinals.com)
Meeting called to order by Chairman Tom Schulte at 12:40 p.m. Chaplain Gus Frank offered a prayer and led us in the Pledge of Allegiance. Vice Chairman Ray Breakfield asked for a moment of personal privilege to thank Tom’s wife, Linda, for providing the delicious Polish meal served for lunch.

Sick call: The call went out seeking the whereabouts of brother Richie Bultas. Tom said he would ask one of the officers to see if Richie had moved recently to see if we could contact him. Tom also reported that he had just spoken with brother Mike David who is on the mend following some serious health issues.


Introduction of new members: Barraka Nephilim and Joe Canman from Festus-Coyle.

Minutes from the January meeting: Read by Nicki L. Prado and approved with one correction. The winner of last months 50/50 was incorrectly spelled in the Mound City Carrier. The winner and correct spelling was Brad Gleiforst. Apologies.

Treasurer’s report: Treasurer Clif Nelson reported a balance after expenses of $1462.62 and an attendance of 36.

NBA’s Report: Regional OWCP comp specialist Dave Teegarden informed the retirees that NBA Mike Birkett was in Kansas City regarding legislation coming up concerning limiting COLAs for retirees. We all need to stay vigilant. Dave told the retirees that there was a sign-up sheet in the back of the room to donate to the Letter Carrier’s Political Fund. We need money to lobby our senators and congressmen to support letter carrier issues.

President’s report: New Br. 343 President Bob Rapisardo thanked everyone for their support in the recent elections and informed the retirees that it was important for them to know why he had gotten out of the union for a time and that it had to do with overtime issues.

Bob reported that the majority of accidents taking place in the Gateway District are with employees with three to five years of service hitting stationary objects. Richard Thurman from the Safety Committee says that there should be a three to six minute talks daily concerning safety. Bob is setting up a meeting with the postmaster regarding requests for information and unfair labor practices. Management harassment is being addressed regarding five postal employees who appeared on Channel 5. In one case a supervisor failed to attend a mandatory anger management class. The area manager and union rep went out to the station and the supervisor was put off the clock, proposing removal for not attending anger management training.

Brother Geno Iberg, a former letter carrier at South County, expressed disappointment on Bob’s decision regarding two South County letter carriers allowed back into the union without a vote of the membership and he hoped that in the future, that Bob is more transparent in his decision making.

Legislative Report: Brother Mike Weir stated that after the fall elections the Republicans will be going after federal retiree benefits including the USPS. Mike stated that compared to the tax giveaway to big business our annuity adjustment is merely a pittance.

Chairman’s Report: Tom spoke about the provision proposed in Trumps’ State of the Union address to give authority to the various government departments more authority to fire government employees they feel inefficient.

New Business: Motion proposed by Brother Ken Meyer that the retirees purchase four tickets at $30 apiece for the upcoming Rap Session NBA Appreciation Dinner that funds the Charles J. Coyle Scholarship. Motion approved.

Deceased Members: A moment of silence was observed for brothers Raymond E. Fulsom, 70 year member; and John J. Barrale, 60 year member.

50/50 won by Bob Rapisardo who donated to the PAC Fund.

Closing Prayer: Offered by Chaplain Gus Frank

Meeting Adjourned: 1:20 p.m.
Greetings sisters and brothers of Branch 343. How’s everyone doing? Fine I hope. Right to work is knocking at the door and we must be ready to cast our vote when the time comes. We can start today by registering any and everyone we know to vote. Don’t wait, make it your mission to register as many members, family and friends to vote. Stop by the voters’ office / library, pick up some applications, have them fill them out and mail them the next day. There are a lot of young people turning 18 and voting on right to work could make the difference of a union negotiated pay or waiting for an evaluation increase from a manager or supervisor who holds your increase in their hand. A union negotiated contract covers all members under one umbrella, even those members who do not pay their dues but receive the benefits from all of us paying ours. If you have a member in your office not in the union, ask them again to stand beside you in this fight for our livelihood and ask them to join.

The NALC Health Plan is a great plan, and you, as a union member, own it. The rates are good and it does everything the other plans do. Let them know they must join the union to be eligible to buy into the NALC plan. It’s the one every retiree selects when they retire.

Giving to the Political Action Fund helps the union fight our battles when needed to keep us on track with our livelihood. I was talking to Steve Curran and he said he read my article and I said give to the Political Action Fund and he said he did not see my name in this book giving. I informed him that I give every two weeks to the national Letter Carriers Fund, check the Postal Record. I’ve given before locally and I will do it again to show him I practice what I preach. If you would like to give, you can call the Union Hall, leave your phone number and Mike Weir will call you back, or send a check to 1600 S Broadway, St. Louis, MO 63104. Yes, I’m putting my money where my mouth is. So should you. (SMILE). Giving is the way to help our union fight the good fight against right to work and keep us moving forward with owning our own products and services.

Bullying has been in the news lately and if we keep management out of letter carriers’ affairs we can go back to having fun with your family, union sisters and brothers. Continue to support and respect each other.

Bowling for MDA is on Sunday, March 18. Make plans to attend and have fun with your coworkers, and family.

Carolyn, the steward at Marion Oldham, has been fighting the good fight and she’s asking for annual leave. My pastor always says it may be their time this time and yours next, so if you are able to donate, please do.

Thank you to Alexis Taylor, Queen Felicia, Ciara Johnson, Sandra McClanahan, Britney, Andrea Pearson, Dianna Merrill, Kim, Michele Williams, Cassie, Daryl Vaughn, Kelvin Ward, Ben Chandler, Charlie Kell, Mike Greenlea, Lamont Reed, Jerry Moore, Claude West county… By Pam Stepney Moore, Dallas, Jamie, Lasha Williams, Lakee-sha Hayes, Kurt Mullins, Erline Brooks and Rodney Reams, for the 14 days to Valentine brunches every day. Count my head not my heart if I forgot to mention you.

John Henry Haake Scholarship info should be in by March 1, 2018. Six applications have been received and four winners will be awarded in April. The deadline for the Charles Coyle Scholarship is March 31, 2018, so please have all information submitted by this date.

Last month I forgot to say how much I’m going to miss President Barry Linan. He’s always been a strong, passionate, knowledgeable, hard-working leader. He’ll truly be missed, but I’m sure he’ll be around. Enjoy your wife and children with less stress in your life and have great fun-filled, memorable days. You are truly missed in this Union Hall.

Until next time, remember to do your best, leave the rest, don’t stress, God bless, and thank you for coming.
Management will always come up with new ways to predict your office time. Believe it or not for those of you who came in as CCAs, DPS did not always exist. We had to case all our letters, that did not come in the delivery sequence at our cases and took us less time than most that are casing letters that are in delivery sequence now.

The casing standard of 18 and 8, which was how many letters and flats management wanted every carrier to case to meet the required office time. And they would observe you casing in the office to see if carriers were meeting these standards.

Today we are casing more flats or magazines and door to door mail than letters, well some of us anyway, just like Vegas, what happens in your office stays in your office. But with that being said, we still have a casing standard with the flat mail and every route office time is based on the volume of mail each route gets.

This should be simple math. The more mail you get, the more office time you will need to case it. Right! If this is what you think then you are wrong because management's new tactic is to announce a leaving time for the entire office in an attempt to help themselves, not you as a carrier. Carriers, management will always count on you not knowing or doing your job in accordance to the guidelines set by the Postal Service which is why discipline is at a record high for us.

This has to be said: Give a fair day's work for a fair day's pay. When you believe you will not be able to case the amount of mail distributed to the route of the day in the time allowed, properly fill out a 3996 (Carrier Auxiliary Form) and turn it in to management. Management should get back to you in a timely manner approving or disapproving your request, and if not verbally, ask them of their decision and request a copy of your 3996. You have now shifted the burden of possibly not making your office time to management and forcing them to make a decision and thereby protecting yourself from any form of discipline by management for failure to perform your duties.

What's also included in your office time, carriers, is keeping your work area clear of any clutter. Hold mail should be put in its proper place, premium forwardings should be handled every Wednesday. Any mail not belonging to your route should not be left at the case, and mark-ups (ANK, MLNL, NSN, vacant, deceased of refused) are supposed to be done daily by the carrier assigned to the route. It is not to be held for the regular.

These are duties that make up your office time that management doesn't want you to know. We must learn our job to protect our job. We must learn our job to protect us from big bad decisions. We are responsible for ourselves as carriers, not management. If you don't know what to do, ask.

Until next time.
939 AUTHORIZED EXCEPTIONS FOOTWEAR POLICY

A

 ttention brothers and sisters, you may or may not be aware of the authorized exception to the footwear policy. The 939.12 authorized exceptions states as follows:

Footwear must be purchased from a Postal Service-licensed vendor; however, exceptions to the certified footwear program may be granted, when appropriate (e.g., medical reasons, very unusual sizing restrictions), under the following guidelines:

A. Employees must submit their request for exception, in writing (with appropriate supporting documentation), to the district human resources manager. The employee's request, whether approved or not, must be filed in his uniform folder.

B. When authorization is granted to purchase footwear from other than a Postal Service vendor, employees must present an itemized invoice to the uniform clerk at their facility. Invoices must include the name of the employee; the name of the firm from which the purchase was made; the date of purchase; the post office finance number; the employee's anniversary date; the employee's Social Security number; an itemized description of the items purchased including size and color; and a statement by the employee certifying that the items listed were actually purchased.

C. Installments process the purchase in the same manner as a vendor invoice except that 81886 is used for the vendor number. This provides payment to the employee.

This exception is very handy, brothers and sisters, because this allows individuals with health conditions relating to their feet, knees or back to seek medical attention through your healthcare provider to better serve their needs.

This exception also allows for you to purchase footwear specifically designed for your health-related condition. This information can be found on light blue pages. It's very important brothers and sisters that you safeguard yourself from injury.

PS FORM 1767: PRESERVING THE RIGHT OF A LETTER CARRIER TO BE TREATED WITH “DIGNITY AND RESPECT”

Reporting a Hazard, Unsafe Condition or Practice

Brothers and sisters, this form should be in every office readily available for you to complete. You can also fill this documentation out anonymously for your own protection from reprisals.

Section 1 — Completed by the employee and then filed with your immediate supervisor. If you want to be anonymous you can file the documentation with the safety office.

Section 2 — The supervisor must immediately investigate the alleged hazard during that same tour of duty when the report was filed. It’s also important to remember this document is also a recordable document in the safety toolkit, and on PS form 1773 tracking all PS form 1767. The deficiency must also be abated if possible if they have the authority to do so. Supervisor must also record the action taken immediately to remedy the deficiency, then sign their name and date the document. Then the document must be forwarded; the yellow copy or secondary copy to supervisor or approving official; send the pink copy to the safety office; and give employee the remaining blue copy as receipt. It is the responsibility of the supervisor to update you on the status of the report and monitor its progress always till it’s abated.

Section 3 — Approving official must act to resolve, eliminate, or minimize the hazard. This also includes forwarding the original form and corrective measures up through channels. If the corrective measures resolve the deficiencies, the supervisor is supposed to notify the employee in writing within 15 calendar days. Again, this is the initial documentation for filing a complaint which management tracks. OSHA offers alternative avenues for addressing unsafe working conditions created by anyone in your work environment. In accordance with Article 14, Section 1 of the National Agreement; M-39, Section 115.4 Maintain Mutual Respect Atmosphere; ELM, Section 665.24, and/or Threatening Behavior. Brothers and sisters, also be aware someone’s always paying attention, be safe and alert, thank you. Peace and love.

MEMORANDUM OF UNDERSTANDING, NALC, 2011-2016, PAGE 5 ITEM 12

Vehicle shall normally be assigned to the same route each day. Every effort shall be made to have postal vehicles used by carriers clean inside and out every 30 days. If determined by management, they may be cleaned more often. A letter carrier shall be entitled to an itemized list of the parts, labor, etc., when it is proposed to charge them for vehicle damage in an accident. Brothers and sisters, the reason this is important is because the vehicles are filthy and we’re not enforcing our local agreement for the protection of our employees or safeguarding of families. This year we have been hit with a severe strain of flu virus. When the vehicle is washed out without being dried on the inside, it creates mold spores which we breathe in and cause long-term health problems. File P.S. Form 1767 then an Article 14 Grievance if this is not corrected for your own safety. Be safe out there.
89th Annual Ole Timers’ Day

DAN J. GOULD BRANCH 343
NATIONAL ASSOCIATION OF LETTER CARRIERS

HONORING
RETIR ED MEMBERS AND PAST PRESIDENTS
SATURDAY, MAY 5, 2018

SERVING TIME NOON   REFRESHMENTS TILL 3 P.M.
BRANCH 343 UNION HALL
1600 S. BROADWAY

ROBERT RAPISARDO
President
Branch 343, NALC

TOM SCHULTZE
Retirees
Chairman

CENTRAL STATION OCTOBER 1956
SECOND ROW DOWN: Clem Bernius, Vinc. Wilkelman, Elmer Kemker, Wm. Willett, Don Thompson, A. Carl Cox, Odie Wilson, Ed. Hornberger, Lou. Hacker, Chas. Quinten, Mel. Rancilio, Chas. Shaffer
THIRD ROW DOWN: Don. Winkler, Leo Boyle, Carrier Foreman Fred Spies, Superintendent Wm. Beck
LOCAL CELEBRITY MAKES DEBUT

Can you say lights, camera, action? Clifton Brookings, a letter carrier from the University City Post Office, is one of the many letter carriers featured in an actual television commercial produced by the U.S. Postal Service. The commercial, currently playing during the Winter Olympics can be viewed on You Tube and highlights how the USPS is evolving to keep up with the latest technology and adapting new methods to serve the public more efficiently.

You can check out the new commercial by going to You Tube and searching for USPS: Proof. The one and one half minute commercial is a slick professional production that features Clifton as one of many letter carriers in the process of performing their duties. Look sharp! Clifton is the carrier walking up a flight of stairs to deliver the mail. Clifton recounted, “From time to time, the post office holds auditions looking for talent in the ranks of the employees to feature in their media campaign ads.” For his part Clifton said he saw a posting on one of the bulletin boards at work and contacted the phone number listed. “One thing lead to another and I found myself in a national commercial for the Postal Service.”
TEXAS HOLD’EM TOURNAMENT
CHILI COOK-OFF
FOR MUSCULAR DYSTROPHY ASSOCIATION AND
ST. LOUIS AREA FOODBANK

Saturday, April 7, 2018
7 p.m. start time    Doors open at 6 p.m.
Letter Carriers’ Hall
(raising money for MDA for over 60 years)
1600 South Broadway in Soulard

Suggested donation of only $30 in advance by April 1, 2018, includes: 10,000 poker chips, chili and beverages
Raffle for entries paid in advance
$35 after April 1, 2018
20 minute blinds starting at 50/100
Guaranteed prizes for all final table players    Prize pool will be 50 percent of total entries
50-50 Raffle

To pay in advance or for more information call:  Bob: (314) 941-1589 or Tom (314) 258-0442

BUDDY BASS TOURNAMENT
APRIL 15, 2018 6:30 A.M. - 2:30 P.M.
REGISTRATION DINNER AND MEETING SATURDAY, APRIL 14, 6-8 P.M.
AND …
MEET MDA AMBASSADORS
AND GUEST SPEAKER AT THE DINNER!
Call Ken Young at Southwest Station
314-645-6312
or Check Out
7/24outdoors.com or bassbob.com

“COME STRIKE A BLOW AGAINST MUSCULAR DYSTROPHY”
B.A.D. DAY
BOWLING AGAINST DYSTROPHY
March 18, 2018
Noon till 2 p.m.
Olivette Lanes
9520 Olive Blvd.
See Your Shop Steward for Forms
Support Your Station and Let’s Have Some Fun
Br. 343 Legislative Liaisons Stuart East, Mike Weir and Mo. State President Kevin Holmes attend a fundraiser for 1st District Congressman William “Lacy” Clay.


Creve Coeur letter carrier Derek Moore receives congratulations on his retirement from shop stewards Kiesha Wiley, Stuart East and Br. 343 Pres. Robert Rapisardo.

Residual photos for Nick Grillo’s 30th Annual 9-Ball Tournament
MOUND CITY CARRIER
BRANCH MEETING
Branch 343, St. Louis, Missouri
February 8, 2018

Summary of Branch Action

MSC To pay the branch bills.

MSC That the branch donate $200 to Project 2000 with the St. Louis Labor Council for labor-friendly legislation.

MSC That the branch donate $200 as a sponsor to Branch 1132 of Granite City for their March 10, 2018, annual Mouse Races for MDA.

MSC That the branch purchase an ad for up to $450 in the 2018 Worker’s Memorial Issue of the Labor Tribune to be published in April of 2018.

MSC That the branch donate a set of Cardinal baseball tickets to the Bowling Against Dystrophy to be held March 18, 2018.

New Members

Tyler G. Clifton........... Ste. Genevieve ........ 01-30-18
Suzanna Embry ............. Rolla .......................... 01-30-18
Michael W. Johnson...... Town & Country ......02-02-18

Recently Retired Members

Robert T. Purk ............ Des Peres................... 12-30-17
George M. Walker Jr ..... Des Peres ........................ 01-03-18
Lucille Snow............... Weathers ...................... 01-31-18

Deceased Members

John J. Barrale ..........60-Year Member........02-02-18
Raymond E. Fulsom......70-Year Member...... 01-05-18
Wayne F. Wenzinger .... Gold Card ................. 02-07-18

Highlights

The meeting was called to order at 7:34 p.m. The invocation and pledge of allegiance were led by Chet Drain and the minutes were read and accepted.

**NBA’s Report:** RAA Stephanie Stewart — The 2 in 1 casing test occurring at Maryville Gardens and Chouteau is now a permanent operational change. The 2017 Food Drive collection totals decreased from 2016, go back to station and rally carriers for 2018. If anyone witnesses bullying at work, report it immediately to stewards and branch officers. Branch 343 raised $50,000 for MDA in 2017, three times more than any other branch in Region 5.

**Legislative Report:** Mike Weir — Pension checks have increased slightly due to decreased taxes but the new tax plan is expected to result in $1.5 trillion national debt. Tax cuts result in decreased revenue and then the government cannot provide services to citizens who need it.

**PAC Report:** Mike Weir — February issue of Postal Record lists LCPF contributors.

**Retiree Report:** Tom Schulte — 39 attended February meeting. Three to four attendees were in their 90s.

**Mound City Carrier Report:** Tom Schulte — Nick Grillo has hosted the 9-ball tournament for 30 years and his efforts for MDA are much appreciated.

**Labor Council Report:** Mike Chenot — Proposition A will be on the August ballot to defeat RTW. Every ticket sold for Rascal’s game in O’Fallon will result in donation of $5 for the fight.

**MBA Report:** Saronda Sutherland — January issue of the Postal Record contains article explaining term vs. whole life insurance, any questions ask Saronda.

**OWCP Report:** Chet Drain — Management should prepare three forms for the carrier when they are injured on the job: CA-1, CA-16 and CA-17.

**MDA Coordinator:** Vicki Rohrbach — Vicki attended the MDA Christmas party and was moved by the love shared between the families in attendance. If you are unable to attend an MDA fundraiser, please buy a T-shirt to support MDA.

**Trustees Report:** Tina Hunt — The books were audited and found to be in good order.
MOUND CITY CARRIER

Political Action Honor Roll

J MARK SIMS★★
JOE FITZJARRELL★★
DEAN WERNER★
TOM SCHULTÉ★
JOE POLITTE★
JAMES O’DAY★
ROY HATCHARD JR.
MARION HARRIS
LATONDA FAULKNER
JIM KLUEMPER
MIKE CHENOT

CHARLES SEXTON★★
ROBERT FLAHERTY★★
TONY JASPER★
GENO IBERG★
MIKE BIRKETT★
LAURA KEIM★
DON CHARTRAND
BILL JIMAS
JIM BRUGGEMAN
DERICK WILLIAMS
NICKI L. PRADO

CHARLES SCANLON★★
GENE BRADFORD★★
HENRY DEIBEL★
DARLENE TATE★
JOHN HAAKE★
STEPHANIE STEWART★
SAM GOODMAN
ROBERT RAPISARDO
PAM STEPNEY
MICHAEL JENNINGS
FRANK ENLOW

GERALD GALLEANO★★
MIKE WEIR★★
TOM HARMAN★
BILL HARMAN★
LAWRENCE McHAYNES JR★

The above honor roll gives special recognition to those members who give $50 or more. Each star represents $100.

IS YOUR NAME LISTED? WHY NOT?
SEND YOUR CONTRIBUTIONS PAYABLE TO BRANCH 343, P.A.C.
MIKE WEIR
612 CHARLESTON OAKS DR.
BALLWIN, MO 63021-7387

(Contributions are not tax deductible)

Branch Meeting Attendance Prizes
February 8, 2018

1. St. Louis Blues vs. San Jose Sharks
   Thursday 2/20 @ 7 p.m.
   Yashika Harris, Maryville Gardens

2. St. Louis Blues vs. Colorado Avalanche
   Thursday 3/15 @ 7 p.m.
   Richard Schallert, Des Peres

3. Wine Basket
   Mike Weir, Retired

4. 50/50 Winner
   $34 Markus Keys, Kirkwood

Safety & Health Report: Richard Thurman — The OIG has found instances of management falsifying CA-1 and CA-2 forms. Twenty-two carriers have committed suicide in the past year.

Haake Scholarship Report: Pam Stepney — Six applications have been received.

Executive Vice President/Treasurer Report: John McLaughlin — The Intuit QuickBooks training was informative. A budget for the branch will be developed. A local news story has made a claim that a steward bullied a carrier. If any carrier witnesses bullying, it should be reported immediately to the Union Hall. Initial budgeting for the 2018 National Convention will allow all qualifying delegates to attend.

Vice President/Financial Secretary Report: Brad Layton — Financial report for Jan. read. Brad thanked all the carriers and branch officers who have trained and mentored him through the years.

President’s Comments: Robert Rapisardo — After eight months, the conversion of CCAs to career should be proceeding monthly. Nine CCAs will be converted on Feb. 17. Safety Meeting topics included bullying and harassment, attendance, accidents (carriers with less than five service years are having the most accidents, daily safety huddles should be held with carriers with less than five years). Brian Litteken provided update on the items negotiated in the LMOU.

Respectfully Submitted, Brian Litteken, Recording Secretary
Dan J. Gould
BRANCH 343

—OFFICERS—
Robert Rapisardo.......................... President
John McLaughlin ....................... Executive Vice President/
Treasurer
Brad Layton .............................. Vice President/
Financial Secretary
Brian Litteken ............................ Recording Secretary
Derrick Williams .......................... Sergeant-at-Arms
Saronda Sutherland  ........ MBA Representative
Chet Drain ............................. Health Benefits Representative

BOARD OF TRUSTEES
Marvin Booker  ............... Tina Hunt
Richard Thurman  .... Stuart East
Frank Enlow

CORRESPONDENT POSTAL RECORD
Tom Schulte

MEMBER-AT-LARGE
NEGOTIATING COMMITTEE
Joe Regan  ............ Kiesha Wiley
Richard Brown  .... Pam Stepney

DELEGATES TO THE ST. LOUIS
LABOR COUNCIL
Mike Chenot  ............ Barry Linan
Frank Enlow  ............. Bill Lister
John McLaughlin .. Pam Stepney
Mike Weir

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If you submit a photo, please identify all members in the photo.

All copy should be TYPED in upper and lower case, double spaced and written on one side only. Articles are to be limited to 250 words and must be signed.

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Articles may be edited for brevity and potential libelous statements.

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RETIRED MEMBERS MEETING
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1600 S Broadway
1st Wednesday of the month.
Lunch at noon, meeting at 12:45 pm

Deadline for articles for the APRIL issue is MARCH 12, 2018

REGULAR BRANCH MEETING
THURSDAY, MARCH 8, 2018
7:30 pm

SHOP STEWARDS MEETING
THURSDAY, APRIL 5, 2018
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